



private medical insurance

Private Medical Insurance at many companies is valued more highly than company cars and ranks alongside pension schemes. It is also one of the few employee benefits that, whilst assisting the employee can also directly benefit the company. It acts as a great retention tool for staff whilst fulfilling the employees' medical needs. It also ensures a return to work at the earliest opportunity, thereby minimising the disruptive impact on your business.

The implementation of the right healthcare scheme makes business sense for all caring and profit conscious employers.

- A healthier workforce means improved chance of increasing productivity and reducing overheads.
- Fewer days are lost through illness.
- Treatment can be planned for a date convenient to your business.
- An incentive for staff recruitment and retention.
- Improve staff morale and employee relations.
- Ensure employees cope with work related and personal problems.
- Fulfil your health and safety obligations.
- Position the organisation as a caring employer.



group life

Group Life is insurance to cover the lump sum benefit and/or dependants pension benefits payable on the death of the member.

- As an employer you can decide the type and level of benefit you want your employees to receive and the eligibility conditions for the scheme.
- While premiums are being paid, the insurer provides cover no matter how many claims you make, to an overall maximum of the catastrophe limit.
- The employer or policy Trustees, pay all the premiums and, for tax purposes, the cost is usually treated as a trading expense of the employer. Premiums are not taxed as a benefit in kind for employees.
- Lump sum benefits paid by the Trustees under a discretionary trust do not form part of the deceased member's estate, and are normally free of inheritance tax. With effect from 6 April 2006 lump sum benefits paid out after 'A' day will count towards the employee's lifetime allowance.
- Insurers always pay the benefit to the Trustees, (who also may be the employer).
- Schemes are set up under a Trust with discretionary powers for the Trustees according to the Inland Revenue's approval.
- Group Life Schemes and Dependants Pension Policies are required to have a minimum of 3 lives for a registered scheme.



group income protection

Group Income Protection Insurance (also known as Long Term Disability Insurance or Group Permanent Health Insurance) provides insurance to cover a proportion of the regular income due under a contract of employment in the event that an employee is unable to work due to illness or injury. Additional expenses such as pension contributions and employers National Insurance contributions can also be covered.

- You can decide the level of income protection benefit you require for your employees, how soon and for how long it will be paid and whether the benefit is to increase each year while it is being paid.
- You can choose different levels of cover, or scheme benefits, for different categories of employee.
- The insurer pays the income benefits to the company on a monthly basis from the end of the deferred period - for the duration of the benefit payment period selected when taking out the policy, and for as long as the claim remains valid. The employer then pays the appropriate amount to the claimant through their payroll system after deducting Income Tax and National Insurance Contributions.
- While premiums are being paid, the insurer will provide cover no matter how many claims are made. If you cancel the policy, the insurer will consider claims arising during the period they covered you, provided there are no premiums outstanding.
- The company pays all of the premiums due to keep the cover in force. The cost is usually treated as a trading expense for tax purposes and is not a benefit in kind for employees.
- A Group Income Protection Scheme is required to have a minimum of 3 lives.



group critical illness

Group Critical Illness pays a tax-free lump sum directly to the individual should they suffer any of a list of defined medical conditions or surgical procedures classified as critical illness events following a survival period as defined by each insurer.

Under some types of cover, a lump sum may also be paid out should an employee become permanently disabled as a result of injury or illness. This can be used by the individual to ease some of the financial problems that may inevitably occur, such as medical expenses, making adjustments to the home and mortgage payments.

- You can decide the amount of benefit you require for your employees.
- You can decide the type of cover you require by selecting a standard or comprehensive scheme.
- Taxation of schemes – normally schemes are financed by the employer with no contribution from employees. In this situation, the cost to the employer is allowed as a trading expense and lump sum benefits are paid tax-free (under current revenue practice) to the member.
- The premiums are a 'benefit in kind' for the members and are taxed under the PAYE system. The Inland Revenue does not normally grant tax relief on premiums paid for any members with a proprietorial interest in the company, however, they may sometimes grant tax relief provided that a substantial number of other employees are entitled to similar benefits. (Clarification of the tax position in such cases should be sought from your local Inspector of Taxes).
- Most providers also offer a reduced level of cover for members children aged between 6 months and 18 years (no upper limit to the number of children who can be covered).



hospital cash plans

With UK Business and industry facing the increasing substantial cost as a result of absenteeism through ill health, cash plans can provide an absence management tool, that can be effectively integrated into an employers risk management programme. A typical plan will include benefits for:

- Dental Expenses.
- Optical Expenses.
- Specialist Consultations.
- Out-patient Therapies, such as Physiotherapy, Osteopathy, Chiropractic and Acupuncture.

dental insurance

Following Government changes in April 2006, over one and half thousand dentists have left the NHS. Finding an NHS dentist is now even more difficult, if not impossible, resulting in more people having to pay for treatment privately. Giving employees a dental plan, which provides regular financial help towards their dental bills, can really put a smile on their faces, helping you to attract and retain quality staff.

Benefits include:

- Dental treatment when needed and claim back the cost.
- Prevents absenteeism.
- Boost morale and recruitment.
- Cover applies to both NHS and Private Dentists.



keyman insurance

Whatever the size, structure or nature of a business, its success is dependent on the organisation's employees. Even where a business does not appear to rely heavily on a few individuals, the chances are that it would suffer greatly, or even fail, on the death of certain employees. Yet surprisingly only a small number of businesses have adequate life cover for those people who are key to their future.

Businesses should obtain Keyman cover as routinely as they arrange business, fleet and contents insurance. After all, the early death of a key person is more likely to occur than a fire on the premises and the consequences could be much more damaging. Business competitors are unlikely to stand still waiting for a company to reorganise its business affairs.

With a little prompting it usually isn't very difficult for clients to identify those people who are absolutely essential to the effective running of the business. All employees whose death would have an adverse effect on the profitability and future success of the organisation should be considered, irrespective of their position.

Following the loss of a key person, cash may be required to recruit and train a replacement. It is also likely that there will be a reduction in profitability caused by:

- Disruption to management, loss of customer confidence.
- Inability to cope with work cash flow problems.
- Projects being delayed/halted.
- Reduced morale amongst staff.
- Loss of goodwill from customers and creditors.

shareholder protection insurance

Shareholder protection insurance protects each of the shareholders. On the death or diagnosis of a critical illness of a shareholder, the other shareholders receive a cash lump sum which can then be used to buy the affected shareholder's shares.

This method ensures that the shareholder's family receive their part of the inheritance as quickly as possible whilst there is minimum disruption to the company. Shareholder Protection covers you and your fellow directors or partners on death or *diagnosis of a specified* critical illness. On death funds are provided to allow the surviving directors or partners to purchase the share of the business from a deceased director or partners family. The family then, in turn, receives a fair price for that share. In the event you, or a fellow director or partner suffers a critical illness it enables you or them to decide if its right to continue in the business or, if not, provides the funds for the other directors or partners to purchase the share of the business. You can choose from a range of products that will:-

- Provide a cost-effective form of life assurance cover.
- Provide cover for a defined term.
- Pay out a predetermined lump sum in the event of death during the term of cover.

You could also include critical illness cover as an additional option.



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