

## The Shackleton Guide to Cashplans for Employees

Cashplans are a form of health insurance provided by employers to enable employees to claim money back against the cost of everyday healthcare treatments.

### What are the benefits?

The main benefits of Cashplans are reimbursement for treatments such as:

- Optician costs and glasses
- Dental treatment
- Physiotherapy, osteopathy, chiropractic and acupuncture treatment
- Diagnostic consultations and tests
- Health assessments
- Prescription charges
- Private GP fees

Cashplans will generally offer various levels of cover – with both premiums and maximum payouts increasing in size from one level to the next.

### How do I join?

This will vary dependent upon your employer but will normally be voluntary.

### Will I need to complete any forms?

With many schemes members can be added online but some will still require forms to authorise payroll deduction, change cover and add family members.

### How are benefits paid?

As long as treatment is with a suitably qualified and registered practitioner, no pre-authorisation is required. Once you have paid for your treatment, submit your claim online, upload any relevant receipts and the provider will re-imburse you up to the limits for the level of cover that you have selected.

### What costs will I incur?

Employers may pay premiums for employees and/or for family members that they wish to insure. Some schemes may require employees to fund part or all of their cost and that for their families.

### Are my employer-paid premiums taxed?

Yes, employees are liable to Income Tax on the premium that the employer pays.

### When does cover cease?

Cover in Cashplan schemes stops when you leave the sponsoring employer's employment or reach the scheme 'cessation age'. Cessation ages will vary from one insurer to another. You may also opt out at any time.

### Are there any other benefits?

Many Cashplans include additional benefits such as:

- A 'Virtual GP' service
- Health and lifestyle advice and support programmes
- Telephone counselling for issues such as stress, bereavement etc
- Discounts for gym membership and leisure activities
- Online health assessments

### More information

To find out more about the specific cover your employer offers and find out what extra benefits might be available please contact Shackleton Employee Benefits.

If your employer gives you access to our Shackleton Engage App, you can find out more about your own entitlement there.

**This document deals in generalisations, is intended for information purposes only, and is not intended to provide advice. Levels and bases of taxation will vary dependent upon individual circumstances and are subject to change. Shackleton recommend that employers and individuals take specific guidance before taking any action.**



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