

independent financial advisers  
**moneyweb**

together we **support, challenge, educate**

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## **group benefits package**

ready to create an effective  
valued proposition with a powerful  
**employee group benefits package**

Retaining staff and attracting new ones can be difficult.  
Make your company stand out by looking after your employees.

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# welcome

Moneyweb have been providing independent advice to corporate clients for over 25 years.

A locally based company, we pride ourselves in providing an excellent standard of service to all our clients, making sure we take the time to understand your needs, goals and preferences before we make any recommendations.

Offering employee benefits that cover your employees and their loved ones for illness, injury or death is highly regarded by today's workforce.

Employee benefits are a great way to reward your employees and can make it easier to recruit the best people. As well as providing protection for your employees, these schemes can also help protect your business.

There are a range of different options when it comes to providing financial protection for you and your employees. At Moneyweb, our expert team deliver tailored, independent and valued advice to corporate clients to help protect you and your employees today and in the future.

Let us guide and support you, making sure you pay the best price for the right arrangements.

# auto enrolment

A good quality, well run, bespoke pension scheme is by far the easiest way to put the first tick in that employee benefits box. Why not make sure what's offered isn't just what was hastily implemented when you were told you had to auto enrol employees.

At Moneyweb, we can ensure your company pension scheme is tailored to both employer and employee needs and requirements.

With retirement living standards increasing every year, it is vital that employees are planning for their later years at the earliest opportunity.

## Benefits to the Employer

- Meets regulatory obligations - employers must automatically enrol their eligible workers into a workplace pension scheme. Over time the market has developed and the opportunities for workplace pension arrangements is now more varied than ever.
- Can assist with staff recruitment and retention.
- Tax deductible as a business expense.

Moneyweb can assist your employees in ensuring that they are on track to meet their long-term financial goals, as well as providing them with advice on how to aim to achieve these if they are not on course to do so.

## Benefits to the Employees

- Competitive costs - a cost-effective workplace pension solution is critical.
- Ability to consolidate previous personal and workplace pensions in one place. In a recent survey, approximately half of respondents did not know where their pension was invested, and more than half stated that they did not know the current value of their pension.
- Online access - more and more employees are taking an interest in monitoring their pension on a regular basis. Offering the facility for members to keep track of the performance and underlying holdings online is seen as a valuable benefit.
- Investment opportunities - with a typical workforce having a wide range of demographics within it, it is important that each member can tailor their workplace pension investment to suit their individual needs and objectives.

# group death-in-service

Provision of a Death-in-Service scheme goes a long way towards demonstrating an employer's genuine care for staff welfare as well as encouraging loyalty and reassuring employees that they are valued.

It's a simple benefit and normally the amount paid is based on multiples of salary.

As a benefit, it helps show you care and often forms a core element of a modern benefits package. It also provides financial reassurance for family and dependants.

EXAMPLE OF COSTS		
4 x Salary 12 Employees	<b>Total Benefit</b> £955,408	<b>Annual Premium</b> £504.46

## Benefits to the Employer

- Choice of cover options available, either a fixed lump sum amount or a multiple of salary.
- Covers groups of employees for different amounts.
- A valued employee benefit that helps retain and attract employees.
- Promotes good employer-employee relations.
- The registered schemes premiums are usually allowable as a business expense, thereby reducing the net cost to the employer through corporation tax relief.

## Additional Benefits

- Premiums paid on an employee's behalf are not treated as a benefit in kind.
- Any lump sum benefit is normally payable outside an employee's estate and free from Inheritance Tax liability.

## Benefits to the Employees

### Additional free services, which include:

- Bereavement Counselling.
- Probate helpline.
- Access to a GP 24/7.
- Mental health support.
- Get fit programme.
- Financial and Legal support.

# group critical illness

Providing employees protection against the natural occurrence of a critical illness.

If an employee is diagnosed with a specified critical illness, or they have an operation that is covered, a Group Critical Illness policy will pay them a tax-free lump sum. That way, they don't have to worry about their finances as well as their health, and can use the money as they wish.

EXAMPLE OF COSTS		
3 x Salary 8 Employees	<b>Total Benefit</b> £633,000	<b>Annual Premium</b> £543.89

Really, it's about relieving money worries as quickly as possible, to help them feel confident about their financial future. Leaving them to focus on what matters: their recovery.

## Illnesses Covered

- Alzheimer's disease
- Cancer
- Cardiac arrest
- Coronary artery bypass grafts
- Creutzfeldt Jakob disease (CJD)
- Dementia/pre-senile dementia
- Heart attack
- Kidney failure
- Major organ transplant
- Motor neurone disease
- Multiple sclerosis
- Parkinson's disease
- Stroke

## Additional Benefits

- A second medical opinion on diagnoses and treatments.
- Children's cover included at no extra cost.
- Long-term practical and emotional support from a specified qualified nurse.

# group income protection

Long-term absence can often mean significant costs for your business. With Group Income Protection, you are able to provide employees with financial support and rehabilitation services if they're absent from work because of long-term sickness or injury.

Good work provides a sense of purpose, achievement and social interaction. Sometimes illness or injury mean an employee can't work for some time, Group Income Protection can pay a replacement income so that the employee needn't worry about their finances whilst not working.

It also offers support and assistance to employers in many ways. Early interventions and rehabilitation can be used to help manage and reduce both long-term and short-term absence.

EXAMPLE OF COSTS		
75% of Salary 10 Employees	<b>Total Benefit</b> £171,750	<b>Annual Premium</b> £489.60

## Benefits

- Under current UK tax laws, your premiums usually qualify as an allowable business expense.
- Employees receive a percentage of their monthly salary to provide them with a level of income if they are unable to work through longterm illness or injury.
- Access to an early intervention team, who will help employers manage workplace absence with the aim of reducing long-term absence in your business and managing an employee's return to work.

- Promoting wellbeing in your workplace can help create a healthier, happier workforce.
- Save on the cost of sick pay and the time spent managing absences.

# group private medical insurance

Providing employees prompt access to treatment when they need it, helping an employee return to work earlier after illness.

Group Private Medical Insurance is paid for by the business as a tax-deductible expense, to cover some or all of the costs of private medical treatment, where the employee will receive medical treatment for acute conditions.

This works alongside the NHS and is tailored to suit everyone's needs. It improves health in the workplace, reduces absenteeism and shows a real commitment

## Benefits to the Employer

- Helps to minimise disruption to your workplace.
- Reduces the cost of sickness-related absenteeism.
- Helps you to recruit and retain the best people.
- Group Private Medical Insurance can usually be claimed as a business expense.

As an independent provider of Group Private Medical Insurance, we negotiate discounted rates on your behalf and have access to all the top health care providers in the UK.

to employees. This highly valued benefit helps you to protect your most valued asset, your employees, to boost productivity and cover their physical and mental wellbeing.

It will provide them with faster access to treatment, expert advice, specialists and hospitals, which could help reduce waiting times, meaning less time off work.

## Benefits to the Employees

- Digital GP app.
- Stress Counselling helpline.
- 'Get active' advice.
- Wellbeing app.
- High-quality treatment that can be accessed quickly.
- Flexibility with regards to where and when treatment takes place.
- Cover can be extended to include family.

# the classic health cash plan

Designed with smaller businesses in mind.

The Classic Health Cash Plan is a company paid long-term insurance product best suited to businesses with 3 or more employees who are looking for an employee benefit to support their employees' everyday health and wellbeing. A cash plan allows employees to claim money back across a set number of benefits and levels covering healthcare costs such as dental, optical and physiotherapy alongside access to wellbeing services that can help address concerns such as mental health.

The business selects the level of cover that it wishes to pay on behalf of its employees with the option to add Private Medical Insurance Excess and Employee

Assistance Programme modules to the plan. Employees can voluntarily choose from a range of four levels to increase cover on their plan. Cover within the plan can be extended to children at no additional cost and employee partners can be added at an additional premium cost (refer to eligibility below).

New members can join with pre-existing conditions covered, without needing a medical and can start claiming straight away.

For the business itself, this plan also includes access to Occupational Health Helpline Support and Stress Intervention services.

Benefits employees can claim for:
<b>Dental</b> (incl. Check-ups, braces, whitening and more)
<b>Optical</b> (incl. Prescription glasses, eye tests, contact lenses and more)
<b>Combined Physiotherapy</b> (incl. Acupuncture, chiropractic, x-rays, osteopathy, homeopathy and more)
<b>Chiropody</b>
<b>Health &amp; Wellbeing</b> (incl. Allergy testing, counselling, sports massage and more)
<b>Health Screening</b>
<b>Specialist Consultation and Scanning</b> (incl. CT scans, mammograms, colonoscopy, biopsy and more)
<b>Dental accident</b>
<b>Personal Accident Protection</b>

Additional Benefits:
<b>GP Anytime</b>
<b>24/7 Counselling &amp; support helpline</b>
<b>Health Assessments</b>
<b>Perks</b>
<b>SkinVision</b>
<b>My Gym Discounts</b>

## Benefits to the Employees

- Manage your plan online and discover more about the great health benefits on offer, view your cash back balances, claim online and access MyWellness services.
- Money back on everyday healthcare costs such as dental, optical and physiotherapy.
- Children covered at no extra cost up to the age of 18\*. Partners added for an additional charge.
- Access to My Wellness including 24/7 counselling, and a direct line to a GP.
- Financial support with discounts and cashback on shopping via My PERKS.
- Simple and fast online claims, money back typically within 3-5 working days.

\*Up to the age of 18, living at home and studying full-time.

## Add extra benefits to your health cash plan:

**Employee Assistance Programme**  
Support employee mental wellbeing with access to eight face-to-face counselling sessions including cognitive behavioural therapy. (Available for an additional cost per employee per month).

**Private Medical Insurance Excess (Max £400)**  
Can be claimed back through the specialist consultation benefit.

EXAMPLE OF COSTS			
MEMBERS	BENEFIT LEVEL	TERM OF COVER	ANNUAL COST
12	2	1 year	£936