



# Employee Insured Benefits

Driving towards relevance and sustainability

➤ **Relevance** 

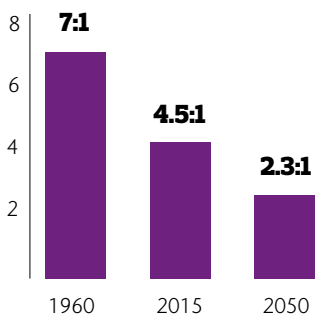
Is it valued?  
Is it meeting employee needs?

➤ **Sustainability** 

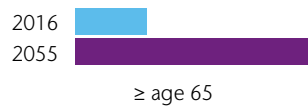
Is it affordable?  
Is it adapting to changing demographics?

## Ageing Population

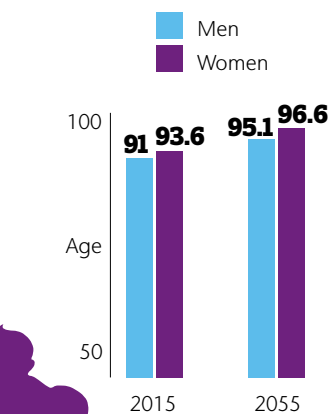
Ratio of working Australians to retirees<sup>1</sup>



Number of Australians age 65 and over is projected to more than double by 2055<sup>2</sup>.

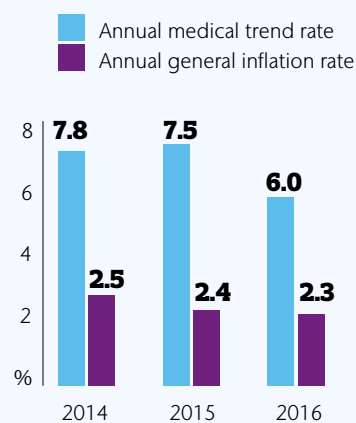


Life expectancy at birth<sup>3</sup>



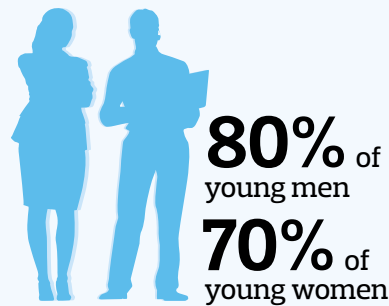
## Rising health care costs

Medical inflation – Australia<sup>4</sup>



## Mental health

One in five Australians experience a mental health problem.

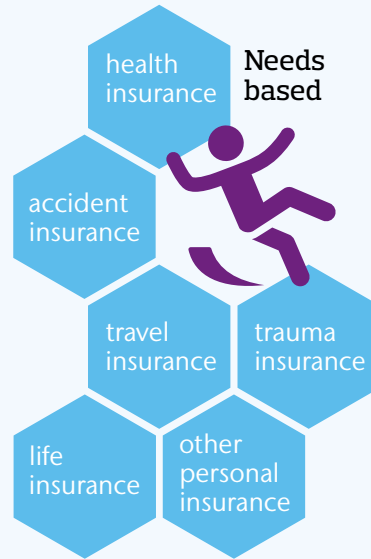


...who **need** support **don't** get it!<sup>5</sup>

## Compliance considerations




## Voluntary benefit provision



Are you getting **the best bang for your buck?**

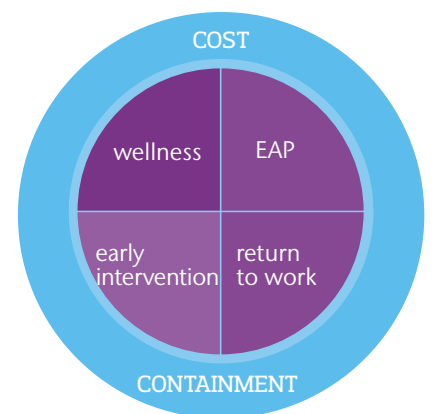
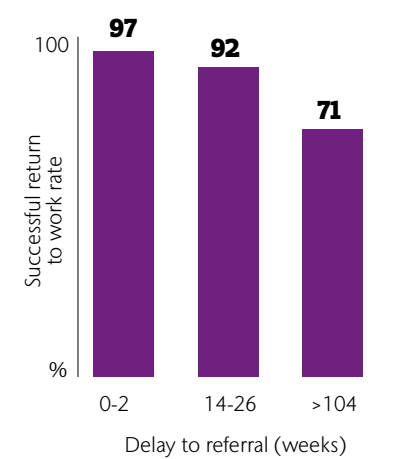


Are you **wasting your buying power?**

Do your **employees have choice?** 

## Intervention initiatives

Impact of early intervention<sup>6</sup>

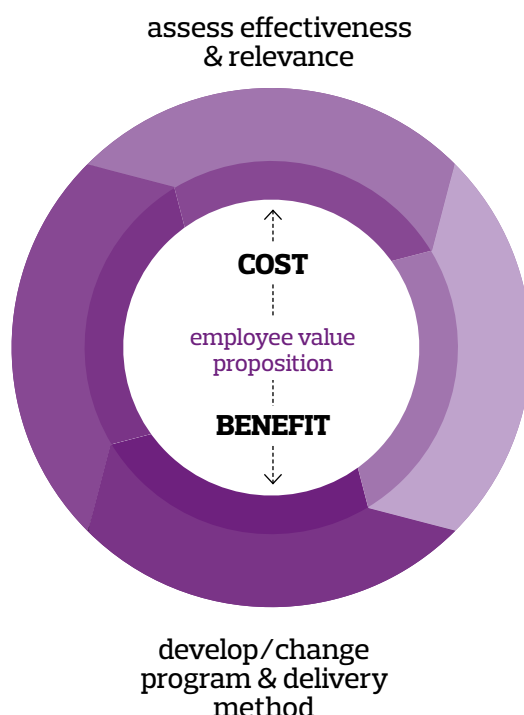


Early intervention is the key to supporting employees who are not coping in the workplace – it means assisting an employee before a symptom develops into an injury.

## Employee Benefit Life cycle



communicate & educate



benchmark peers



**EMPLOYEE NEEDS**

1 Kaplan Professional, Industry Pulse, March 2016, Australian superannuation: stirring the sleeping giant  
2 Australian Government, The Treasury, 2015 Intergenerational Report, Australia in 2055, March 2015  
3 Australian Government, The Treasury, 2015 Intergenerational Report, Australia in 2055, March 2015  
4 Aon Hewitt, 2016 and 2015 Global Medical Trend Rates Survey reports  
5 GU Health, 'Inform' member newsletter, Issue 26, guhealth.com.au  
6 Konekt Market Report 2016 Volume 3, konekt.com.au