**The Employment Package**

**Test**

1. Which of the following employment benefits would NOT currently be subject to tax or National Insurance?

1. A company car worth £18,000
2. Bonuses of under £1,000
3. Statutory sick pay of any kind
4. £30,000 redundancy cheque

2. Choose (i), (ii) or (iii) in each case to make the statement correct.

(i) Ill health insurance (ii) Permanent Health Insurance (iii)/Statutory Sick Pay benefits are usually contained in scheme rules and provide for an immediate benefit irrespective (i) fund (ii) age (iii) membership and are payable where a pension scheme member has suffered mental or physical deterioration which prevents them from working in normal employment or seriously impairs their earnings capacity.

3. Which of the following benefits could an employer offer as part of a flexible benefits package?

1. Luncheon vouchers
2. Financial planning services
3. Sabbaticals
4. All of the above

4. What type of package is being described below?

Employers can allow an employee to have more say in their employment package by offering a choice of benefits within certain parameters.

1. Additional benefit scheme
2. Flexible benefit package
3. Pension benefit scheme
4. None of the above