

Financial protection for your most important asset

Peace of mind for you and your employees

With remuneration expectations continuing to rise, a good employee benefits package can prove decisive in creating a happy and loyal workforce and ensuring your staff feel valued.

Group Life, Critical Illness and Income Protection from PMI Health Group each offer a cost-effective way of encouraging staff retention and demonstrating your commitment to their wellbeing and your duty of care.

As employer contributions are usually considered a business expense, they also profit from tax relief.

www.pmihealthgroup.co.uk



pmi health group

Group Life

One of the most affordable and attractive employee benefits options, Group Life cover reassures your employees that should they die, their families and dependents will be cared for.

An unexpected death can have far reaching consequences at a time of considerable stress, with families facing funeral and other expenses. In many cases they are left having to pay off outstanding financial commitments or debts, and often have to contend with a sizeable drop in income.

A Group Life policy will provide:

- A tax free lump sum to your employee's family, usually based on a multiple of the employee's annual salary
- Peace of mind



How does Group Life help you and your business?

- Forms part of an attractive benefit package to attract and retain high calibre candidates
- As the risk is spread over a number of employees, premiums are usually cheaper than those paid for individual cover
- Advances in medical treatment and improved lifestyles mean that more people are living beyond the retirement age, reducing the rates for life cover in recent years
- Can help to protect an occupational pension scheme fund against the risk of having to pay out a lump sum in the event of a member's death in service.

“We took our Group Life through PMI Health Group and have been really impressed and reassured by its consultants' depth of knowledge of the marketplace and appreciation of what we need as a company.”

Kevin Roberts, Pensions and benefits manager, Equity Insurance Group



Critical Illness

Medical advances mean that many previously fatal illnesses can now be cured. Your employees are therefore more likely to suffer from a serious illness than a terminal condition. In fact, statistics show that one in four people will suffer from a critical illness between the ages of 30 and 60.*

Group Critical Illness cover will provide a lump sum payment to allow your employee and their family to solve some of the financial problems that may occur as a result of a critical illness or surgical procedure - including adjustments to the home, paying off the mortgage or the cost of medical expenses, for example.

The lump sum is tax free and is payable providing the employee survives for a defined period following the critical illness event.

* Datamonitor UK Health Insurance 2003

How does Critical Illness help you and your business?

- Helps minimise the pressure on your business when providing financial support for seriously ill employees
- Contributes towards the cost of medical treatment in circumstances where other benefit options, such as private medical insurance, may not be available to an employee
- This in turn can sometimes help to reduce periods of sickness absence and aid a return to work

Group Income Protection

Long term illness can represent a substantial financial strain for both employers and employees.

A Group Income Protection policy will pay a proportion of an employee's salary in the event that they are off work due to long term sickness or injury.

The payments can either be made directly to an individual or the policy can be used to fund payment for a limited period and then provide your company with a lump sum to fund a leaving service benefit.

How does Group Income Protection help you and your employees?

- An income protection policy will reduce the impact of ill-health early retirement on pension schemes. Policy payments can be either kept by the employer to offset the cost of an early pension, or by the employee to fill the gap until the pension starts.
- Some policies will provide rehabilitation services to help nurse absent employees back to health (and the workplace) as soon as possible, which in turn helps to minimise the payments required on the policy
- By intervening early with an employee's long-term sickness and offering advice on the reasonable adjustments needed for staff returning to work, a policy can help companies to demonstrate compliance with the Disability Discrimination Act

Control your premiums

We also offer a nurse-led claims management service which sets out to lower premiums and return staff to work at the earliest opportunity.

A team of 15 registered nurses, several of whom are also qualified counsellors, will advise on the most appropriate and prompt treatment available – whether NHS or private. This helps to overcome the time delays associated with the traditional process.

The nurses will help formulate a suitable return to work plan. If required, our in-house OH advisors and consultant physicians will also assess workplace capabilities and recommend any appropriate adjustments to employment duties.

The team will do all they can to help employees return to health and back into the workplace, only paying long-term income through the client's policy as a last resort.



“Ensuring our staff receive the most appropriate care or medical treatment, when required, has helped to optimise our HR function while also providing our workforce with an extremely valuable employee benefit. Personal support from trained counsellors, for example, has helped immeasurably for employees suffering personal problems such as stress.”

Liz Atkinson, HR manager, Irwell Valley Housing Association