



**Pensions
Management
Institute**

Reward and Retirement Provision

Friday 19th April 2024

9.30 AM – 12.30 PM

Time Allowed:

3 Hours

Pass Mark - 55

- 1.** Answer **ALL** the questions.
- 2.** Type all your answers in the answer box provided.
- 3.** It is suggested to allocate your time according to the proportion of marks each question attracts.

Question Number: 1

The Board has decided to proceed with the implementation of a flexible benefits plan.

As the Company's benefit consultant, prepare a report for submission to the HR Director setting out the following four phases of the implementation process:

1. Defining the requirements
2. Building the system
3. Internal Testing
4. User Acceptance Testing

Your report should concentrate on these phases only - you are not required to include reference to the Launch phase.

Marks**Total Marks 35****Question Number: 2**

As the Company's Finance Director, write a short briefing paper to the Global HR team summarising:

1. The introduction of Disguised Remuneration, its general application and exclusions that apply
2. The impact of Disguised Remuneration on PAYE and NIC obligations for:
 - (i) Unfunded unregistered pension schemes
 - (ii) Existing funded unapproved retirement benefit schemes and employer-financed retirement benefit schemes

Marks**Total Marks 20****Question Number: 3**

Your client is a small company that wishes to enhance its employee benefits package by establishing a private medical insurance plan for all staff.

As part of your advice to the client, prepare a summary of the following bases on which the plan could be established by the insurer:

1. Medical History Disregarded
2. Full Medical Underwriting
3. Moratorium

Marks**Total Marks 15**

Question Number: 4

Employment and Support Allowance (ESA) is one of the main State sickness benefits.

Write an analysis of the ESA assessment phase to include the following:

1. The eligibility and benefits payable
2. The procedures the claimant is required to undertake
3. The outcome of those procedures at the end of the assessment phase

You are not required to include any details of any enhanced disability premium or severe disability premium which may be payable if the claimant becomes entitled to receive ESA.

Marks**Total Marks 15****Question Number: 5**

Set out the changes to the State Second Pension implemented from 6 April 2016 for those reaching State pension age after 5 April 2016.

You are not required to give details of the accrual basis of the State Second Pension as applied **before** 6 April 2016 or the standard flat-rate amount payable from 6 April 2014.

Marks**15**