



**Pensions  
Management  
Institute**

## **Core Unit 1B – Foundation In International Employee Benefits**

October 2021

Centre Name	<input type="text"/>
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There are two parts to the question paper.

**Part One** Contains 50 multiple choice questions. Each question shows **FOUR** possible answers (lettered 'a', 'b', 'c' and 'd') only **ONE** is correct. Attempt **ALL** questions. (not attached to this sample paper)

**Part Two** Contains several short answer questions. Attempt **ALL** questions. (attached below)

It is suggested equal time is spent on both parts of the question paper.

Question Number: 1

Employee benefits are an effective employment tool. Explain the 'Indirect Reasons' an employer may have for providing employee benefits

10 marks

Question Number: 2

Outline the main features of jubilee or long-service awards

5 marks

Question Number: 3

Draft a short paper that describes the 'Specific Tasks' for which the HR Function will be responsible, in collaboration with other functions within the organisation and/or outside advisers and vendors.

10 marks

Question Number: 4

As the International Benefits Manager (IBM) for your company, you have been asked by the Finance Director to write a brief paper setting out the restrictions that are applied under German Pension Law where retirement benefits are provided under Pillar II.

10 marks

Question Number: 5

Describe the general conditions set out by the 'Pensions Act' that are applicable to employer-sponsored pension funds in the Netherlands (Pillar II)

10 marks

Question Number: 6

List the Member States and the date they joined, the EU after the Euro was introduced, and undertook to participate in the European Monetary Union once they met the criteria for qualification

5 marks