



Health Screening Scheme

Savings of up to 42% on the cost of health screening assessments for employees

Operated via salary sacrifice, saving the employee tax and national insurance, and saving the employer national insurance

A choice of comprehensive health assessments from a range of major providers

Fair Care
Employee Benefits

This scheme is aimed at employers who want to give their staff the opportunity to benefit from a comprehensive, personalised health assessment at a significantly reduced cost.



The scheme is self-funding, with the cost of the assessment normally met in full by the employee. Operating through salary sacrifice, employees save tax and national insurance on the cost of the assessment, which is conveniently spread over 12 months and collected via payroll.

Typical Savings

| | Basic-rate Taxpayer ¹ | Higher-rate Taxpayer ² |
|-----------------------------------|----------------------------------|-----------------------------------|
| Cost of Typical Assessment | £500 | £500 |
| Tax and NI Saving | £160 | £210 |
| Net Cost | £340 | £290 |
| Equivalent Monthly Cost | £28.33 | £24.16 |

(1) Assumes employee paying tax at 20% and NI at 12%
 (2) Assumes employee paying tax at 40% and NI at 2%

Employer Savings

Employers will also make savings, typically at 13.8% of the cost of the health assessment (Employer's NI). This saving will more than cover any charges made for the operation of the scheme.

Subsidising the Cost

Employers have the option of subsidising the cost of the assessment if they wish, further reducing the cost to the employee. (Subject to certain conditions, Health Screening is a tax-free benefit and therefore there are no P11D implications.)

Choice of Provider

The scheme can operate with any one of the following providers:



The Scheme in Practice

Fair Care will undertake all the marketing, communication and administration of the scheme.

Employees who wish to take part in the scheme will complete an application form indicating their choice of assessment. Employees will also complete a salary sacrifice agreement.

Employees will then be contacted direct to arrange a convenient time and date for their chosen assessment.

A payroll report will be provided, which will indicate scheme members, the cost of the chosen assessment and the monthly gross pay deductions.

An invoice will be sent from the provider for the total cost of the assessments.

The Facts

Health Screening Scheme

3

major health screening providers, giving great choice.

42%

the savings enjoyed by scheme members.

More than 150

health screening locations available in the UK.

Getting Started...

Implementing a Health Screening Scheme is very straightforward. We will just need to ask you a few simple questions to establish your preferences, and then we will construct your scheme. Please call the number below to speak to one of our consultants.

0800 652 4745

Our Services

If you would like more information on any of our services, visit our website www.faircare.co.uk or call **0800 652 4745** to speak to one of our consultants.

Our range of employee benefits solutions includes:

CHILDCARE VOUCHERS

CYCLE TO WORK SCHEMES

GREEN CAR SCHEME

BUS TO WORK

SMART PARKING SCHEME

SALARY SACRIFICE PENSION SCHEMES

STAFF DISCOUNT SCHEME

THE JAM CARD

HEALTH CLUB & WELLBEING SCHEME

HEALTH SCREENING

CORPORATE HEALTH & WELLBEING SERVICES

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

BENEFITS CONSULTANCY

HR PROTECT

TOTAL REWARD STATEMENTS

FLEXIBLE BENEFITS CONSULTANCY

HOLIDAY TRADING

REWARD & RECOGNITION

Fair Care Employee Benefits Limited
1 Farnham Road, Guildford,
Surrey GU2 4RG

T: 0800 652 4745 **F:** 0845 241 0984

E: info@faircare.co.uk

www.faircare.co.uk

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