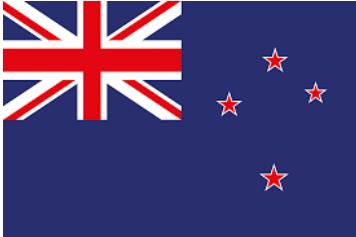




GLOBEX UPDATE HEALTH & BENEFITS

Events, developments, and opportunities in the international marketplace.

New Zealand approves paid leave for miscarriage



The New Zealand parliament has passed legislation giving mothers and their partners the right to paid leave following a miscarriage or stillbirth. Ginny Andersen, the Labour MP who introduced the bill, said it would make New Zealand only the second country to provide such a benefit after India. India allows women six weeks of leave after a miscarriage. The bereavement allowance will give employees three days' leave when a pregnancy ends with a stillbirth without having to tap into their sick leave. This bill will give women and their partners significant time to come to terms with their loss.

Benefit communications extremely important during COVID-19

As the COVID pandemic continues to surge across Canada, employees are seeking out additional ways to prioritize their health and seek out the treatments they need. Now more than ever, they are relying on benefits communications provided by their employer to ensure they understand the coverages offered to them. Recently, The Autorité des marchés financiers (AMF) the organization responsible for financial regulation in the province of Quebec, will now require employers to follow these steps for all employees in Quebec. At enrollment, the employer will provide employees a benefits booklet as well as information regarding their disability plan. Ongoing, they must provide plan information (but not advice) and refer employees to the insurer or consultant for answers regarding their coverage. Any ongoing disability claims will also be referred to the insurer. This is to ensure that employees understand their coverage. While this is only currently regulated in Quebec, this is a best practice model to begin implementing across all provinces to protect both the employer and employee.



Oman Ministry of Labor amends end of service benefits for expats



The Omani Ministry of Labor has amended the conditions of entitlement to end-of-service benefits for non-Omanis working for government offices with permanent work contracts. The rule applies to all employees who have not completed 10 years of service and new employees. The government ruled that the end of service grant is determined at the rate of one month's salary for each year of service with a ceiling maximum of 10 months for grades up to six and 12 months for grades above the ceiling. The above is subject to the amount not exceeding OMR 12,000. Expatriate employees are also not entitled to receive an end of service benefits if they are punished with dismissal from service, or if their services are terminated as a result of a court ruling issued on a crime involving breach of honor or trust.

Recent Success Stories

- Provided support and assistance to a multinational client seeking to establish a wellness program in the United Kingdom and Canada.
- Secured local medical policies for a manufacturing firm in Puerto Rico.
- Secured group medical coverage for a tech firm in Brazil.

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.

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