



Pensions Management Institute

Moving pensions forward

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Reward and Retirement Provision

FRIDAY 14 April 2023

2-5 PM

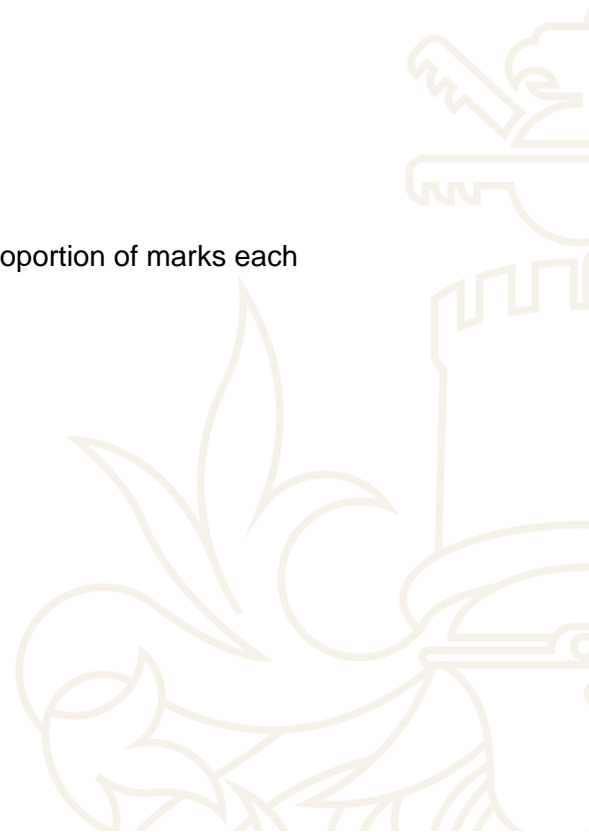
TIME ALLOWED:

3 HOURS

Pass Mark - 55

PMI Number	
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1. This contains several short answer questions. Attempt **ALL** questions. The total marks for this paper are 100.
2. Type all your answers in the answer box provided.
3. It is suggested to allocate your time according to the proportion of marks each question attracts.



Question Number: 1

You are the benefits consultant to a company that wishes to review the possibility of introducing a flexible benefits scheme.

Write a report for presentation to the company's HR director which considers:

- The reasons for introducing a flexible benefits scheme;
- How the diverse needs of employees and their perceived value of benefits can be met;
- How a flexible benefits scheme can help with recruitment and retention;
- The disadvantages of flexible benefits
- The benefit decisions to be made in connection with the structure of a flexible benefits scheme (You are **not** required to list the benefits which are frequently offered under a flexible benefits scheme).

Total Marks

35

Question Number: 2

Write a briefing paper to the Finance Director which outlines:

- the reasons why the Company may wish to consider introducing an unapproved share plan;
- the main characteristics of the two types of unapproved share plans. You are **not** required to include reference to any financial performance targets or to give details of the taxation position for employees.

Total Marks

20



Question Number: 3

As Operations Director, you have undertaken a review of business risks and you would now like to propose to the Board of XYZ Ltd that they consider the introduction of Keyman Cover.

Prepare a summary which identifies:

- the purpose of this type of insurance;
- types of cover available;
- kinds of people who may be considered 'key';
- relevant factors relating to the sum assured.

You are **not** required to include details of the taxation position of this type of cover.

Total Marks

15

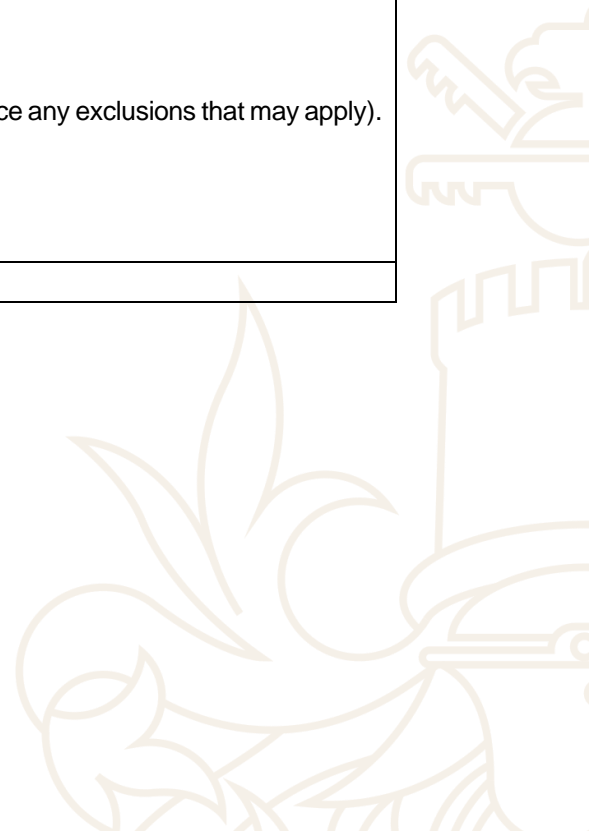
Question Number: 4

Following a review of future operational needs, your company intends to implement a restructuring exercise which will lead to a compulsory reduction in employee headcount. As HR Partner, write an email to the Managing Director which outlines the requirements the company must satisfy to the affected employees in the provision of:

- Redundancy Pay
- Pay during the Notice period. (You are not required to reference any exclusions that may apply).

Total Marks

15



Question Number: 5

As part of your report to the management of XYZ Ltd, identify the key scheme design considerations that should be taken into account in connection with the introduction of salary sacrifice to the Company's occupational DC pension scheme.

Total Marks

15

