



The Diploma in International Employee Benefits

This qualification provides a programme of education, study support and examinations for those involved with the complex area of international employee benefits. It has been developed in partnership by the International Employee Benefits Association (IEBA) and the UK's Pensions Management Institute (PMI).

What is the aim of the Diploma?

To identify aspects of benefit provision which those involved in international employee benefits are most likely to encounter in dealing with expatriates, internationally mobile employees and local employees.

Who is it for?

People from many backgrounds will find the Diploma meets their professional needs. They may:

- work in the pensions, benefits, compensation or rewards departments of private or public sector companies.
- work as consultants, actuaries, lawyers, accountants or tax specialists.
- work for insurance companies, asset managers or third-party administrators.
- already have some experience of international employee benefits, find their careers moving in that direction or wish to expand their career in that direction.

Together with sufficient experience, Diploma holders may be able to undertake a position with an international employee benefits focus within any organisation. There are no formal entry requirements to take the Diploma although it is expected that candidates will have a sound knowledge of pensions and employee benefits in at least one of the countries covered by the Diploma syllabuses.

How will it benefit me?

Achieving the Diploma

- will help you formulate and implement corporate policy on employee benefits worldwide.
- provides you with the foundation of knowledge and understanding to address emerging developments in the international employee benefits arena.
- entitles you to use the designatory initials DipIEB and to apply for election as Diploma Members of PMI with the designatory initials DipPMI.

What is the structure?

Candidates must pass two units to achieve the Diploma: International 1 and International 2.

International 1: "Foundation in International Benefits" provides an introduction to different employee benefits in an international context and the different ways these are designed, delivered, funded, communicated and administered around the world. It also introduces

- the respective roles of stakeholders involved in the provision of employee benefits in an international context
- pensions and employee benefit provision in the 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 in respect of employee benefit provision
- the legal and regulatory influences of the European Union on pensions/employee benefit design and financing.

International 2: "Managing International Employee Benefits" builds on the material covered in International 1 and aims to help develop an understanding of

- the employee benefit objectives of a multinational company
- the funding and risk management aspects of providing employee benefits
- management of risk benefits
- pensions and employee benefit provision in Brazil, China, India and Russia and a regional overview of Africa, Asia and Latin America, to highlight the different practices of pensions and employee benefit provision
- benefits for internationally mobile employees
- the employee benefit implications of mergers and acquisitions
- trends in employee benefit provision

Full details of the current syllabus can be found on the IEBA or PMI websites.



How do I study?

A comprehensive study material package is available for each unit:

- a study manual
- access to a web-based distance learning course, including a series of assignments,
- a mock examination; and
- tutorial facilities and feedback from a tutor.

It is recommended that study begins at least six months before the examination date.

Additionally, a two-day lecture programme is available to prepare students for the examinations. The course consists of two full day sessions, a mock examination and feedback throughout the study period leading up to the examination.

How is the Diploma assessed?

Assessment of the Diploma is by examinations which reflect the different nature of each unit:

- **International 1:** "Foundation in International Benefits" is assessed by a two hour examination consisting of multiple choice and short answer questions
- **International 2:** "Managing International Benefits" is assessed by a three-hour written examination consisting of short and longer answer questions.

Past papers and examiners' reports can be found via the IEBA or PMI websites.

When and where do the examinations take place?

The International 1 examination takes place in October each year and International 2 in April. The examinations can be sat at centres worldwide. A full list of examination centres and the entry form are available on the IEBA or PMI websites.

How do I register?

You will need to complete the relevant form which can be downloaded from the IEBA or PMI websites.

The International Employee Benefits Association

IEBA is an association providing education, information and professional development opportunities in the constantly evolving world of international employee benefits. In addition to the development of the International Diploma, IEBA's objectives are to facilitate the exchange of information between its members on matters relating to international employee benefits; to take any appropriate collective action on matters relating to these benefits and to maintain liaison and exchange views and information with other organisations in the same field. Membership of IEBA is open to anyone with an interest in international employee benefits, regardless of country of residence. A year's free membership is offered to those studying for the Diploma.

For further information on IEBA and the wider educational support available visit our website at www.ieba.org.uk

The Pensions Management Institute

The PMI is the professional body which supports and develops the experts who run UK pension schemes. It has the broadest skills base of pensions professionals and trustees in the UK, with some 6,500 members dedicated to establishing, maintaining and advancing the highest levels of pensions knowledge.

PMI members are responsible for managing and advising some of the largest institutions in the world and taking key decisions on substantial financial matters. With some £1 trillion invested in UK pensions, PMI members have a vital role to play in shaping the nation's financial future.

With almost 40 years of successful operation behind it, the PMI is an organisation at the cutting edge of pensions. For full details of PMI's qualifications, membership grades and ongoing support services visit www.pensions-pmi.org.uk