

# Group risk

## Objective

At the end of this unit, candidates should understand the:

- nature and purpose of employee benefits;
- main elements of the State benefits system in the UK;
- legislative and regulatory context in which group risk operates;
- principles of operation of group risk schemes;
- group risk product features and the taxation of premiums and benefits;
- role of an intermediary, insurer and the reinsurer.

Summary of learning outcomes	Number of questions in the examination*
1. Understand the fundamental nature of the group risk market.	2
2. Understand the main purpose and nature of the different types of employee benefits.	2
3. Understand the main elements of the State benefit system in the UK.	3
4. Understand the UK taxation of individuals, companies, partnerships and trustees.	5
5. Understand the legislative context in which group risk operates.	6
6. Understand the regulatory context in which group risk operates.	5
7. Understand the principles of operation of group risk schemes.	5
8. Understand group risk product features and the taxation of premiums and benefits.	4
9. Understand the roles and responsibilities of an intermediary arranging group risk cover.	8
10. Understand the main functions of an insurer in providing group risk cover.	8
11. Understand the main functions of a reinsurer and their relationship with insurers in the group risk market.	2

\* The test specification has an in-built element of flexibility. It is designed to be used as a guide for study and is not a statement of actual number of questions that will appear in every exam. However, the number of questions testing each learning outcome will generally be within the range plus or minus 2 of the number indicated.

## Important notes

- Method of assessment: 50 multiple choice questions (MCQs). 1 hour is allowed for this examination.
- This syllabus will be examined from 1 September 2020 to 31 August 2021.
- Candidates will be examined on the basis of English law and practice in the tax year 2020/2021 unless otherwise stated.
- Candidates should refer to the CII website for the latest information on changes to law and practice and when they will be examined:
  1. Visit [www.cii.co.uk/qualifications](http://www.cii.co.uk/qualifications)
  2. Select the appropriate qualification
  3. Select your unit from the list provided
  4. Select qualification update on the right hand side of the page

- 1. Understand the fundamental nature of the group risk market.**
  - 1.1 Describe the background to the group risk market and the main participants.
  - 1.2 Describe the operation of the group risk market outside the UK.
- 2. Understand the main purpose and nature of the different types of employee benefits.**
  - 2.1 Explain the main purpose and nature of the different types of – Pension provision; Group arrangements; Healthcare and wellbeing; Other employee benefits.
  - 2.2 Describe how different types of employee benefits interact.
- 3. Understand the main elements of the State benefit system in the UK.**
  - 3.1 Describe the government's approach to State benefits.
  - 3.2 Explain the main elements of National Insurance Contribution.
  - 3.3 Explain the main elements of State benefits.
- 4. Understand the UK taxation of individuals, companies, partnerships and trustees.**
  - 4.1 Describe the UK taxation treatment of individuals, companies, partnerships and trustees.
- 5. Understand the legislative context in which group risk operates.**
  - 5.1 Describe the contract relationships that exist within group risk operations.
  - 5.2 Describe insurance and contract law relevant to group risk operations.
  - 5.3 Explain the pensions tax regime.
  - 5.4 Describe Pensions, Discrimination and Privacy laws relevant to group risk operations.
- 6. Understand the regulatory context in which group risk operates.**
  - 6.1 Describe the regulatory regime applicable to firms and individuals.
  - 6.2 Describe the specific regulations applicable to firms and additional industry guidance.
- 7. Understand the principles of operation of group risk schemes.**
  - 7.1 Describe the eligibility criteria for coverage within a group risk scheme.
  - 7.2 Describe the conditions for the cessation of cover within a group risk scheme.
  - 7.3 Explain the evidence of health required from individual members of group risk schemes.
  - 7.4 Describe actively at work requirements and pre-existing condition exclusions.
  - 7.5 Explain flexible benefits and the special problems posed by them.
- 8. Understand group risk product features and the taxation of premiums and benefits.**
  - 8.1 Describe group risk product features.
  - 8.2 Explain the taxation of premiums and benefits of group risk products.
- 9. Understand the roles and responsibilities of an intermediary arranging group risk cover.**
  - 9.1 Describe the role and responsibilities of an intermediary arranging group risk cover.
  - 9.2 Describe the process for obtaining a quote for group risk cover.
  - 9.3 Explain the factors to consider when assuming risk with the insurer.
  - 9.4 Explain the intermediary's responsibilities with regard to maintaining administration of the cover.
- 10. Understand the main functions of an insurer in providing group risk cover.**
  - 10.1 Explain the risk assessment process with regard to providing group risk cover.
  - 10.2 Describe the quotation process for group risk.
  - 10.3 Calculate group risk premiums.
  - 10.4 Describe the process of accepting risk.
  - 10.5 Explain the insurer's responsibilities with regard to maintaining administration over the cover.
- 11. Understand the main functions of a reinsurer and their relationship with insurers in the group risk market.**
  - 11.1 Describe the fundamental aspects of reinsurance and typical reinsurance arrangements in the group risk market, their set up and administration.
  - 11.2 Explain how coinsurance can be used as an alternative to reinsurance.

## Reading list

The following list provides details of further reading which may assist you with your studies.

### **Note: The examination will test the syllabus alone.**

The reading list is provided for guidance only and is not in itself the subject of the examination.

The resources listed here will help you keep up-to-date with developments and provide a wider coverage of syllabus topics.

CII/PFS members can access most of the additional study materials below via the Knowledge Services webpage at <https://www.cii.co.uk/knowledge-services/>.

New resources are added frequently - for information about obtaining a copy of an article or book chapter, book loans, or help finding resources, please go to <https://www.cii.co.uk/knowledge-services/> or email [knowledge@cii.co.uk](mailto:knowledge@cii.co.uk).

### **CII study texts**

Group risk. London: CII. Study text GR1.

### **Journals and magazines**

Personal finance professional (previously Financial solutions). London: CII. Six issues a year. Available online at [www.thepfs.org/financial-solutions-archive](http://www.thepfs.org/financial-solutions-archive) (CII/PFS members only).

### **Reference materials**

International dictionary of banking and finance. John Clark. Hoboken, New Jersey: Routledge, 2005.\*

Lamont's financial glossary: the definitive plain English money and investment dictionary. Barclay W Lamont. 10th ed. London: Taxbriefs, 2009.

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\* Also available as an ebook through Discovery via [www.cii.co.uk/discovery](http://www.cii.co.uk/discovery) (CII/PFS members only).