



Reward & Retirement Provision

Mock Examination Questions

- 1. Your company operates a successful share option scheme for all employees. As Pay and Compensation Manager, prepare a report for consideration by the company's Board of Directors in relation to introducing an approved executive share option scheme.**

Your report should cover the reasons for introducing such a plan, its main features and how it would operate.

25 marks

- 2. Your company is considering the closure of one of its offices. This may mean that all staff in that office would be made redundant. As the Benefits Manager, draft an email to the Finance Director giving a brief explanation of the requirement to make redundancy payments and pay during the notice period.**

25 marks

- 3. Explain what Employment and Support Allowance (ESA) is and how it works.**

10 marks

- 4. A company is concerned about the potential impact of the untimely death or disability of the Technical Director who is key to the successful implementation of a 5-year project.**

Write a letter to the Financial Director describing how the company might protect itself against such an eventuality.

15 marks

- 5. Explain the taxation of Private Medical Insurance plans.**

10 marks

- 6. With the success of implementing a new flexible benefits plan being dependent on the planning and engagement with external providers, provide details of the different implementation phases a company may use to ensure any such project is successful.**

15 marks



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