

HEALTH WEALTH CAREER

MERCER WORKPLACE HEALTH

HEALTHCARE CONSULTING

MAKE TOMORROW, TODAY



Mercer believes that investing in wellbeing makes sound business sense. Today's employers are tasked with supporting a diverse workforce of employees, many of whom are living with health risks and most of whom will be working until later in life. As the costs of risk and medical insurance rise, the traditional approach needs to be challenged. Mercer enables employers of all sizes to better understand their employees' health needs and broader risk profile. Our aim is to help you to think differently about employee benefits and to reset the balance towards promoting wellness alongside managing illness and providing protection for if the worst happens. We believe that doing so can improve your bottom line while also creating a happier, healthier workforce.

Continued increases in the cost of providing healthcare and the increasing complexity of the offerings available make the provision of healthcare benefits very challenging. Mercer's healthcare consulting team has a wealth of experience working with both healthcare clients and providers. We can help you design and implement healthcare benefits that provide value for money, for you and your employees, across:

- Private medical insurance
- Dental insurance
- Healthcare cash plans

Our healthcare consulting team can also help you attract and retain the best talent by advising on:

- Wellness programmes
- Occupational health services
- Healthcare for overseas employees

Our solutions help you reduce administrative work, manage costs effectively and achieve the best outcomes. We liaise with providers to obtain the most favourable terms and conditions, and facilitate a seamless transition when benefit provision is changed.

Whether a plan is employer-funded (in whole or in part) or a voluntary group scheme, employers must provide as much information and assistance as possible to help employees make fully informed decisions.

It is equally important that employers frequently review their choice of insurer and the levels of cover provided to reflect any changes in the market or employer objectives. We can help you assess:

- The value of your current approach
- The alternatives available, taking into account your health insurance strategy
- In the case of employer-funded schemes, the budgets available

We maintain an extensive database of employee benefits and can advise on best practice in any industry sector.

Our research and experience show that employees are sensitive to changes in their existing cover. As a result, any review must carefully consider the effect of change on employees. We can advise on how best to communicate these changes and minimise their impact.

PRIVATE MEDICAL INSURANCE

For employer-funded schemes, the key issues for employers are:

- What level or mix of cover to provide
- Which providers to use
- The level of subsidisation
- Whether to link contributions made to a default plan or to provide a standalone allowance
- Whether to cover the cost of loading for Lifetime Community Rating

By reviewing the current benefit structure and provider, it may be possible to achieve significant savings while maintaining a similar level of cover.

For group voluntary schemes, the key issues for employers are:

- Whether a choice of more than one insurer should be provided
- On what basis the insurer(s) should be selected
- How best to ensure value for money for employees while aligning with employer benefit policy objectives

We can help employers and employees to navigate a complex market, identifying the right plans and providers to support overall benefit needs.

DENTAL INSURANCE

The inclusion of dental cover as part of employee benefits programmes has become commonplace in Ireland, driven by employer efforts to harmonise benefits, increased pressure on talent retention and reductions in PRSI benefits.

We can help you choose the right provider and the right level of cover.

HEALTHCARE CASH PLANS

While healthcare cash plans do not provide comprehensive indemnity, unlike private medical insurance, they can complement such insurance, especially as part of a flexible benefits package. Health insurers and specialist cash plan providers have introduced new ranges of standalone products to cover healthcare costs not normally covered by these plans.

We can assist you in implementing solutions to manage these costs and help you select suitable products to be provided on a subsidised or voluntary basis.

WELLNESS PROGRAMMES

On-site wellness programmes are becoming very popular in Ireland. Their ability to drive real improvements in workplace health, both physical and mental, has made them an increasingly common component of employee benefit programmes. There is now a sound business case for investing in wellness to reduce the costs of absenteeism and presenteeism (when employees are at work but not well enough to be fully productive) while enhancing engagement and productivity.

Our team develops robust, customised wellness programmes that incorporate employee assistance supports and health-check services. The most effective programmes take account of a company's absence and claims experience and are tailored to address the workforce's unique circumstances. We can work with you to identify the key reasons for employee absence and with service providers to implement interventions to target those areas.

OCCUPATIONAL HEALTH SERVICES

Occupational health services should seamlessly integrate with healthcare benefit packages, absence management policies and wellness programmes. They should consider the needs of all employees, whether their work is desk-based, is manual and/or involves travel.

Our team can help you develop a strategy that is based on your own claims experience and aligned with absence and wellness policies.

HEALTHCARE FOR OVERSEAS EMPLOYEES

Sometimes it is necessary to send employees abroad for a period of time. We can advise on the best course of action to ensure that employees, and their dependants, are adequately insured while abroad, and can help you organise appropriate health insurance.

The extensive knowledge of Mercer's healthcare teams around the world ensures we can always provide the best local advice.



FURTHER INFORMATION

To speak to a specialist consultant about your workplace healthcare needs, please email us: marketing.ireland@mercer.com

www.mercer.ie

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