



Core Unit 1B – Foundation in International Employee Benefits

EXAMINATION PAPER

Tuesday 2 April 2019, 2.00pm – 4.00pm

Fill in these particulars:

Centre Name

Candidate Number

Your full name:

There are two parts to the question 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 on the white answer sheet **in pencil**.

Part Two Contains several short answer questions. Attempt **ALL** questions in the green answer booklet **in pen**.

It is suggested equal time is spent on both parts of the question paper.

THIS EXAMINATION PAPER REMAINS THE PROPERTY OF THE PENSIONS MANAGEMENT INSTITUTE AND MUST BE HANDED TO THE INVIGILATOR AT THE END OF THE EXAMINATION.

Part Two: Short Answer Questions

This part of the examination contains a number of short answer questions, worth 50 marks in total. Please answer all of the questions.

Please make sure that you answer these questions in the green answer booklet in pen.

1. Summarise the key objectives of Employee Representation. (5 marks)
2. The Pensions Directive sets out a number of requirements to be followed by the Member States. Write a short note that summarises the most significant requirements. (10 marks)
3. You are an international benefits manager for a global company relocating staff to Poland. As part of the options for the human resources director, outline features of the social security pillar one and employer sponsored pillar two in Poland. (10 marks)
4. Set out in bullet points the main objectives of the Finance Function in relation to international employee benefits. (10 marks)
5. Switzerland has a compulsory system of medical benefits for residents. Outline the provision of medical benefits in Switzerland. (10 marks)
6. Write short notes on the objectives of an International Benefits Manager. (5 marks)