
INTERNATIONAL 1: FOUNDATION IN INTERNATIONAL EMPLOYEE BENEFITS

SYLLABUS



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Aim:

To provide an introduction to the following issues:

- The different employee benefits in an international context and the different ways these are designed, delivered, funded, communicated and administered around the world
 - The respective roles of stakeholders involved in the provision of international employee benefits
 - Pensions and employee benefit provision in France, Germany, Japan, the Netherlands, the UK, the USA and Switzerland and a regional overview of Europe and North America to highlight the different practices of employee benefit provision
 - The legal and regulatory influences of the European Union on pensions/employee benefit design and financing
1. **outline** the role of pensions and employee benefits as a key element in total remuneration
analyse the different elements of reward and how these motivate employees
explain the role of employee benefits in relation to compensation and relational rewards
 2. **explain** the importance of pensions and employee benefits globally
analyse the reasons why pensions and employee benefits are provided and how these motivations change by country
explain the general financial implications of pensions and employee benefit provision
 3. **demonstrate an understanding** of the main employee benefits and the factors influencing the provision of each of them
analyse each of the following:
 - pensions/retirement benefits
 - death and disability benefits
 - post and pre-retirement medical and health benefits
 - other long-service and post-employment plans
 - savings plans
 - share plans
 - other benefit-related topics including flexible benefit platforms, wellbeing/wellness and company cars
 4. **explain** the background to pensions and employee benefit provision and **describe** the different elements of provision
analyse each of the following:
 - design
 - delivery
 - funding and financing
 - administration

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5. **explain** and **distinguish** the roles of different parties involved in the provision of pensions and employee benefits

analyse the roles of each of the following:

- *employees*
- *other beneficiaries*
- *international employee benefits managers*
- *corporate HR, finance and risk functions*
- *employee representatives, e.g. works councils, trade unions,*
- *trustees/fiduciaries*
- *local actuaries*
- *local regulators*
- *vendors, including global custodians, investment managers and insurance company/multinational pooling secretariat*
- *advisers*
- *international benefits consultants*

6. **describe** the typical pensions and employee benefit practice and environment and outline the factors influencing pension/benefit design in the selected countries and regions

explain each of the following:

- *economic and employment background*
- *social security benefits and financing*
- *compulsory benefits and voluntary plans*
- *delivery of benefits*
- *funding and financing of benefits including investment of plan assets*
- *regulatory and tax framework*
- *administration of benefits*