



GLOBEX UPDATE

HEALTH & BENEFITS

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Events, developments, and opportunities in the international marketplace

EMPLOYERS IN IRELAND LOOKING TO ATTRACT LOCAL EMPLOYEES

Irish employees, who once left the country for career opportunities due to the recession, are now starting to return to Ireland and employers are looking to retain that key talent. Employers are aggressively encouraging employees who have come back to Ireland during the holidays to stay and work in country. It is expected that 2016 will be the first year in over 8 years that the number of employees returning from abroad would outnumber those leaving and employers are looking to capitalize. It is estimated that as many as 1,000 jobs are being created each week with skills shortages emerging in many key industry sectors such as IT, accounting, financial services, construction and sales. Many employers along with the Irish government are investing in initiatives to capture these returning employees and encourage them to apply for roles in Ireland.

CANADIAN EMPLOYERS UTILIZE NEW STRATEGIES TO RETAIN KEY TALENT

Employers in Canada have been implementing new strategies in an effort to retain top employees. Such strategies include one employer supporting new moms and dads by increasing parental leave top-up payments to 100 per cent of salary for 26 weeks. Another organization became a Living Wage Employer, a program that recognizes the social and economic benefits of paying a real living wage for all its employees and service providers. Another joined a growing group of small- and medium-sized businesses that are introducing flexible "no limit" vacation policies, letting employees decide how much time they need in any given year. Employers are actively seeking new approaches that demonstrate a dedicated commitment to making their workplace environment the best it can through these types of progressive and innovative programs.

Success Stories

- Launched new Help Desk for multinational financial services company
- Implemented group travel medical policy for architectural company.
- Established group benefits placement for an IT-based company in Brazil.

FRANCE MANDATES NEW SUPPLEMENTARY HEALTH COVERAGE

As of January 1, 2016, the French Government has mandated all French based employers to provide mandatory supplementary health coverage. Many employees in France have international private medical insurance over and above their state coverage used through the French National Health Insurance (NHI) System. The French National Insurance provides extensive coverage, but only reimburses up to 70% of outpatient and 80% of inpatient services. The new mandatory health coverage is expected to fill the gap left by the French National Insurance. The insurance premium cost must be split between the employer and employee and the employer must pay at least 50% of the costs but can pay more.

Recruiting and retaining key talent around the world remains a formidable challenge for HR management. More and more, a company's success depends on the ability to offer a competitive benefits package while remaining within budget. Globex Partner Brokers can offer their clients access to a range of products, capabilities and resources custom-tailored to helping multinationals optimize their employee benefits around the world. Contact any member of the Globex Health & Benefits Team to learn more.

PLEASE NOTE OUR NEW TELEPHONE AND FAX NUMBERS



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