

Core Unit 1B -Foundation in International Employee Benefits

Tuesday 8th October 2024

9.30 AM – 12.00 PM

Time Allowed:

2 Hours 30 minutes

Pass Mark - 65

- 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

In the context of 'Total Reward', describe the differences between Compensation (Salary and Bonuses) and Employee Benefits.

Marks

Maximum Available marks: 10

Question Number: 2

Draft a report which identifies the specific roles and tasks of Lawyers in the area of International Benefits Management.

Marks

Maximum Available marks: 20

Question Number: 3

List the key features of 'Company Share Option Plans' (CSOPs) in the UK.

Marks

Maximum Available marks: 5

Question Number: 4

Your Company is considering adding Flex Benefits to its International Benefits Strategy. As the International Benefits Manager, you have been asked to draft a briefing note on Flex Benefits that covers:

- a) the main reasons companies give for introducing flex benefits,
- b) the conditions required to consider the introduction of flex.

Marks

Maximum Available marks: 15

Question Number: 5

Write a brief note outlining the framework for the Economic and Monetary Union (EMU) and the Euro, and automatic qualification for participation in the EMU.

Marks

Maximum Available marks: 10

Question Number: 6

In the region of Europe and North America, Poland is a good example of a country that has reformed its social security and supplementary retirement systems.

Draft a report on the 'new environment' in Poland on:

- a) Social Security (Pillar 1), (5 marks)
- b) Compulsory Employer-sponsored Pension Provision (Pillar 2), (2 marks)
- c) Voluntary Employer-sponsored or Individual Plans (Pillar 3), (5 marks) and
- d) whom the 'new environment' applied to and detail any subsequent changes to the 'new environment' in the wake of the 2008 financial crisis. (8 marks)

Marks

Maximum Available marks: 20

Question Number: 7

Write down the key objectives of Employee Representation.

Marks

Maximum Available marks: 5

Question Number: 8

Describe the four main forms of legislation which may be taken by the European Union (EU) as part of their legislative process

Marks

Maximum Available marks: 15