



# EMPLOYEE BENEFIT HEALTH CHECK

Ensure your employee benefits remain competitive, valuable, and fit for purpose with our free health check

## **EMPLOYEE BENEFIT** HEALTH CHECK

We know that Employee Benefits are incredibly important to companies in order to help:

- Recruit,
- Retain and
- Motivate employees.

As such, these benefits need to be regularly reviewed to ensure they remain fit for purpose and support the company's wider objectives. In addition, a health check can lead to company savings and ensure better value for money moving forward.

We are happy to carry out a FREE HEALTH CHECK review of all of your Employee Benefits.

This review will cover the following key areas:

### **Pensions & Salary Exchange**

- We can review your company Pension Scheme to identify if it is providing value for money and remains
- Annual Management Charges remain competitive against UK averages
- maximising company and employee savings from salary sacrifice
- We will review your providers default performing in line with objectives and against the market.

### **Group Risk**

- We can review the life insurance, long term income protection and critical illness policies to ensure they have been set up correctly, remain competitive and identify if savings can be achieved.
- We will provide commentary on good practice cover.
- We can highlight if your policies are set up under the correct trust.
- We can provide benchmarking of certain benefits.
- We will highlight all the UK insurers value-added benefits and support with advertising and utilising them.

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### Health Insurance



- We can review your Private Medical Insurance to ensure it remains competitively priced.
- We will also provide commentary on good practice cover.
- We can review your Health Cash Plan.
- We will clearly explain and set out all the additional value-added benefits being used by UK insurers and highlight those valued by employees.
- We can design strategies for employee communications for Employee Assistance Programs and Cash Plans to ensure value is recognised.

## AREAS WE CAN REVIEW

The table below sets out all of the various Employee Benefit offerings we can review.

Employee Benefits	
Pension Governance and Consultancy	Group Life Insurance
Pension Provider Market Review	Group Income Protection
Salary Exchange (also known as Salary Sacrifice)	Group Critical Illness Cover
Financial Education (face to face or online)	Private Medical Insurance
Auto enrolment compliance check	Health Cash Plan Insurance

### **EXAMPLE SALARY SACRIFICE SAVINGS**

One of the ways companies can save money is by implementing pensions salary exchange. A Salary Exchange arrangement is an agreement to reduce an employee's entitlement to cash pay, usually in return for a non-cash benefit.

### Why use it?

As lower gross salaries are being paid to employees, the amount of National Insurance Contributions (NICs) owed by the employer is reduced. Employees also save money too.

### What are the savings?

The amount you can save will depend on the number of employees in your workplace pension scheme.

See the table below for examples. Please note this assumes 5% employee pension contribution on average pensionable earnings of £35,000 and are for guidance only:

Number of Employees in Pension Scheme	Potential Employer National Insurance Saving 2025/26
25	£6,600
50	£13,000
75	£20,000
100	£25,000
150	£40,000
250	£65,000
500	£130,000

<sup>\*</sup>Rounding Applied

## MEET OUR TEAM

We are proud to support businesses that value their employees and the important role they play in their ongoing success. Meet our dedicated Employee Benefits team, who bring many years of experience to help you attract and retain key employees.



Joseph Warne
Joseph.Warne@paretofp.co.uk
Head of Employee Benefits
07812 167 532



Alan Makinson
Alan.Makinson@paretofp.co.uk
Employee Benefits Consultant
07559 903 671



Tom Masey
Tom.Masey@paretofp.co.uk
Employee Benefits Consultant
07528 821 658



Nathan Clarke
Nathan.Clarke@paretofp.co.uk
Employee Benefits Consultant
07562 947 508



Evette Murray
Evette.Murray@paretofp.co.uk
Team Leader
0161 819 1311



**Zoe Hall**Zoe.Hall@paretofp.co.uk
Administrator
0161 819 1311



Olivia O'Neill
Olivia.Oneill@paretofp.co.uk
Administrator
0161 819 1311



Marc Tribe
Marc.Tribe@paretofp.co.uk
Administrator
0161 819 1311



Karen Craddock

Karen.Craddock@paretofp.co.uk

Admin Manager

0161 828 5153



Nimish Patel
Nimish.Patel@paretofp.co.uk
Administrator
0161 819 1311



**Stephen Mackenzie-Hawkins**Stephen.Mackenziehawkins@paretofp.co.uk
Administrator
0161 819 1311





For further information please contact:

### Pareto Financial Planning

T: 0161 819 1311

E: enquiries@paretofp.com

W: www.paretofp.co.uk

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