



Adler Fairways

Chartered Insurance Brokers

Private Medical Insurance from Adler Fairways Insurance Brokers:

Your friendly insurance experts

- PMI specialists
- Over 30 years' experience
- Nationwide coverage
- Independent

Introduction

Good health is something we can take for granted as we lead busy and active lives.

You will naturally want a healthy and productive workforce, but serious illness can strike anyone at any time. It is therefore reassuring to know that your staff can get prompt access to high quality specialist medical care when you put in place a Private Medical Insurance ('PMI') scheme, thus enabling them to return to work sooner.

PMI focuses on providing quicker access to treatment for serious medical conditions. The National Health Service ('NHS') is under pressure to meet unprecedented demand, compounded by increasingly stretched resources, so PMI can play a complementary role for your staff. PMI can also provide some treatments which may not be available on the NHS.

What is PMI?

PMI is where you, as the employer, put in place an insurance policy which covers the cost of private medical care for your employees, should they suffer an acute medical condition. It works in a similar way to any other insurance, where you pay the premiums and your insurance provider pays for some or all of the cost of the private medical treatment your employee receives.

The diagnosis is usually made by the employee's GP, following which their private journey begins.

PMI is available with a range of different levels of cover at various premiums dependent in the type of treatment to be covered, location, level of treatment and your contributions.

4.4 million
NHS patients waiting to start treatment prior to the impact of Covid-19

Other medical benefits

In addition to PMI, you can set up a Corporate Health (Cash) Plan which allows employees to claim money back on their health and wellbeing costs.

Healthcare costs, like check-ups and prescriptions, are split into pots with annual limits based on the cover chosen. This can include physio fees, dental check-ups, and eye tests.

There are a range of additional options available too to encourage employees to lead a healthy lifestyle. These include mental health support, Employee Assistance Programmes, a GP helpline, discounted gym memberships, online health assessments, nutritional advice, and physical health screening. Health screening is designed to help an individual understand and therefore take better care of their body, and also provide early diagnosis of any potentially serious medical conditions. It typically covers blood, blood pressure, Body Mass Index and cholesterol tests, as well as lifestyle analysis and recommendations.

NHS under pressure

We know the NHS is under enormous pressure, as these statistics as at the end of December 2019 show. This is prior to the impact of Covid-19, so we can assume the waiting times will have got worse.

- 83.7% of patients waiting to start treatment were waiting up to 18 weeks, thus not meeting the 92% standard.
- The number of patients waiting to start treatment was 4.4 million.
- For patients waiting to start treatment, the median waiting time was 8.3 weeks. The 92nd percentile waiting time was 24.9 weeks.

Source: NHS England.

Introduction to Adler Fairways Insurance Brokers

Adler Fairways Insurance Brokers is a leading Chartered Insurance Broker specialising in PMI, as well as property, construction risks, and business insurance. The business was formed over 30 years ago.

We are proud that Adler Fairways Insurance Brokers has achieved Chartered status, which is only awarded to brokers that are committed to developing and maintaining the knowledge and capability of their people so they can deliver the highest quality service. Chartered firms must also follow a demanding code of ethical practice and act in a manner that places clients' interests at the heart of the advice we give.

We are also proud of our independent status, meaning we can recommend the optimum insurance cover for our clients from leading providers across the whole of the market.

We have clients from a wide range of industries, from small to large, and across the UK. They trust our expertise and have come to expect nothing but the best from us in terms of advice, service and standards.

For more information about Adler Fairways Insurance Brokers please [go to our website](#).

What are the benefits of PMI?

- Your employees will receive quicker access to treatment, and therefore commence their recovery and return to work sooner.
- Extended cancer coverage is included in many PMI schemes, which can include pioneering new treatments that may not be available on the NHS.
- Your employees will get access to better hospital accommodation and facilities.
- They will also have a choice of hospital and consultant, to suit their convenience and preference.
- PMI forms a valuable element of the attractive range of employee benefits you give your staff, which contributes towards greater engagement and morale.
- A PMI scheme can offer a flexible range of insurance cover which can be adapted to meet the ongoing needs of your business and your employees.
- Peace of mind for all concerned.

The impact of employee sickness absence

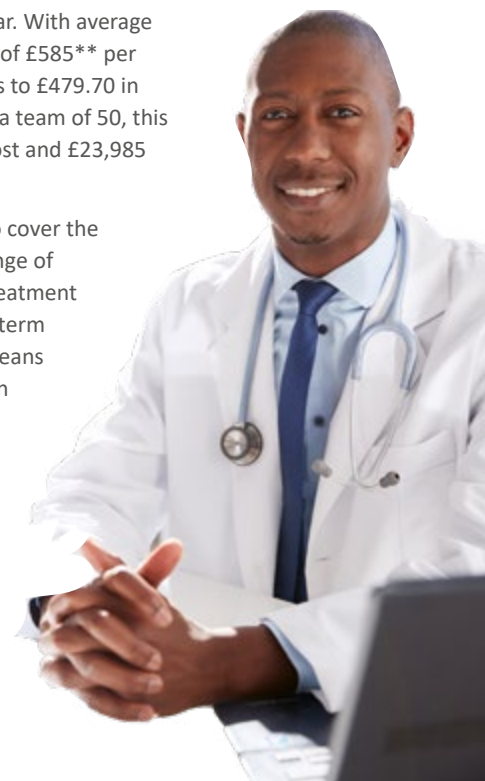
There is naturally a cost of providing a PMI scheme for your employees, but this needs to be measured against the risk and impact of losing an employee to a potentially long-term absence through serious illness.

In particular, if you are running a small or medium sized business, having just one employee off sick can seriously impact your company and your profits. Especially if that employee performs a key role and they are absent for a long time whilst awaiting treatment.

Statistics show that UK employees are absent due to sickness for around 4.4 days* each year. With average full-time earnings of £585** per week, this equates to £479.70 in 'lost' salaries. For a team of 50, this means 220 days lost and £23,985 in salaries.

PMI is designed to cover the costs of a wide range of private medical treatment for curable, short-term illnesses, which means your employee can return to work as soon as possible.

Sources: * ONS Sickness absence in the UK labour market (2018 data) published 6.11.19.
** ONS Employee earnings in the UK: 2019, which contains public sector information licensed under the Open Government Licence v3.0.



Next steps

Finding the right PMI scheme can be complex and confusing due to the wide choice of providers, benefits, and options available. This is why the specialist PMI team at Adler Fairways Insurance Brokers will do the research and legwork on your behalf, thus saving you the time and effort.

We would be delighted to learn more about your business and discuss your PMI requirements, so we can then prepare quotations for a range of cover tailored to meet the needs of your company and your employees. To get started we simply need the names and dates of birth of the employees you want covered by the scheme (plus their dependant's details if you wish to extend the cover to them as well).

You can then make an informed choice about which cover to choose. We will of course be happy to address any questions you have and support you with the paperwork and implementation of the PMI scheme.

You may also wish to read this useful [information on PMI from the Association of British Insurers](#).

Already have a PMI scheme in place?

If you already have a scheme in place you will be well aware of the benefits and reassurance it provides.

As your business evolves, the scheme you selected a year or more ago may no longer be suitable for your needs. Inertia can also be costly, as there may be cheaper and better solutions available than if you simply accept the renewal premium on your current scheme.

You can move broker (or switch from a direct relationship with your insurer to a broker) at any time, and generally also keep cover for pre-existing medical conditions. If you are considering changing insurers or brokers, or just want to evaluate your cover and would like free guidance on the best options for you, please contact us.

Contact

Adler Fairways Insurance Brokers is one of the UK's leading independent Chartered Insurance Brokers. Whatever your PMI needs, please contact us to discuss your requirements.

Our usual office opening hours are 9.00 am to 5.00 pm Monday to Friday.

Web: www.adlerinsurance.co.uk

Email: louis.britton@adlerinsurance.co.uk

Telephone: **Speak to Louis Britton, our lead PMI specialist, on 0121 516 7247 or 07538 593 299.**

Post: **PMI Team, Adler Fairways Insurance Brokers Ltd, Prudent House, 50 Yardley Road, Acocks Green, Birmingham, B27 6LG.**

