

BEEVER
AND
STRUTHERS

Pareto 
ALL MATTERS FINANCIAL

EMPLOYEE BENEFIT HEALTH CHECK

Ensure your employee benefits remain competitive,
valuable, and fit for purpose with our free health check

EMPLOYEE BENEFIT HEALTH CHECK

We know that Employee Benefits are incredibly important to companies in order to help:

- Recruit,
- Retain and
- Motivate employees.

As such, these benefits need to be regularly reviewed to ensure they remain fit for purpose and support the company's wider objectives. In addition, a health check can lead to company savings and ensure better value for money moving forward.

We are happy to carry out a **FREE HEALTH CHECK** review of all of your Employee Benefits.

This review will cover the following key areas:

Pensions & Salary Exchange

- We can review your company Pension Scheme to identify if it is providing value for money and remains compliant.
- We will highlight whether your Annual Management Charges remain competitive against UK averages
- We will review whether the you are maximising company and employee savings from salary sacrifice
- We will review your providers default investment performance to see if it is performing in line with objectives and against the market.

Group Risk

- We can review the life insurance, long term income protection and critical illness policies to ensure they have been set up correctly, remain competitive and identify if savings can be achieved.
- We will provide commentary on good practice cover.
- We can highlight if your policies are set up under the correct trust.
- We can provide benchmarking of certain benefits.
- We will highlight all the UK insurers value-added benefits and support with advertising and utilising them.

Health Insurance

- We can review your Private Medical Insurance to ensure it remains competitively priced.
- We will also provide commentary on good practice cover.
- We can review your Health Cash Plan.
- We will clearly explain and set out all the additional value-added benefits being used by UK insurers and highlight those valued by employees.
- We can design strategies for employee communications for Employee Assistance Programs and Cash Plans to ensure value is recognised.

AREAS WE CAN REVIEW

The table below sets out all of the various Employee Benefit offerings we can review.

Employee Benefits	
Pension Governance and Consultancy	Group Life Insurance
Pension Provider Market Review	Group Income Protection
Salary Exchange (also known as Salary Sacrifice)	Group Critical Illness Cover
Financial Education (face to face or online)	Private Medical Insurance
Auto enrolment compliance check	Health Cash plan Insurance

EXAMPLE SALARY SACRIFICE SAVINGS

One of the ways companies can save money is by implementing pensions salary exchange. A Salary Exchange arrangement is an agreement to reduce an employee's entitlement to cash pay, usually in return for a non-cash benefit.

Why use it?

As lower gross salaries are being paid to employees, the amount of National Insurance Contributions (NICs) owed by the employer is reduced. Employees also save money too.

What are the savings?

The amount you can save will depend on the number of employees in your workplace pension scheme.

See the table below for examples. Please note this assumes 5% employee pension contribution on average pensionable earnings of £30,000 and are for guidance only:

Number of Employees in Pension Scheme	Potential Employer National Insurance Saving 2024/25
25	£5,000
50	£10,000
100	£20,500
150	£30,000
250	£50,000
500	£100,000

MEET OUR TEAM

We are proud to support businesses that value their employees and the important role they play in their ongoing success. Meet our dedicated Employee Benefits team, who bring many years of experience to help you attract and retain key employees.



Joseph Warne

Joseph.Warne@paretofp.co.uk
Employee Benefits Consultant
07812 167 532



Alan Makinson

Alan.Makinson@paretofp.co.uk
Employee Benefits Consultant
07559 903 671



Tom Masey

Tom.Masey@paretofp.co.uk
Employee Benefits Consultant
07528 821 658



Nathan Clarke

Nathan.Clarke@paretofp.co.uk
Employee Benefits Consultant
07562 947 508



Jamie-Leigh Clayton

Jamie-leigh.Clayton@paretofp.co.uk
Team Leader
0161 509 7651



Zoe Hall

Zoe.Hall@paretofp.co.uk
Administrator
0161 828 5164



Evette Murray

Evette.Murray@paretofp.co.uk
Administrator
0161 819 1311



Karen Craddock

Karen.Craddock@paretofp.co.uk
Admin Manager
0161 828 5153

BEEVER
AND
STRUTHERS

Pareto 
ALL MATTERS FINANCIAL

For further information please contact:

Pareto Financial Planning

T: 0161 819 1311

E: enquiries@paretofp.com

W: www.paretofp.co.uk

Personal circumstances differ and not all of this information is applicable to every client and/or their business, this information is general in nature and should not be relied upon without seeking specific professional financial advice.

The Financial Conduct Authority does not regulate Tax Advice, Estate Planning, Trusts or Will Writing.

The content in this brochure is for your general information and use only and is not intended to address your particular requirements. Content should not be relied upon in its entirety and shall not be deemed to be, or constitute, advice. Although endeavours have been made to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No individual or company should act upon such information without receiving appropriate professional advice after a thorough examination of their particular situation. We cannot accept responsibility for any loss as a result of acts or omissions taken in respect of any articles. Thresholds, percentage rates and tax legislation may change in subsequent Finance Acts. Levels and bases of, and reliefs from, taxation are subject to change and their value depends on the individual circumstances of the investor. The value of your investments can go down as well as up and you may get back less than you invested. Past performance is not a reliable indicator of future results.

Pareto Financial Planning Ltd is authorised and regulated by the Financial Conduct Authority. Pareto Financial Planning Ltd is registered in England and Wales No. 06582775. Registered Office Level 7, Tower 12, The Avenue North, 18-22 Bridge Street, Spinningfields, Manchester, M3 3BZ