



# HEALTH CASH PLAN



## EMPLOYER TAX

Corporation Tax Relief

## EMPLOYEE TAX

Benefit in kind (P11d)  
if employer-paid

## COST TO EMPLOYER

Costs can start from as little as  
£7.50 per employee per month

## What is a Health Cash Plan?

A Health Cash Plan is an insurance that allows an individual to claim cashback on things like dental check-ups, eyes tests and other everyday health-related treatments. It is not designed to replace the type of cover that Private Medical Insurance offers, but it can be provided at a much lower cost.

## How Does it Work?

The premiums on a Health Cash Plan can be paid by the company, or by the employee. Employees then claim money back on a variety of check-ups and some therapies, so a check-up at the dentist or treatment from a physiotherapist.

Many Health Cash Plans also offer support such as a counselling helpline, and some offer virtual GP surgeries or access to a healthcare professional online or by telephone.

Claims are generally paid very quickly and on receipt of proof of purchase.

## Why is it Valuable?

The cover means that the cost of smaller medical treatments and check-up can be met, and employees are more likely to seek treatment and return to work after an illness. There is usually no medical application to complete to get the cover.

There is also no excess payable when a claim is made, which means that these plans are generally seen as affordable and good value by employees.

## What does it cost?

The cost is much lower than Private Medical Insurance, with cover starting from around £7.50 per employee per month. Employer-paid Health Cash Plans are treated as a benefit in kind for tax purposes, so there would be a P11d implication. Health Cash Plans funded by the employee are not a benefit in kind



### Want to find out how we can help?

Call us today on 01858 414252, visit us online at [www.theinkgroup.co.uk](http://www.theinkgroup.co.uk) or email [hello@theinkgroup.co.uk](mailto:hello@theinkgroup.co.uk) to find out more or set up your no-obligation meeting.

Ink Employee Benefits is authorised and regulated by the Financial Conduct Authority (FCA number 609071)