

H8INTP: International Practice

Module Code:	H8INTP
Long Title	International Practice APPROVED
Title	International Practice
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	Deirdre Bane
Module Author:	
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Determine the issues pertaining to international employees and the key factors for consideration in designing international employee benefit strategies
LO2	Demonstrate a broad knowledge of different methods & practices employed in the provision & financing of retirement & risk benefits for international employees
LO3	Evaluate the extent to which an individual's residence & domicile status determines their treatment under the Irish Taxation system and the corresponding implication for provision of Irish retirement benefits
LO4	Possess an extensive knowledge of Pan European Pensions & evaluate the role of cross border schemes in multi- national company's retirement & risk provision
LO5	Demonstrate a developed awareness of the range of different pensions frameworks in selected countries
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

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Module Content & Assessment			
Indicative Content			
International employee • International transfers –Expatriate/Repatriates Secondment • Cross Border, Migrant Workers, Transient Workers • Third Country Nationals			
International benefit strategies • Overview of key employee benefits, role- practical/compensatory & importance of employee benefits/packages in an international context. • Factors for consideration in designing the strategy including multinational issues, strategic & policy considerations, financial implications, culture/customs, currency implications etc. • Overview of tax Implications – including double taxation agreements & implication for employer/employee salary, pension contributions, benefits on retirement etc. • Social Security Matters			
International Pension Provision • Types of International Pension Provision • Public Provision – Social Security Provisions • Mandatory Provision & Private Provision • Funding methods & security - Advanced Funding, Pay As You Go, Book Reserves, Book Reserves – Reinsurance, Direct Insurance • Provisions in host country and/or in home country, off- shore plans.			
International Risk Benefits • Multinational Risk Pooling • Self- Insurance, Partial Insurance, Captive • Experience Rating • Full Insurance (non-profit/with-profit) • International Insurance Networks			
Irish Revenue practice • Overview of Residence/Ordinary Resident/Domiciled & tax impact. • Double taxation agreements – “pension”/“annuity” • Access to pension arrangements –RAC,PRSA, OPS –resident/non-resident employer & employees, Migrant Workers Relief & secondment • Overview of tax treatment of pension received by residents in Ireland from an overseas location & non-resident from an Irish pension structure • Non-resident pensioners/beneficial owners of ARFs			
Pan European Pension Provision • Background & operation of the EU • Legislative process & ECJ • EMU & impact on Pension Plans • Social & employment policy –including European Work Councils. • Key EU Directives & implementation into Irish Law - pension provision – including Life Insurance Directives, “Pensions Fund Directive” (IORPS), (Section XII Pensions Act 1990, as amended. • Supervisory Authorities, approval process • Advantages & Disadvantages • Taxation Treatment– TTE and EET			
Country profiles • For example UK, Australia, US, Japan • Economic, Legal and Political Background • Key types of benefit structures • Types of individual & employer voluntary provision - overview of main types of retirement structures including common financing methods/relief • Relevant supervisory controls and authorities • Solvency requirements. Overview of benefits payable on retirement, death, pre-retirement drawdown options.			
Assessment Breakdown			%
Coursework			50.00%
End of Module Assessment			50.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Assignment	% of total:	50
Assessment Date:	n/a	Outcome addressed:	1,2,3,4,5
Non-Marked:	No		
Assessment Description:	MCQ		
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	50
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4,5
Non-Marked:	No		
Assessment Description:	End-of-Semester Final Examination		
No Workplace Assessment			
Reassessment Requirement			
Repeat examination <i>Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.</i>			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	2	Every Week	2.00
Assignment	No Description	50	Once per semester	4.17
Independent Learning Time	No Description	60	Once per semester	5.00
Total Weekly Contact Hours				2.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Irish Institute of Pensions Management. (2010), International Pensions Practice.</p> <p>Institute of Taxation.. (2014), Pensions – Revenue, Law & Practice Finance Act 2013.</p> <p>Chartered Accountants Ireland. (2014), CA Proficiency 1 – Taxation 1 (ROI),, 2014/2015.</p> <p>Hewitt Consulting, UK. (2014), Pensions pocket book,, NTC Publications.</p>	
<i>Supplementary Book Resources</i>	
<p>Pensions Management Institute (UK). (2010), International – 1.</p> <p>Pensions Management Institute (UK). (2010), International – 2.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[CD], Swiss Re.</p> <p>[Journal], Pensions: An international Journal.</p> <p>[Journal], European Pensions & Investments News.</p> <p>[Journal], Global Pensions.</p> <p>[Website], www.Revenue.ie.</p> <p>[Website], www.pensionsauthority.ie.</p> <p>[Website], http://ec.europa.eu/internal_market/pensions/index_en.htm.</p> <p>[Website], www.efrp.org/.</p> <p>[Website], www.ceiops.com.</p> <p>[Website], http://www.ieba.org.uk/.</p> <p>[Website], www.ipe.com/products/directory.php.</p> <p>[Website], www.pensionfundsonline.co.uk.</p> <p>[Website], www.cgd.swissre.com/.</p> <p>[Website], www.DETI.ie.</p> <p>[Website], http://www.genevaassociation.org/.</p> <p>[Website], www.worldbank.com.</p> <p>[Website], http://www.iaisweb.org/.</p>	
Discussion Note:	