



**Pensions
Management
Institute**

Core Unit 1b – Foundation in International Employee Benefits

April 2022

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There are two parts to the question paper.

(Multiple Choice Questions are not included in this version of the 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.

1. Describe the series of amendments and new treaties that followed the Treaty of Rome.

(10 marks)

2. State the 'other management implications' of employee benefit provision the benefit manager needs to address.

(5 marks)

3. Write down the reasons why a pool of assets backing the benefit promises built-up is becoming more widespread when funding retirement benefits.

(10 marks)

4. As the International Benefits Manager for your company, you have been asked by the HR Director to draft a paper on Medical & Other benefits in Switzerland.

(10 marks)

5. Prepare a note on Pillar III voluntary individually-focused pension arrangements in Japan.

(10 marks)

6. List the types of risk an organisations risk function must manage.

(5 marks)