


Where we can help



Pannells provides independent financial advice across the full range of employee benefits from traditional arrangements, such as pensions and protection, to more innovative flexible benefit schemes.

PENSIONS

- Generally your pension will account for the largest proportion of your employee benefit spend.
- To maximise your return it is vital that the plan is designed to meet your needs and is understood and valued by your employees.
- Whether you currently have a scheme in place or not, we are able to advise you on the suitability, structure, implementation and successful communication of your plan.
- We provide ongoing support and advice to our clients through an agreed formal Governance procedure. This gives you peace of mind that your pension is being dealt with by specialists allowing you to do what you do best and focus on your business.

AUTO ENROLMENT REVIEW

- All employers will be affected by the new legislation and complying with the regulations is not simple.
- There is no 'do nothing' option and there are substantial fines in place for those employers who fail to meet the requirements by their Staging date.
- Our Consultants can advise you on a complete solution to help you comply with your obligations under Auto Enrolment.
- We can undertake a review of any existing pension provision to identify any issues or improvements that could be made or we can design a strategy from scratch.

LIFE COVER

- This is generally provided by larger employers as a core benefit. It is valued by employees as it provides a level of financial security in the form of a lump sum payable to beneficiaries in the event of your employees' premature death whilst in your employment.
- It is essential that your plan is set up correctly taking into account levels of cover, underwriting requirements, event limits, free cover levels and any exclusions.
- For higher earners, the implication of the reducing 'Lifetime Allowance' needs to be considered. Doing nothing could lead to an unexpected and unwelcome tax charge.
- We conduct regular reviews of the market to ensure that you are provided with the most competitive market rates. Experience has shown that we can often obtain significant savings for our clients.

PRIVATE MEDICAL INSURANCE

- It is widely accepted that happy and healthy employees are more productive, less likely to be absent and more likely to remain with you.
- Lengthy NHS waiting times can be avoided by your employees, leading to fewer days off sick and hence a speedier return to work. The impact on your business can be huge.
- When designing a plan for you, we take into account all the policy details that can impact on cost and cover including, policy benefits and limits, level of excess, underwriting, hospital lists and service levels.

INCOME PROTECTION

- Often one of the most highly valued employee benefits giving financial security to employees who are unable to work due to long term sickness.
- You benefit from improved staff retention and recruitment, as well as being able to retain valued employees during periods of prolonged illness.
- You also benefit from knowing that effectively the payroll is insured and that the costs of the pension contributions and National Insurance Contributions can be covered during periods of extended absence.

FLEXIBLE BENEFITS

- Flexible benefits packages present innovative new ways to reward and motivate your employees, especially those not necessarily attracted by traditional benefits.
- We can help you assess their suitability for your business and subsequently design, implement and run the right scheme to meet your objectives.
- Whether you are seeking a scheme that enables your staff to select their own balance of core benefits or one that is fully flexible with a broad range of benefit options, we can provide expert advice, consultancy and support services.



Our strong relationships with the major benefit providers and true independent status means that we are able to secure the most cost effective plans to meet our clients' particular needs and budgets.

Contact us today to see where we can help you.

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