

International 1: Core Unit 1B – Foundation in International Employee Benefits

Summary

Question 1

Summarise the key objectives of Employee Representation.

(5 marks)

- This question was generally well answered by some candidates.
- Whilst most candidates were able to identify the key points, many responses lacked the detail being asked for.

The relevant section of the study manual section - Part 3, Chapter 7.2 (Page 62)

Question 2

The Pensions Directive sets out a number of requirements to be followed by the Member States. Write a short note that summarises the most significant requirements

(10 marks)

- This question was poorly answered. Candidates are reminded to read the entire study manual when preparing for this paper.
- Candidates incorrectly wrote about the EU institution and the Working Council.

The relevant section of the study manual section - Part 5, Chapter 1.5 (Page 155 - 156)

Question 3

You are an international benefits manager for a global company relocating to Poland. As part of the options for the HRD outline features of the social security pillar 1 and employers sponsored pillar 2 in Poland

(10 marks)

- This question was also poorly answered.

The relevant section of the study manual - Part 4, Chapter 1 (page 89).

Question 4

Set out in Bullet Points the main objectives of the Finance Function In relation to International Employee benefits

(10 marks)

- Where candidates had studied the manual, they often achieved high marks.
- Candidates understood the reporting requirements and how risk is managed.

The relevant section of the study manual - Part 3, Chapter 5 (page 55).

Question 5

Outline the provision of medical benefits in Switzerland

(10 marks)

- This question was also poorly answered – a number of candidates provided details of the Social Security system for Switzerland, but this was not asked.
- One candidate achieved full marks

The relevant section of the study manual - Part 4, Chapter 6 (page 134).

Question 6

Write short notes on the objectives of an international benefits manager

(5 marks)

- This question was generally well answered by some candidates.
- Candidates clearly understood the various objectives that an IBM needs to satisfy.
- A number of candidates picked up bonus marks for explaining the corporate governance requirements that need to be met.

The relevant section of the study manual - Part 3, Chapter 3 (page 47).

Generally, candidates are reminded to:

- Start questions on a fresh page;
- Read the question carefully;
- Note that some of the questions had marks available for format; and
- To please write as neatly as possible.