



Employee Benefits

Pensions have monopolised the employee benefits limelight in recent years now that auto enrolment is a legal requirement, but they aren't the only employee benefit worth considering.

It has been proven that well motivated staff, who feel valued by their employer, perform better and are more productive. Employee benefits can play a key role in achieving this. Historically, the provision of employee benefits gives rise to notions of complexity, expense and time costs. Despite this preconception, technology has improved so much that the administration of benefits is much more streamlined than ever before and the complexities and time commitment involved in running employee benefit schemes are vastly reduced. In fact, cost need not be a major disadvantage, as many benefit schemes offer significant tax advantages for employers. In other words, redefining how you reward your employees could lead to cost savings.

Death In Service Life Cover

Probably the most cost effective life assurance cover available, death in service insurance ensures employees have a significant lump sum for their dependents whilst employed if the unthinkable were to happen. Group death in service insurance schemes offer significant savings against individual life assurance, with eligibility for tax relief for the employer. Underwriting and paperwork is usually very simple and uncomplicated in most cases, especially as there will normally be a level of cover which will require no underwriting.

What is death in service insurance?

A Death in Service Cover Plan provides a lump sum benefit for the employee's family in the event of his/her death, helping to cushion the impact of loss of salary on their dependants.

How does death in service insurance benefit employers and employees?

- Relieves moral burden should an employee die whilst in service.
- Provides a lump sum benefit for an employee's beneficiaries of 2, 3, 4 times earnings or more.
- Helps attract and retain loyal employees.
- Tax efficient - premiums are a trading expense.
- Approved benefits are not "benefits in kind"
- Continuous entry for new members.
- Generous free cover level under-writing.
- Continuation of existing cover without medical evidence.

Relevant Life Plans

A Relevant Life Plan is a term assurance plan available to employers to provide an individual Death In Service benefit for an employee. It is designed to pay a lump sum if the person covered dies or is diagnosed with a terminal illness whilst employed during the term.

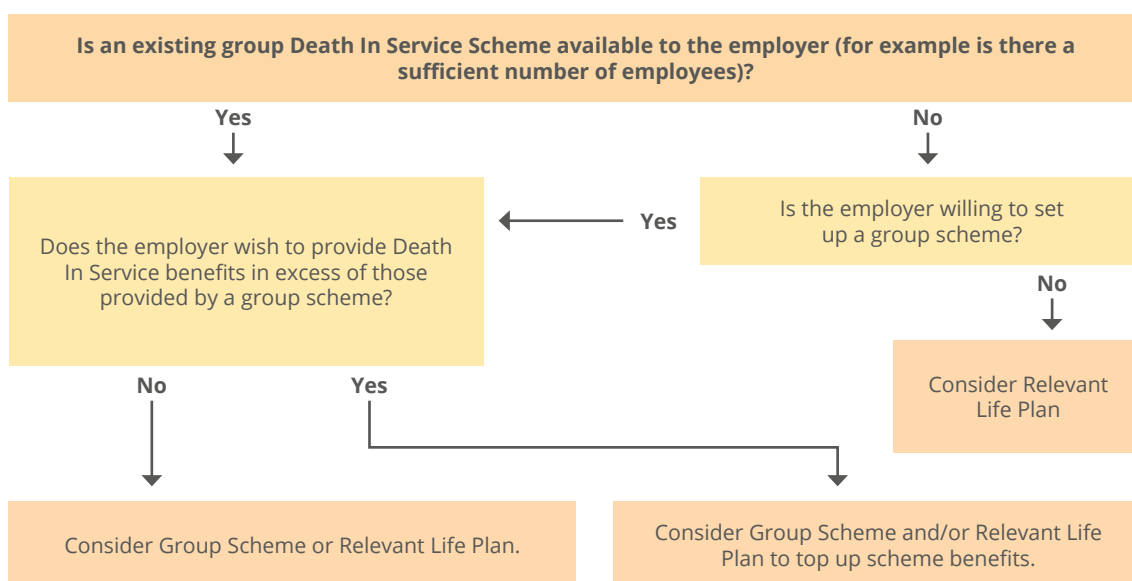
Who is eligible for a Relevant Life Plan?

- Any employee of a business, including the directors, are eligible for a Relevant Life Plan.
- A Relevant Life Plan is not available to Equity Partners of a Partnership, Equity Members of an LLP, sole traders or anybody else who is not an employee.
- The maximum age for a life assured is 75 years old.



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Group Scheme or Relevant Life Plan: Which is right for you?



Additional Protection Planning

Critical Illness Cover

Quite often when protection is contemplated, the cover that is arranged is to protect against the risk of death. However, statistically, it is much more likely that an individual will contract an illness or disability that is life threatening, but doesn't actually kill them. Cancer, Heart Disease and Stroke are examples of these ailments and thanks to medical science, people contracting a critical illness now have a good survival rate. The problem is that the illness will incapacitate them and so it makes sense to arrange cover that will pay out if an employee contracts such an illness.

Income Protection

Similar to Critical Illness cover, Income Protection benefit pays out when the insured is off work through illness or accident. The key difference is that this cover is designed to pay out a regular income for a period when the person who is covered is unable to work, until they have recovered and are fit enough to start work again.

Key Person Assurance

In many businesses, there are individuals who are 'key' to the success or failure of that business. The death or prolonged illness of a key employee could have a devastating effect

and so it makes sense to protect the business against this kind of risk. Cover can be set up whereby a lump sum benefit is paid to the organisation if the worst should happen to a particular employee. The pay-out can be used to cover the cost of any lost income or to employ someone else to do the job.

Shareholder or Partnership Protection

Individuals who are in business together, either through a limited company or through a partnership are often concerned about what will happen to their share of the business should they die or if they contract a critical illness. Shareholder or Partnership Protection can be set up to pay out a lump sum in order to buy out the affected business partner so that the business can continue without having to be sold or have to take on debt.

Next Steps

Whatever your needs, we offer an initial meeting with no cost to the employer to discuss your existing benefits, review how suitable those arrangements remain and consider any other benefits you may require. To arrange your initial meeting, use the contact details overleaf to get in touch with us.



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September 2018
TMEB092018