### THE PENSIONS MANAGEMENT INSTITUTE

**Draft Question Template 2021**

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| **Module** | Reward and Retirement Provision |
| **Session** | April 2021 |

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| **Question Number: 1** |
| As HR Manager you have undertaken some research into salary sacrifice and now propose to recommend its introduction for the Company’s occupational pension scheme and other benefits. Write a report to the Finance Director setting out:   * what salary sacrifice is; * reasons why you think it should be implemented; * criteria necessary for an effective salary sacrifice; * scheme design considerations.   Total Marks 35 |

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| **Question Number: 2** |
| From time to time employees may become absent from work due to illness or injury. Apart from any health care provided by an employer, supporting income at a minimum level of Statutory Sick Pay (SSP) is available from the State.  Prepare a summary setting out the salient points of SSP to include:   * when it becomes available; * the amount and how it is payable; * the income tax and national insurance contribution position for the employee.   Total Marks 15 |

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| **Question Number: 3** |
| As a newly appointed HR Manager, prepare a short briefing paper for consideration by the Company Directors at their next benefits review meeting, which covers the following:   * why the company may wish to implement the operation of an employee share plan; * an outline of the treatment of tax and national insurance contributions where the employee has the option of a company vehicle or alternatively decides to take the cash alternative.     Total Marks 20 |

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| **Question Number: 4** |
| Prepare a list of the typical objectives and measures against which a company’s benefits strategy could be set. You do not need to state whether any of these objectives and measures would form part of a budgetary cycle.  Total Marks 10 |
| **Question Number: 5** |
| It is quite common for a flexible benefits arrangement to incorporate the company’s pension scheme.  Prepare a short briefing paper to explain how membership of a defined contribution pension scheme and compliance with Automatic Enrolment requirements can be incorporated into a flexible benefits arrangement.  Total Marks 15 |

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| **Question Number: 6** |
| Prepare brief notes outlining the salient points of dental insurance.  Total Marks 5 |