

# Consultancy and Broking



**In today's environment**, employers are increasingly challenged with reducing health and risk costs and managing multiple providers while at the same time improving employee performance and engagement.



**With over £200 million of health and risk premium brokered** for clients each year and strategic partnerships in place with all the major providers, Capita are well placed to deliver.

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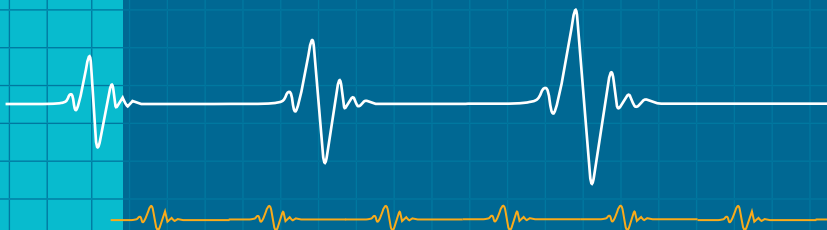
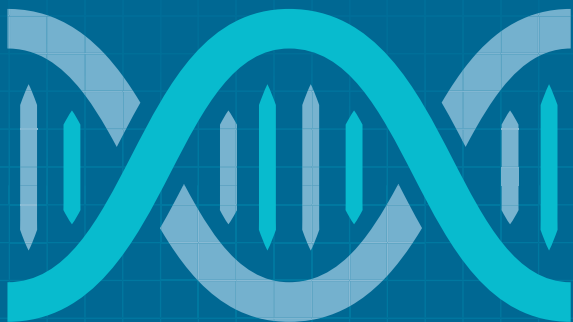
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We have a multi-disciplined approach to health and risk benefits, providing truly integrated solutions.



**Delivering health benefits excellence**

# Pensions and Flexibility



**The 6 April 2015 changes to the Pension Flexibility Legislation** allow your employees to take some or all of their pension savings as cash from age 55. This gives individuals greater flexibility and control of their savings.



**However, the revisions could jeopardise** benefit eligibility, calculations, payments and tax treatment for Group Life Assurance written under Trust, Group Income Protection, Tax treatment of any death benefits payable under Trust and any existing Group Income Protection claims in payment.

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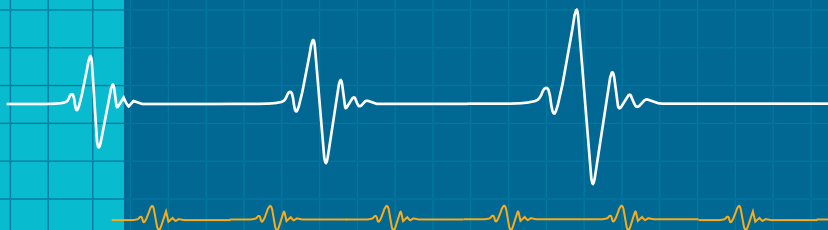
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We have developed a two stage solution to help you with these challenges – a full audit leading to production of a risk status report together with an action plan to resolve identified issues.



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# DISP Benefit Review



**There is an increased cost** of providing Death In Service Pension (DISP) as an insured benefit. The cost has risen significantly over recent years and this trend is likely to continue.



**The latest market statistics** produced by Swiss Re for the year ending 2014 highlight that in-force DISP benefits have shrunk by 20% over the last five years, whilst premiums have increased by 31%.

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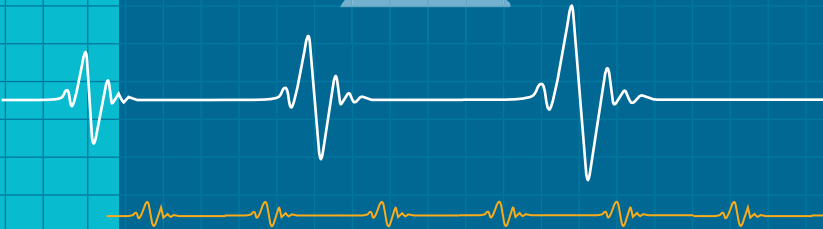
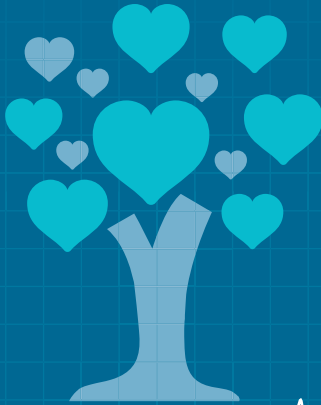
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We have developed suitable alternative solutions to replace DISP benefits with more affordable, sustainable and relevant benefits.



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# Tax Avoidance and Evasion



**In the July 2015 budget**, HMRC announced a crackdown on tax avoidance and evasion. The Government announced it aims to raise £7.8 billion in doing so.



**This could impact benefits** such as Group Life and Private Medical Insurance written under Trust, which means that more scrutiny than ever will be placed on the employer.

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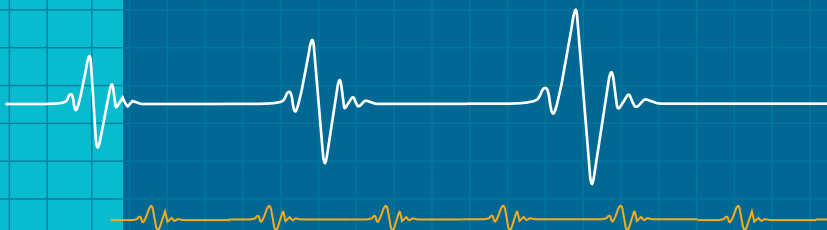
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We can help you mitigate tax risk exposures to deliver continued benefit value.



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# De-risking Solution



**Active defined benefit schemes** need a de-risking solution to manage the significant and volatile costs of ill health early retirement.



**According to Legal & General**, the resulting liability could be as much as ten times the employee's salary or more in some cases.

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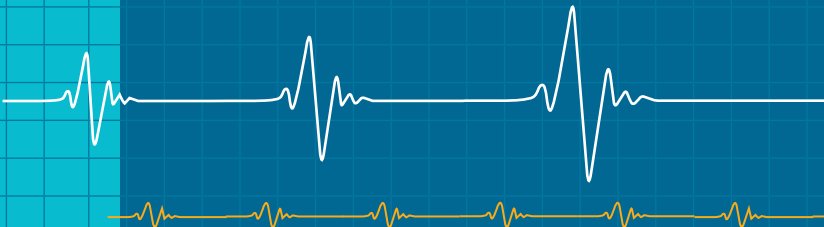
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We can help you de-risk, budget and plan with an immediate cash injection to cover ill health early retirement cost.



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# Life Time Allowance



**HMRC has announced** a reduction to £1 million with effect from 6 April 2016.

**Employees applying for Fixed Protection** could jeopardise their protection if they remain in a registered Group Life scheme.

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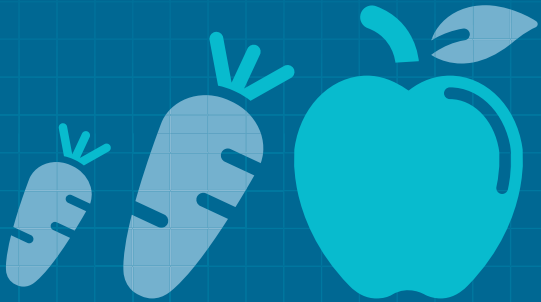
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We can provide an alternative solution for affected employees, allowing them to maintain life cover with no impact on their Fixed Protection or Lifetime Allowance.



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# Group Income Protection



**In the July 2015 budget**, HMRC announced Employment Support Allowance (ESA) and Work Related Activity Component (WRAC) will be reduced and aligned with Job Seekers Allowance.



**There is potential impact** on Group Income Protection schemes where benefits have been set-up with an off-set for ESA and WRAC.

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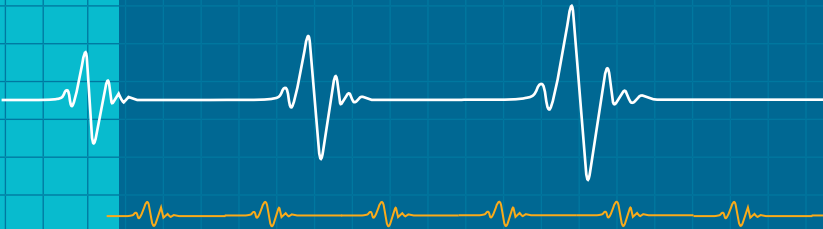
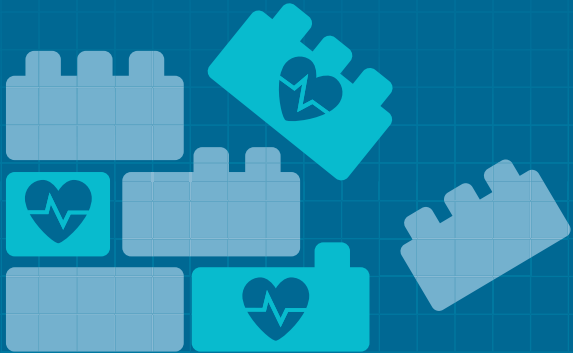
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We will reduce the potential impact on your employees by reviewing and implementing an appropriate benefit structure.



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# Insurance Premium Tax



**In the July 2015 budget, HMRC announced** a 58% increase in Insurance Premium Tax (IPT) from 6% to 9.5% with effect from 1 November 2015, which will impact the costs of providing Private Medical Insurance to employees.



**This raises the feasibility** of alternative funding mechanisms such as Healthcare Trusts to mitigate IPT.

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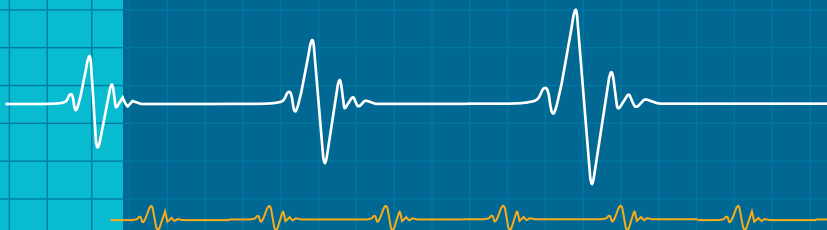
We have the expertise to navigate alternative funding mechanisms which can mitigate IPT liabilities.



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# Digital Healthcare



**The digital healthcare revolution sees** interaction and communication technologies coming together to address system wide healthcare challenges.



**The 2014 McKinsey Digital Patient Survey shows** more than 75% of all patients expect to use digital services in the future.

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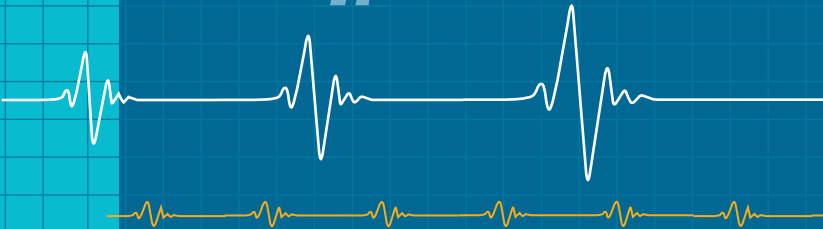
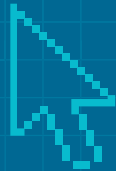
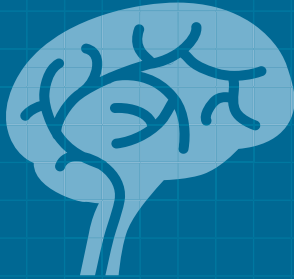
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Our innovative technology led solutions are transforming care pathways, which means that we can significantly improve the funding requirement of benefits whilst also managing your whole workforce.



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# Data Analytics



**Health and risk costs** are continually rising and there is pressure on organisations to keep costs low as well as offer a benefits package that attracts, retains and engages employees. Data analytics tools that help employers understand their corporate health risks are fast becoming an integral part of effective benefits design.



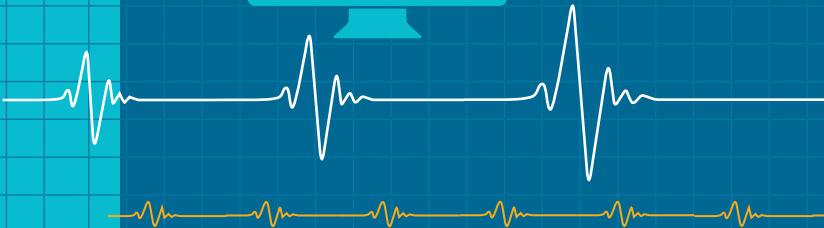
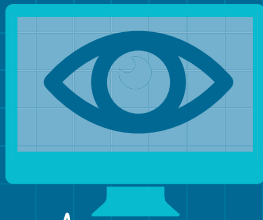
**Our 2015 Employee Insight Report shows** 65.6% of employees say they are more likely to stay with an employer that offers good employee benefits. 65% say they are more likely to take a job with another employer if they offered better employee benefits.

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We have a risk profiling tool that will empower you to strategically shape your benefits on the evidence of actual claims spend, providing insight into current and future trend forecasting, which means that you make informed decisions with an eye to your future benefit sustainability.



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