

WEBINAR

**28
MAY
10AM**



Rewarding and Recruiting Staff in Challenging Market Environments

with Gewardz Health & Osborne Recruitment



Our Vision

We are the **Centre of Enterprise** recognised for inclusivity in the provision of enterprise supports to individuals and SMEs.

Our Mission

We proactively **support people and organisations** as they learn about and develop enterprise activities. Our values shape how Bridge Enterprise Centres work.



Our Values

1



Integrity

We uphold ethical standards, show respect to others, and maintain an accountable, open and transparent culture.

2



Inclusivity & teamwork

We create an environment where all feel welcome and appreciated and collaborate effectively to achieve our goals.

3



Being supportive

We actively help and encourage each other to succeed, and we foster a positive and uplifting atmosphere.

4



Enterprise & education in the community

We contribute to the growth of the communities we serve by investing in education of our members and stakeholders.

5



Leadership & innovation

We stay at the forefront of our industry, continuously seeking new and better ways to serve our members.

6



Members, clients, and customers

We are committed to delivering exceptional service and experiences that exceed all our stakeholder expectations.



BRIDGE
ENTERPRISE CENTRES



TheHub@Bridge

**Space,
Support &**



DLR West Business Association

Nutgrove | Churchtown | Ballinteer



Member Benefits:

- **Marketing** - Raise your profile through joint promotions and member showcases
- **Networking** - Meet local peers, collaborate, and access training opportunities
- **Advice** - Gain insights, shared expertise, and access to mentoring
- **Advocacy** - Be represented in key local decision-making and planning

Become a
Member Today!
Scan the QR code
to Join.



Lunch & Learn **Bridge EC, Nutgrove**

May 28th Sales Secrets:
Pricing for Profit

June 25th Controlling Costs
Efficiently

Sept 24th Management
Reporting That Makes Sense

Oct 22nd Strategy for Growth

Events

June 9th - The Social Media
Clinic: Grow Your Local
Business Online

June 18th – Members Financial
Wellness Check with PTSB &
Lynx Financial

**Register
Today**



Competing for great people in a market that has changed.

We support our clients by helping them understand what your people want and provide the tools to compete, retain and grow.

Presented by Iain Cahill from Gewardz Health in partnership with Bridge EC

01

Competing for talent without inflating salaries

02

Recruiting and retaining staff in a competitive market

03

Rewarding employees and improving engagement

04

Delivering real, everyday value to increase retention

How do you compete for great people without a salary war?

Salary is no longer enough on its own. Today's candidates compare the full package.

What employees value most

88% rate health benefits as important when choosing an employer

76% would consider a lower salary for better benefits and culture

61% say wellbeing benefits improve their loyalty to their employer

What makes a compelling offer

✓ Benefits that extend to the whole family, not just the employee

✓ Health and wellbeing support that is tangible and used daily

✓ Financial perks that feel personal, not corporate

✓ Flexibility and access to care wherever they are

✓ A reason to join. A reason to stay. A reason to talk about you.

This is not optional. The law requires you to act.

Under Irish law every employer has a legal duty to protect employee health including mental health and psychological wellbeing.

Safety, Health & Welfare at Work Act 2005

Employers must do everything reasonably practicable to ensure employees' safety, health and welfare physical and mental.

Psychosocial Hazards HSA 2024 Priority

The HSA's 2024 enforcement focus explicitly names stress, burnout and workload overload as regulatory requirements not soft issues.

Sick Leave Act 2022

Employees have a statutory right to paid sick leave (5 days in 2024). Proactive health management is smart business and legally prudent.

Reasonable Accommodation Obligation

Employers must provide reasonable supports for staff with mental health difficulties. Nearly half of Irish employees don't know this right exists.



The risk of doing nothing

- WRC claims for stress-related constructive dismissal
- Personal injury claims under the 2005 Act
- Reputational damage when recruiting
- Absence costs escalating as issues go untreated
- HSA non-compliance fines and enforcement

The question is not whether you need a wellbeing strategy. It's whether yours is good enough.

Stress and burnout are now Ireland's leading workplace issue.

24%

of Irish employees
took mental health
leave in 2024

vs 18% EU average

SD Worx Ireland 2024

60%

of Irish professionals' report
workplace-related stress

Robert Walters Ireland

€2,000

per employee annually
from poor mental health

IBEC Hidden Balance Sheet 2024

18%

of all Irish work-related illness
is stress, anxiety or depression

ESRI / HSA

55%

feel employers are not doing
enough to address stress at work

Robert Walters Ireland

Ireland has a GP crisis. Your team is already feeling it.

These are not future projections. This is happening right now.

75%

of GP practices have
closed their lists to
new patients

2-7 days

typical wait for a routine
appointment at most
Irish practices

1,500+

GP shortfall today
Ireland needs 6,000;
has only 4,600

€80

average GP visit cost
with no refund for
70% of people

Sick staff create real gaps and very real costs.



4.2

days

**Lost per employee per year
waiting for a GP**

When your team can't get a same-day appointment they take a half day or a full day. Multiply that across your team every year.



€160

/day

**Direct cost to your business
for every absent employee**

Ireland's SFA estimates €160 per day per absent employee once you factor in wages, cover, overtime and management time.



54%

**of cases it is the mother who
changes her schedule**

When a child is sick it is usually the mother who adjusts her day. That hidden absence rarely shows up on a timesheet but it costs.



30%+

**of Irish SME staff are
non-nationals facing GP barriers**

Many cannot register with a GP practice. For them every health issue becomes an emergency which becomes your problem.

Beyond a payslip and a smile.

The most effective employee reward strategies combine financial, health and lifestyle benefits — and extend them to the whole family.



€1,500 Tax-Free Small Benefit

REVENUE APPROVED

Per employee per year

Under Revenue's Small Benefit Exemption, Irish employers can give each employee up to €1,500 in non-cash benefits per year, completely tax-free. No PAYE, PRSI or USC. Use it for gift cards, wellness vouchers or health subscriptions.



Recognition Culture

LOW COST

Structured, visible, consistent

Peer recognition programmes, milestone rewards and team celebrations cost little but deliver disproportionate loyalty. 69% of employees say they would work harder if their efforts were better recognised.



Lifestyle & Family Benefits

EVERYDAY VALUE

Travel, discounts, everyday value

Benefits employees actually use every week — not just when they are sick — build daily goodwill. Travel discounts, retail savings and family-focused perks remind your team they are valued beyond the office.



Health & Wellbeing Supports

HIGH IMPACT

GP access, counselling, EAP

Providing structured health access is both a legal obligation and a powerful retention tool. Health benefits that extend to an employee's family are consistently rated among the most valued perks an employer can offer.

What can solutions look like?

The evidence is clear. Irish SMEs are carrying health, absence and legal risk that could be significantly reduced. And the talent market demands more than a salary.

To compete with corporates, we need corporate-grade solutions that are affordable and built specifically for Irish SMEs and the families behind them.

Thanks to Revenue, the free lunch is going away...

It should give you

A meaningful benefit that costs less than one salary increment

Something tangible employees mention to family and friends

Daily visible value — not just a policy in a handbook

The same offering a large corporate employer provides

A reason to join.
A reason to stay.

One platform. Everything your team needs.

A health and wellbeing app your employees download in minutes covering them and their whole family.

Available on iOS and Android. No registration barriers. No forms. No waiting.

Same-day GP access

8am–10pm, 7 days a week

Mental health & counselling

Qualified counsellors, EAP support

Family coverage

Partners, children, whole household

Health anywhere

At home, abroad, wherever they are

Around the cost of one hour's wages per employee per month.



GP On Demand
8am–10pm, 7 days



**Counselling
& EAP**



**Know Before
You Go**



**Ask Alex
health guide**



**Travel Discount
Platform**



**Radox Health
Discounts**

A REAL GP. THE SAME DAY.

8am to 10pm. Seven days a week. No waiting list.

Irish Registered GP's available the same day your employee needs one.

In Ireland a GP visit costs up to €80 with no refund for 70% of people. With Gewardz it is included.

Platform data:

- 98% Member satisfaction rating from using our services
- 89% of health challenges resolved same-day.
- Prescriptions, Medical Certs and Referral letters
- Continuity of care while travelling

€80

GP visit cost in Ireland
no refund for 70%

**With Gewardz
Included.**

Whole family covered.
At home and abroad.

Supporting the family not just the employee.

Most employee benefits stop at the office door. Gewardz follows your people home.

When home feels supported

- ✓ Concentration improves
- ✓ Stress reduces
- ✓ Productivity rises
- ✓ People stay engaged
- ✓ Loyalty builds naturally

Gewardz covers

- ✓ Partners & children at home
- ✓ Families travelling abroad
- ✓ Students studying overseas
- ✓ International employees no GP registration needed
- ✓ The whole household, wherever they are

A supported family means a fully present employee. That is where your competitive advantage lives.

For one hour's wages per employee per month, your business gets:

A solution that delivers on every dimension of today's agenda.



Recruit

Stand out with a benefit employees actively look for and talk about. We've had new hires request Gewardz at their company townhall within weeks of joining.



Retain

Engaged employees are 87% less likely to leave. Gewardz creates daily touchpoints that remind your team they are valued — not just on payday.



Everyday Engagement

A benefit used daily builds loyalty daily. Travel discounts, health guides, GP access — your team interacts with Gewardz every week, not just when they are sick.



No BIK

Structured correctly Gewardz does not attract Benefit-in-Kind. A meaningful benefit with no added tax complexity for employer or employee.

Done for you. We manage everything.

You are running a business. We handle setup, onboarding and ongoing engagement so you can get back to building.

01

We onboard you

We handle full setup and create your unique company URL. No burden on you or your HR team typically live within 48 hours.

02

Your team registers

Staff register via your URL. We email them directly with everything they need to download the app and access their benefits immediately.

03

Ongoing engagement

Monthly wellbeing emails, usage tips and dedicated Ask Alex support. We keep your team engaged so the benefit stays alive and valued.

04

Real relationship, always

A real person. Monthly check-ins with you to review engagement and usage. We are not hiding behind a helpdesk.

Strong businesses are built on supported people.

Supporting families. Reducing friction.
Building the teams that go the extra mile.

One platform. One subscription.

Around the cost of one hour's wages per employee per month

GP access 8am–10pm, 7 days a week

Mental health & counselling included

Whole family covered, not just the employee

No BIK. No claims. No complexity.

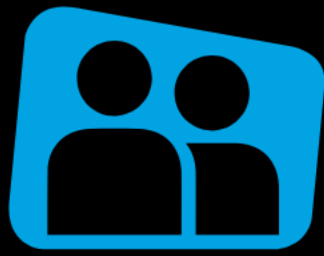
[Visit gewardz.com →](https://www.gewardz.com)

Get in touch

iain@gewardz.com

Real people. Real healthcare. Real results.





OSBORNE™
RECRUITMENT EXCELLENCE

Recruiting & Onboarding

28th May 2026

Right **Person. Right **Job.** No Compromise.**

#ChangingLives****



Dublin City Centre | Blanchardstown | Drogheda | Sandyford | Cork | Cavan | Wicklow | Kildare | Waterford | North America | UK



OSBORNE™
RECRUITMENT EXCELLENCE

Introductions



Emma Hickey

Osborne - Recruitment & Business Director

Right **Person**.
Right **Job**.
No Compromise.

#ChangingLives

About Osborne

Osborne is an Award-Winning, International, Irish Owned Recruitment and Talent Consultancy with a reputation for **Recruitment Excellence**.

Our expert team are driven by a culture of **High Performance, High Commitment** and **High Quality**, where we live and breathe our strong values of **Excellence, Growth, Integrity, Collaboration** and **Care**.

Together, as One Team, we change people's lives.

#ChangingLives



Osborne Awards



Triple Crown Winners

ERF Large Agency of the Year 2023

ERF Medium Agency of the Year 2017

ERF Small Agency of The Year 2015



**ERF Best in Specialism
Office & Secretarial
2025, 2024, 2022, 2018,
2015, 2014**



**North East Business Awards
SME of the Year 11+ 2025
Best SME 2017/2018**



**DLR Chamber
Best Professional Service
2024/2023**



**Kildare Chamber
Excellence in Communication 2024**



**Fingal Chamber
SME Of The Year 2022**



**Dundalk Chamber
Best SME 2018/2019**

Osborne Statistics

70,000+ Lives Changed

Placed Candidates

5 Continents
19 Countries

Sourced Across

27 Countries

13 Office Locations

- Dublin City Centre
- Blanchardstown
- Sandyford
- Drogheda
- Wicklow
- Kildare
- Cork
- Waterford
- Cavan
- Manchester
- Toronto
- Ottawa
- New York

Our Specialisms

- Accountancy & Finance
- Banking & Financial Services
- Office Administration
- Customer Service
- Sales & Marketing
- Multilingual
- Human Resources
- Warehouse & Industrial
- Production & Manufacturing
- Renewable & Sustainable Energy
- Legal
- Education
- Procurement & Supply Chain
- Engineering & Construction
- Robotics & Automation
- IT & AI
- Retail
- Hospitality
- Healthcare
- Executive & Board Appointments
- International Recruitment
- Temporary & Contract Solutions
- Government & Public Sector



Recruitment Solutions

- Permanent Placement
- Temporary & Contract Staffing
- Project Recruitment
- Recruitment Process Outsource (RPO)
- Executive Search
- International Recruitment
- Full Management Recruitment Solutions

HR & Talent Solutions

- Redundancy & Outplacement Service
- Payroll Services
- Candidate Assessment Centres
- Interview Process Design & Management
- Independent Interview Panels
- Start-Up & FDI Support
- Salary, Benchmarking & Reporting
- Psychometric Testing
- Employer Branding & Value Proposition Consulting

Current Employment Market

- Unemployment Rate: 4.6% – 4.8%
- Youth Unemployment (15-24): 10% - 12.5%
- Employment growth – Positive but Slowing
 - 2.7% 2024
 - 2.2% in 2025
 - Predicted to go to 1.8% Annually by 2028
- SMEs account for the large majority of active businesses in Ireland
 - Employs roughly 67% of the total private sector workforce
 - Generates over 40% of total turnover in the business economy
 - These SMEs serve as the backbone of the Irish domestic economy.





Current Recruitment Market

- The market is **not in recession**
- Hiring has become **more selective**
- Employers are more cautious on permanent hires
- Sectors in high demand:
 - Technology & Data
 - Pharma & Life Sciences
 - Construction & Infrastructure
 - Finance & Compliance
 - Healthcare

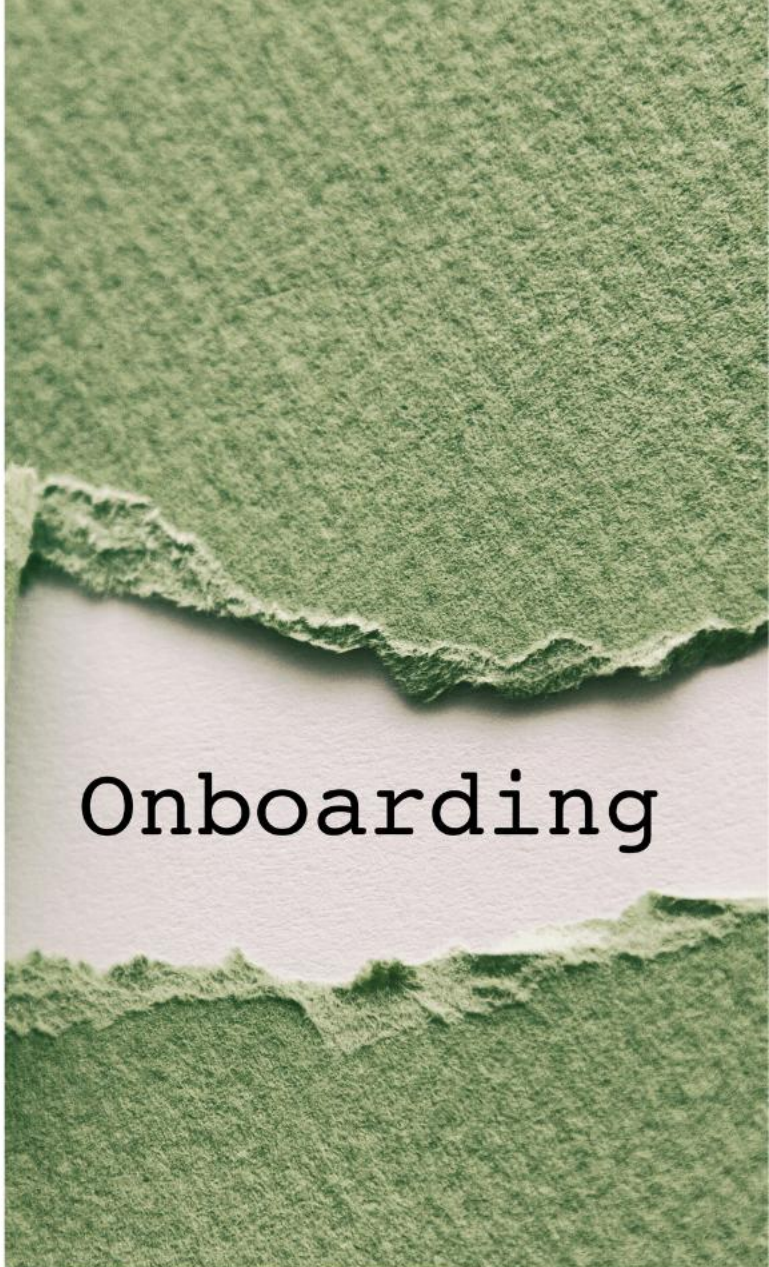
Employer Branding

- What is Employer Branding?
 - Your reputation as a place to work, and your employee value proposition
- Do you know what your employer branding is?
- Recruitment Process
 - Is your employer brand clear for all prospect hires?
 - Do prospect hires align with your brand
 - Managing reputation with unsuccessful applicants



Onboarding

- Induction is a retention tool, not just an admin process
- First impressions shape commitment
- Clarity reduces early frustration – clear expectations, standards, culture
- It helps SMEs compete with larger employers – more personal and supportive
- Use inductions to build relationships and loyalty
- Link inductions with development



Onboarding

Retention

- Retention starts with day 1
- Performance management -30/30 rule
- Know peoples motivators and what drives them
- Have the right succession plans in place



Keeping competitive in current market

- Retention starts at attraction stage
- A strong induction reduces turnover
- Build relationships – open communication leads to conversations which leads to solutions
- Benefits – are not always monetary
- Flexibility is now a core expectation



Contact Us

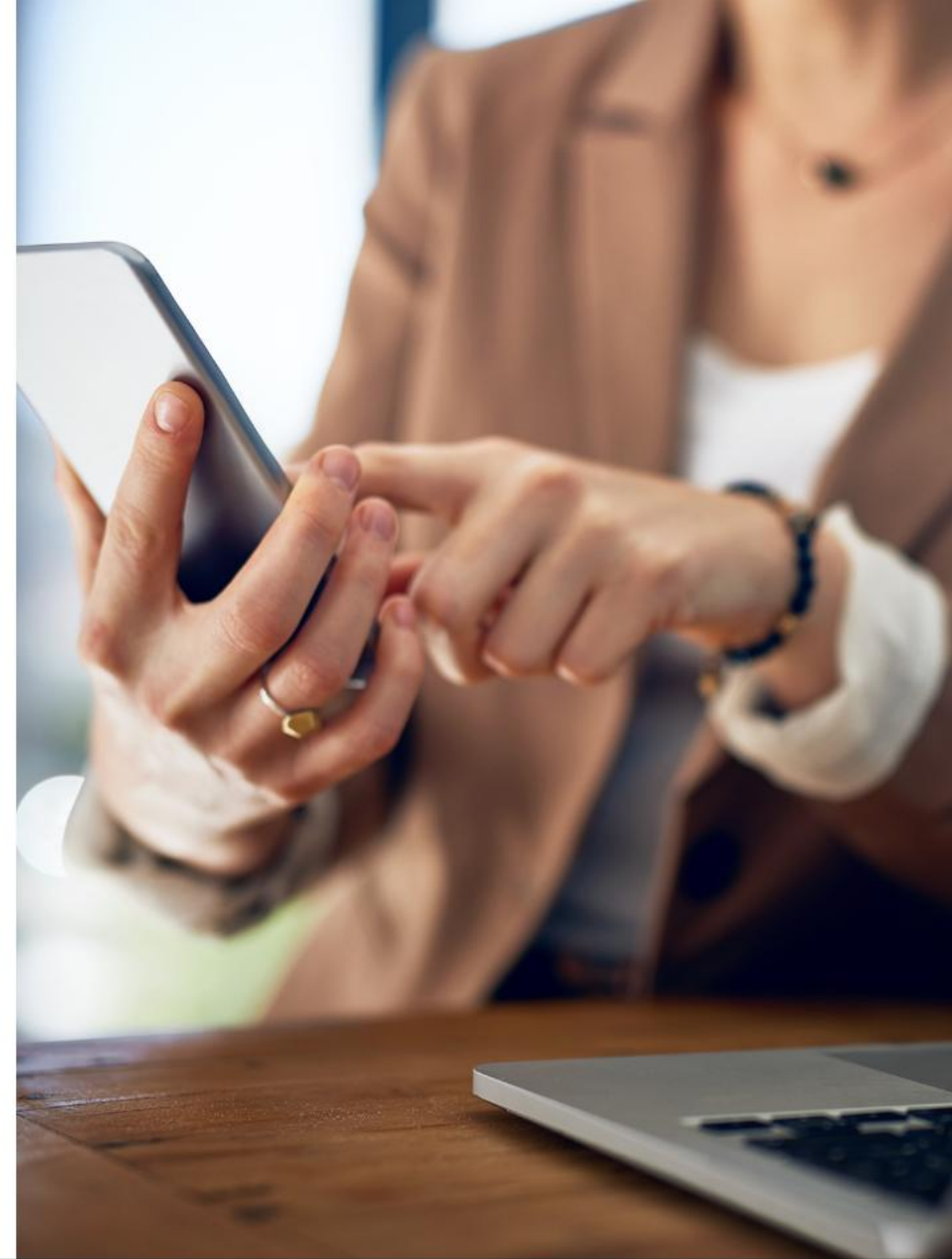


Emma Hickey

Recruitment & Business Director

Email: emma.hickey@osborne.ie

Phone: 085 152 3414







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THANK YOU