



Spotlight on...  
**Health Cash Plans**



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EVERYONE BENEFITS

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# Spotlight on Health Cash Plans

**Health Cash Plans are a popular low-cost benefit which focus on health and wellbeing. They encourage employees to take care of their everyday health, promoting an active, healthy, and more productive workforce. Cash Plans assist with the cost of everyday medical expenses, but they do so much more! Plan options include a discounts portal, Virtual GP Service and Employee Assistance Programme (EAP) which makes them a very visible, useful, and tangible benefit that have a wide appeal to employees of all ages.**

## How do they work?

Health Cash Plans are available to businesses with 3 employees or more. They allow employees to claim back towards the cost medical expenses which typically will include:

- Dental – Check-ups and treatment
- Optical – Glasses, eye tests, lenses
- Physiotherapy – Chiropractor, X-Rays, Osteopathy
- Health and Wellbeing – Aromatherapy massages, sports massage, counselling fees etc.

The employer selects the level of cover at which they would like to sponsor the scheme for the employees. The chosen level of cover determines the monthly premium and the annual benefit claim limit for each category of cover. Employees may then opt for an increased level of cover or add their partner/spouse at their own expense.

The employee pays for their treatment, obtains a receipt, and simply claims back the eligible cost (or towards the cost). Payment is then paid directly to their bank account within a few days.

Many Health Cash Plans include access to a discounts platform where employees can obtain valuable savings on shopping (food, fuel, and clothing); travel and holidays; theatre and cinema tickets; and gym discounts. These can help to boost employee morale and engagement.

Most plans also include the option to include an EAP, supporting employees with their mental health by giving them access to help and advice from professionally trained counsellors via a 24/7 Helpline or online. Additionally access to a Virtual GP Service means a reduced waiting time to get medical treatment and/or advice and can reduce time off work.

## Why businesses need Health Cash Plans

Health Cash Plans can be a great tool to aide employee engagement, recruitment, and retention as they are a benefit that all employees like, use, and talk about. They can help reduce employee absence too. As an example, an employee struggling with musculoskeletal issues can be encouraged to visit a chiropractor or physiotherapist, receive treatment, and claim back the costs.

Regular dental and optical check-ups are important but sometimes get missed by employees due to the cost. They can however identify early warning signs of other serious medical conditions, allowing for early intervention and/or treatment which in turn can prevent longer term absence in the future.

Under DSE (Display Screen Equipment) legislation employers have a legal duty to arrange an eye test for DSE users and provide basic glasses if an employee needs them for DSE use. By implementing a Health Cash Plans employers can fulfil their legal obligation and duty of care.

Issues such as stress, financial worries, or bereavement can lead to absenteeism, health problems, and a drop in performance at work. So including access to an EAP helps to address them before they escalate into serious problems causing long term employee absence.

## Costs

Health Cash Plans are one of the lowest cost benefits starting from as little as £1 per week per employee. Excellect will research and advise from the whole of the market on the best plan for your business.

\*Company sponsored Health Cash Plans are classed as a P11d Benefit in Kind for tax purposes.



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**To request a free Health Cash Plan quote or consultation please contact us:**

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