

## 1.1 Module 6: International Practice

### 1.1.1 Headline information about the module

<b>Module title</b>	International Practice
<b>Module NFQ level (only if an NFQ level can be demonstrated)</b>	8
<b>Module number/reference</b>	6
<b>Parent programme(s) the plural arises if there are embedded programmes to be validated.</b>	Higher Diploma in Business in Pensions Management Certificate in Business in Pensions, Insurance and Investment
<b>Stage of parent programme</b>	1
<b>Semester (semester1/semester2 if applicable)</b>	3/4
<b>Module credit units (FET/HET/ECTS)</b>	ECTS
<b>Module credit number of units</b>	10
<b>List the teaching and learning modes</b>	Lectures, Tutorials
<b>Duration of the module</b>	8 weeks
<b>Average (over the duration of the module) of the contact hours per week (see * below)</b>	6

<b>Analysis of required learning effort</b>		
<b>*Effort while in contact with staff</b>	<b>Minimum ratio teacher / learner</b>	<b>Hours</b>
Classroom and demonstrations	1:60	18
Monitoring and small-group teaching	1:30	18
Other (specify)	-	-
<b>Independent Learning</b>		
Directed e-learning (hours)		-
Independent Learning (hours)		40
Other hours (group project)		49
Work-based learning hours of learning effort		-
<b>Total Effort (hours)</b>		125

<b>Allocation of marks (within the module)</b>					
	<b>Continuous assessment</b>	<b>Supervised project</b>	<b>Proctored practical examination</b>	<b>Proctored written examination</b>	<b>Total</b>
<b>Percentage contribution</b>	20	30	-	50	100%

### 1.1.2 Module aims and objectives

This module aims to provide learners with an understanding of the issues pertaining to international employees and key factors for consideration in designing international employee benefit strategies. It supports their ability to analyse the methods and implications of provision of retirement and risk benefits in an international context. The module facilitates learners to study the retirement framework in selected countries, and identify the difference in international pensions practices.

### 1.1.3 Minimum intended module learning outcomes

On successful completion of this module, learners are able to:

- (i) determine the issues pertaining to international employees and the key factors for consideration in designing international employee benefit strategies
- (ii) demonstrate a broad knowledge of different methods and practices employed in the provision and financing of retirement and risk benefits for international employees
- (iii) appraise the extent to which an individual's residence and domicile status determines their treatment under the Irish Taxation system and the corresponding implication for provision of Irish Retirement Provision
- (iv) evaluate the role of Pan European Pensions and cross border schemes in multinational company's retirement and risk provision
- (v) demonstrate a developed awareness of the range of different pensions frameworks in selected countries.

#### **1.1.4 Rationale for inclusion of the module in the programme and its contribution to the overall MIPLOs**

With mobile workforces and the dominance of multinational companies, retirement provision is now a truly global undertaking, both for employers and employees. A large proportion of pensions law and regulation now originates in the European Union. Pensions professionals need to understand the workings of European government and to be aware of the pressures and other considerations that apply to global workers and transnational corporations.

This module supports the achievement of the following MIPLOs: (i), (ii), (iii), (iv), (v), (vi), (vii), (viii), (ix) and (x).

#### **1.1.5 Information provided to learners about the module**

Learners are supported with resources to offer structure and guidance including a set of lecture notes and reading materials as well as a detailed module curriculum which includes the module learning outcomes, a class schedule, the necessary reading material and the assignment strategy. Participants also have access to Moodle, the College's Virtual Learning Environment (VLE).

#### **1.1.6 Module content, organisation and structure**

##### **6.6.6.1 Introduction**

- What is expected
- Dealing with queries
- Explanation of course
- Why International Practice

##### **6.6.6.2 International Dimension**

- Sovereign states and global alliances
- UN, OECD, IMF, World Bank, etc.
- European Union
- Development
- Treaties
- Institutions
- Legislative process
- Directives
- Regulation
- ECJ rulings
- Brexit

- Pandemic Implications

#### **6.6.6.3 Law**

- Direct effect of Treaties
- Primacy of European law
- Directives relevant to employment and benefits
- Transposition into domestic law
- GDPR
- Equality
- Transfer of Undertakings
- Works Councils
- Insolvency
- Brexit

#### **6.6.6.4 Equality**

- Treaty provisions
- Directives
- Domestic law
- Gender
- Age
- ECJ cases
- Council of Europe

#### **6.6.6.5 Pensions Directive**

- IORPs I
- IORPs II
- Objective
- History
- Governance
- Trusteeship
- Disclosure
- Investment
- Internal audit
- Own Risk Assessment
- Supervision
- Pan European pensions
- Pan European Pension Products proposals

#### **6.6.6.6 Risk Pooling**

- Concept
- Poolable risks
- Players
- Mechanism for pooling
- Accounting
- Advantages
- Disadvantages
- Captive insurance
- Implementing pooling

#### **6.6.6.7 Overseas Transfers**

- Tax treatment
- Double Taxation Agreements
- Taxation of benefits
- Temporary secondment
- People coming from abroad
- Maintaining membership
- Mobility Directive
- Outgoing workers regulations
- Revenue rules
- Migrant workers
- Transfer payments
- Permanent migration
- Risk benefits

#### **6.6.6.8 Multinational Benefit Strategies**

- Importance of Multinational companies
- Dealing with Multinationals
- Role of corporate
- Governance
- Consistency
- Cost
- Philosophy
- Differences between countries
- Tax
- Social security
- Demographics
- Valuing benefits
- Dealing with mobile employees
- Funding global benefits

#### **6.6.6.9 Comparisons of Pension Systems**

- Typically, UK, US, Australia & New Zealand
- Political and economic background
- Tax system
- Social Security
- Regulation
- Benefit programmes
- Range of benefits
- Funding
- Auto enrolment
- Other current issues
- Comparison with Irish practice

#### **1.1.7 Module teaching and learning strategy**

Programme content is delivered by means of lectures and workshops with prior preparation. Learners are required to read and prepare for classes beforehand with the emphasis on interactive discussions, participative group work and learning by doing in class. Practice problems and case study analysis play a large part in ensuring that learners learn and understand how accounting is employed in decision-making and the role of management accounting within the wider organisational context.

There is one large case study type assignment where learners apply their interpretative skills. During the learning cycle, learners are required to conduct research on an ongoing basis and to brief classmates on findings for the purpose of comparative analysis.

### **1.1.8 Work-based learning and practice-placement**

There is no practice-placement element within this module.

### **1.1.9 Module summative assessment strategy**

Learners practise and demonstrate teamwork and interpretative and communication skills in the continuous assessment of the module, which is conducted in two parts:

- The Learner, working as part of a group, evaluates and critiques EU and/or international practice.
- The Learner prepares and presents a one large case study type assignment

The final assessment is in the form of a proctored examination, with questions which contain both theoretical and practical elements with all of the learning outcomes assessed in the exam. 60% of the marks are allocated to this piece of the work.

<b>No</b>	<b>Description</b>	<b>MIMLOs</b>	<b>Weighting</b>
1	Individual essay	(i) (ii) (iii) (iv) (v)	30%
2	Group assignment: Evaluate / Critique EU / International Practice	(i) (ii) (iii) (iv) (v)	20%
3	End of semester examination	(i) (ii) (iii) (iv) (v)	50%