

# Employee Benefits

Good for your employees  
and good for You



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## Employee Benefits

Here at Clear Insurance Management (Clear), we have a specialist team that can support you with all your employee benefit requirements.

Providing a comprehensive employee benefits package has never been so important to gain and retain valued employees and protect them from the day-to-day pressures we all now face.

Offering employee benefits to your staff can help to:

- Enhance the overall morale and wellbeing of your workforce
- Make employees feel rewarded and appreciated for their work
- Provide peace of mind for their family

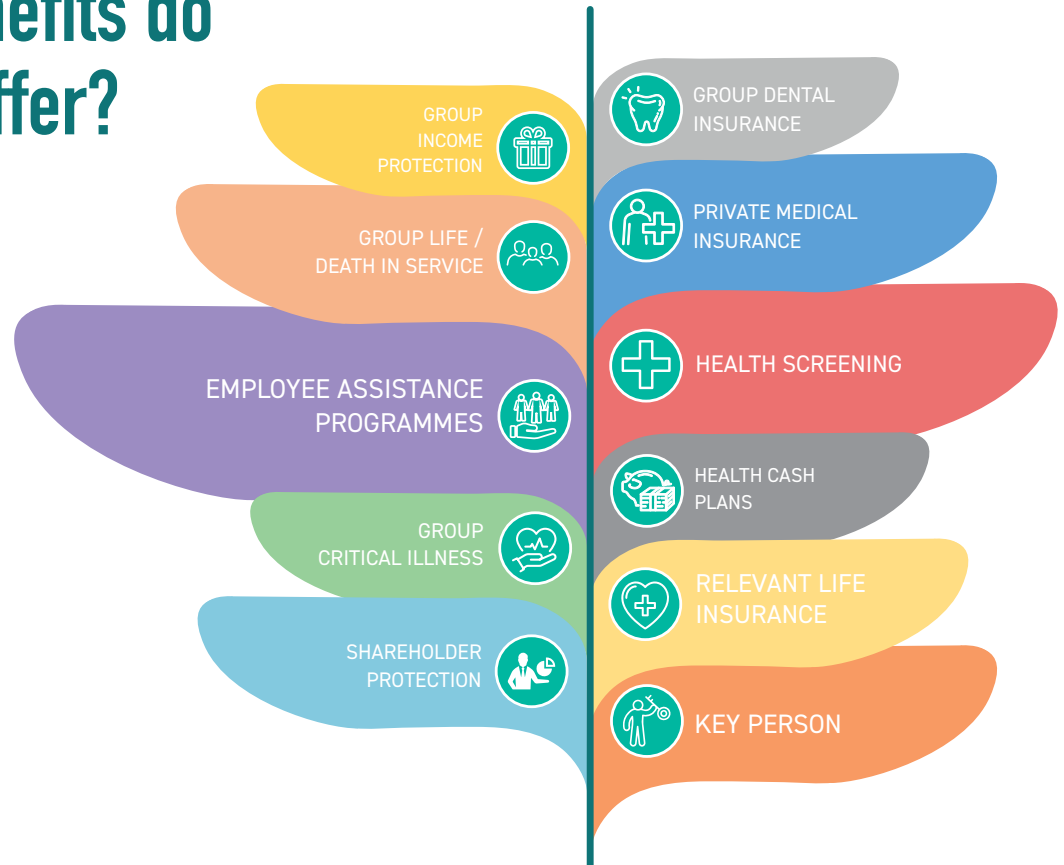
From your business's perspective, this can contribute towards:

- Increased productivity from having a contented workforce
- A more stable and healthier workforce
- Attracting and retaining talented employees
- Gaining a reputation for being a caring business

The market has changed, and many benefits now offer access to a wealth of added covers that employees can utilise regularly, not just when those worst case scenarios arise.

# What type of employee benefits do you want to offer?

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# Health and wellbeing benefits

## Private Medical Insurance

This benefit continues to be one of the most valued by employees. The cover pays for employees to undertake medical treatment privately, with a vast array of options that can be included (or excluded) to fit the business's requirements and budget. From a business perspective, offering this cover can mean that an employee can return to work more quickly following illness or injury because of prompt access to treatment.

## Health Cash Plans

This is generally a low-cost benefit, starting from as little as £1 per week, per person. Offering cash back for everyday health expenses including dentist and optician fees (including financial support towards glasses and contact lenses), physiotherapy, private consultations with a specialist, health screening and lots more. Often these plans provide access to additional benefits such as a digital GP service.

## Group Dental Insurance

There are a wide range of cover levels providing reimbursement for dental treatment and cover for oral cancer. Unlike Private Medical Insurance, these covers generally have annual limits applied to specific treatments, such as check-ups, x-rays, tests and procedures.

## Employee Assistance Programmes

Quite often provided as an add-on with another employee benefit but can be put in place on a standalone basis. They will offer telephone and sometimes face-to-face guidance and support to employees on many subjects ranging from health and finance to legal questions.

## Health Screening

There are various levels of screenings available for employers to offer their employees by way of an 'MOT'.



# Group protection benefits

## Group Life Insurance (Death In Service)

A traditional and popular benefit offering a lump sum, often a multiple of salary, to the employees' loved ones should the employee pass away. These plans also come with several additional benefits that employees can utilise regularly, including digital GP services, mental health support, access to discount websites, employee assistance programmes to bereavement and probate support. Group Life Insurance plans are usually tax efficient, falling outside of inheritance tax requirements, and not being a P11D benefit.

## Relevant Life Insurance

This provides life insurance cover for an individual within the business rather than a group scheme, so it is a good solution when you're seeking to implement cover for just 1 or 2 employees. These plans provide many of the same advantages as a group scheme.

## Group Income Protection

Previously known as Permanent Health Insurance, Group Income Protection pays the employee a percentage of their salary should they be unable to work due to long-term illness or injury. The cover has a deferment period applied with 13/26 weeks being the most common. This benefit provides sickness absence solutions for the business along with HR support that comes from having someone absent long term, with access to additional benefits such as a digital GP service, retail and health discounts and lots more. Group Income Protection is not a P11D benefit.

## Group Critical Illness

This will offer a lump sum benefit, usually based on a multiple of salary, should an employee be diagnosed with a defined critical illness noted on the cover.



## Business protection

**We can advise you on insurance designed to protect your business financially.**

### Key Person

Key Person is a life or life-and-critical-illness policy taken out by the business on an employee whose loss would be detrimental to the business such as: loss of sales and revenue, the business's profitability, loss of credibility, key relationships, unique skills or loss of knowledge. This cover can help a business protect itself from uncertainty as the loss of a key person can be catastrophic.

### Shareholder Protection

Shareholder Protection is also a life or life and critical illness policy that company owners/shareholders take out on each other. This can be arranged in multiple ways but ultimately provides security for surviving shareholders to retain control of their business by providing financial support to purchase the shares of the deceased or incapacitated shareholder.

## Get in touch

If you'd like to discuss employee benefits with our specialist team, email:

[ebenquiries@thecleargroup.com](mailto:ebenquiries@thecleargroup.com)

**0330 17 57 151**





## Employee Benefits

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### The Clear Group can do more...

Being a leading independent insurance broker, we continually ask what more can we do for our clients?

It's a question that motivates us to seek out and acquire specialist capabilities and innovate products and services to meet our clients' multiple insurance needs. Moreover, by cultivating this diverse insurance ecosystem, we can manage and deliver solutions in a strategic, interconnected and cohesive way.

So, in addition to the risks and cover already in focus here, our team can identify and discuss other risks, services and insurance solutions to further protect your business, your people and you.

For example:

- **Claims Management and Loss Recovery Solutions**
- **Cyber Liability Insurance**
- **Directors and Officers Insurance**
- **Employee Benefits**
- **Engineering Inspection and Insurance**
- **Key Person Insurance**
- **Legal Indemnities Insurance**
- **Professional Indemnity Insurance**
- **Property Owners Insurance**
- **Terrorism Insurance**

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