



# Full Day Training Programme on



**Date: Friday, 13 April 2018**  
**Time: 09.30 am to 05.00 pm**  
**Place: PHD House, New Delhi**



**A Training Programme with Practical Orientation as our Faculty is drawn from Insurance Companies, Consulting Firms, Tax Planners & Senior Management responsible for Policy Making, Negotiating and Finalizing Employee Benefits**

## Insurance Foundation of India

(A not for profit organization under Trust Registration Act, 1882)

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## Why need for Specialized Industry Focused Training Programme on Employee Benefits?

The challenge before any growing corporate in today's competitive world is:

- How to attract the right talent?
- How to retain star performers?
- How to keep attrition level within reasonable limits?

One of the easiest solutions suggested is "Increase CTC" Package. The reality is that some Corporates (Business Houses) attract right talent with lower CTC package where else some with high CTC Package find difficulty in:

- Attracting right talent in the first instance
- Retaining star performers
- Are affected by high attrition rate at senior level

One of the important parameters on which the corporates can be differentiated is "Is importance given to Employee Benefits?" This leads us to the question "How to manage Employee Benefits?" Well, the answer is provided by many Insurance companies which provide the products under the following names:

- Group Life (Term) Insurance
- Key man Insurance
- Leave Encashment Policy
- Group Gratuity Insurance
- Group EDLI Insurance
- Group Personal Accident Insurance
- Workmen Compensation Insurance Policy
- Group Health Insurance (Mediclaime Policy)

Some of these benefits have good implication of Tax Planning/ long term perspective for the employees which results in qualitative form the following:

- Employee building up loyalty to the corporate
- Has high morale, which means he turns/ emerges as a star performer

## Objectives of the Training Programme:

This training programme will give an opportunity to participants to interact with faculty, who have vast experience of dealing with products which form part of Employee Benefits. Participants will be able to learn about the experience of various organizations.

This training programme is very practical in nature and is Case Study Based to provide a practical understanding of various products which form part of Employee Benefits. The aim is to discuss and come out with solutions for issues faced during purchase of these products, lodging and settlement of claims associated with the same. Tax implications will be given due importance.

The programme is structured in such a way that it promotes interaction among managers/ executives of:

- Firms who purchase Group Term Insurance Policies/ Group Health or invest in Group Gratuity Fund.
- Insurance companies involved in business development, selling, underwriting and managing products which are being sold to corporate.
- Insurance brokers who are most important insurance intermediary
- Tax consultants/ Consulting Companies, who are advising clients in designing/ compensation package in detail.

## Topics to be covered:

Every session will be followed by Questions/ Answers so that high level of clarity is achieved.

- Importance of Employee Benefits in designing of Employee CTC package.
- Understanding of following, Important Clauses under:
  - Group Life (Term) Insurance
  - Key man Insurance
  - Leave Encashment Policy

- Group Gratuity Insurance
- Group EDLI Insurance
- Group Personal Accident Insurance
- Workmen Compensation Insurance Policy
- Group Health Insurance (Mediclaim Policy)

- Claims Procedure - how to expedite it by keeping in mind the Procedural Aspects of Insurers. This will be supported with Case Studies.
- Taxation/ Legal Aspects/ Litigation
- Future Trends in Employee Benefits

### Who Should Attend the Training Programme (Target Participants)?

This is a good opportunity for:

- HR Heads/ Managers/ Executives of corporates: who are involved in hiring/ negotiating with potential employees the amount/ details of compensation package.
- Managers/ Risk Mangers handling purchase of insurance policies and lodging of claims on behalf of:

1. Corporates
2. IT companies
3. Manufacturing firms
4. Educational institutes
5. Hospitals
6. Hotels
7. BPO's/ KPO's
8. SME's etc.
9. High Level Research Labs

- Directors – Compensations Committee (listed Companies)
- Managers/ Executives of Insurance Brokerage Firms – Business Development/ Underwriter/ Claims Department.
- Consulting firms providing services to HR Department
- Academic-Faculty members/ students specializing in HR

### What you can expect from the Training Programme?

This training programme on Employee benefits Insurance will provide the participants with comprehensive, multifunctional perspective on how to understand details of specific Insurance products as an integral part of Employee's CTC Package.

### Eminent Faculty Conducting this Training Programme:

Our faculty comprises of people, who are responsible for decision making with respect to Employee Benefits in Indian Corporate World. They are up to date in their knowledge.

- **Mr. Ravi Raj Kataria**, Regional Business Manager, Indirect Channel Team, Group Life & Pension, Birla Sun Life Insurance Company Limited
- **Mr. Raj Bora**, Vice President, Health Department, IFFCO Tokio General Insurance Company Limited
- **Ms. Pinky Khanna**, Director, People Advisory Services Practice and expert on salary taxation matters, Ernst & Young
- **Mr. S. K. Sethi**, Vice President, Insurance Foundation of India & Director, RIA Insurance Brokers Pvt. Ltd.
- **Ms. Malti Jaswal\***, Chief Operating Officer, Health Insurance TPA of India Ltd
- **Mr. Sunil Mohan Buckshee**, Founder Member & CEO, SMB Corporate Solutions Services Private Ltd And Csi Corporate Solutions Services Pvt. Ltd.
- Consulting Organization – **Mercer\***, Business Leader, Retirement, Health and Benefits

### Training/ Participation Fee:

Participation fee (Includes Training, Study Materials & Lunch)

- Individual participant fee: **Rs.4000/**
- Group participation fee (team of 5 persons and above): **Rs.3600/-**each.
- Group participation fee (team of 10 persons and above): **Rs.3200/-**each

### Accommodation:

This is non-residential Training Programme; however reasonable hotels/ guest houses are available in surrounding areas such as

Panchsheel Enclave, Hauz Khas, Greater Kailash & South Extension. Programme Coordinator will be ready to assist you in arranging the same (if required).

### Certificate:

Certificates will be issued to the participants on completion of this Training Programme.

### About the Organizer:

**Insurance Foundation of India (IFI)** is set up under Trust Registration Act 1882 of Government of India as a Not for Profit Organization. The main objective of IFI is to promote awareness of Insurance among masses. IFI has successfully organized various Executive Development Programmes/ Skill development Programmes of International standards in India with world-class faculty.

Under CSR project supported by PNB MetLife India Insurance Company Ltd we produced a Film “**Khushiyon Ki Suraksha**” for spreading awareness of insurance in rural areas. It is available on <https://www.youtube.com/watch?v=hzbADulcWuU>

Our project “Bima Jagrukta Abhiyan” has been awarded **Skoch Award** as one of the 100 top Projects undertaken in India during 2016. We are approved under 80G of the Income Tax Act 1961. IFI will be pleased to be associated with CSR Project to be undertaken by you.

### Tailor Made Training Programme:

We will be pleased to conduct Training Programmes as per your requirement at your location. Let us know your requirement at [vp@ifingo.org](mailto:vp@ifingo.org)

**Any Query or Registration for this Training Programme, please contact:**

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## Training Programme Calendar for 2017-2018

S.N.	EVENTS PLANNED	DATE
1	Debtor’s and Industry Protection through Insurance - Need of MSME Sector (in association with PHD Chamber of Commerce & Industry)	Delhi- 10 April 18
2	Employee Benefits, Insurance & HR	Delhi- 13 Apr 18
3	Erection All Risks (EAR) Insurance Policy/ Contractors All Risks (CAR) Insurance Policy	Delhi- 11 May 18
4	Consequential Loss of Profit Insurance Policy/ Advance Loss of Profit Policy	Delhi- 08 Jun 18
5	Liability Insurance-Product Liability	Delhi- 13 July 18
6	Liability Insurance - D & O Insurance Liability	Delhi- 10 Aug 18
7	Cyber- Security, Crime & Insurance	Delhi- 14 Sep 18
8	Health Insurance	Delhi- 12 Oct 18
9	Title Insurance	Delhi- 09 Nov 18
10	Protection & Insurance of Art, Artifacts, Art Galleries and Museums	Delhi- 08 Dec 18

\* Dates are Tentative

## Recent Successful Events (2017-18)

S.N.	EVENTS	DATE
1	Risk Assessment and Fire (Property) Insurance	Delhi- 08 Dec 17
2	Marine Cargo Insurance	Delhi- 09 Feb 18
3	Summit on Skilling Rajasthan for Global Competitiveness	Jaipur- 17 Feb 18
4	<ul style="list-style-type: none"> <li>Engineering Insurance with focus on Machinery Breakdown (MBD) Insurance/ Electronic Equipment Insurance (EEI)/ Steam Pressure Vessel Material Damage Policy</li> <li>Loss of Profit (Consequential Loss) &amp; Business Interruption</li> </ul>	Delhi- 16 Mar 18