



# IGP Country Profile **Ghana**





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# Customary employee benefits

## Death benefits

Death in service benefits are provided under the SSNIT (Social Security and National Insurance Trust) scheme and private group life assurance plans. Benefits typically range from 100% of the sum assured to lump sum payments based on salary multiples.

Some employers also extend coverage to employees' dependents, including spouses and children.

## Disability benefits

Permanent and temporary disability benefits are available under SSNIT and private insurance. Invalidity pensions are granted if the employee has contributed for at least 12 months in the last 36 months.

## Retirement benefits

Ghana operates a three-tier pension system: Tier 1 (SSNIT), Tier 2 (mandatory occupational), and Tier 3 (voluntary provident/personal pension). Retirement age is 60, with early retirement options available.

## Medical benefits

In Ghana, medical benefits for employees are typically provided through a combination of public and private healthcare schemes:

### National Health Insurance Scheme (NHIS)

All residents, including employees, are eligible to enroll in the NHIS, which offers access to a wide range of basic healthcare services at accredited facilities. Employers may assist with registration or premium payments, though this is not mandatory.

### Employer-Sponsored Health Insurance

Many mid-size and large multinational subsidiaries offer private health insurance plans to supplement NHIS coverage. These plans often include:

- Inpatient and outpatient care
- Specialist consultations
- Diagnostic services
- Maternity care
- Emergency services

# Trends

## Wellness and preventive care

Progressive employers may offer additional wellness benefits such as:

- Annual health screenings
- Mental health support or Employee Assistance Programs (EAPs)
- Gym memberships or fitness incentives

## Trends

There is a growing emphasis on mental health and preventive care, especially among multinational companies. Telemedicine services are also gaining traction, offering employees remote access to healthcare professionals.

# Typical employee benefits plans and benchmarking

## Introduction

An employee benefits plan for subsidiaries of multinationals in the Ghanaian market typically covers two components:

- Group Life with Funeral Expenses Cover: This provides a worldwide and 24/7 cover for death, personal accident, critical illness and funeral expenses of the employee. The benefit amount is linked to multiples of the Annual Salaries of employees (1X, 2X, 3X, 4X, 5X etc.), which is decided upon by the employer.
- Workers' Compensation Cover: This covers all financial liabilities of the employer under the Workmen's Compensation Act 1987 (PNDCL 187).
- Large organizations as well as white collar companies typically opt for plans with death, personal accident, critical illness, funeral expenses, travel insurance and workers' compensation. Blue collar organizations usually opt for plans with death, personal accident, critical illness and workmen's compensation cover.

## Typical employee benefits offered

	Finance / Automobile / Pharmaceutical	IT	Small Enterprises (<100 ees)	Mid-Sized Enterprises (100-500 ees)	Large Enterprises (>500 ees)
Death	X	X	X	X	X
Personal Accident	X	X	X	X	X
Critical Illness	X	X	X	X	X
Child Education	X				
Workers' Compensation	X	X	X	X	X
Funeral Expenses				X	X
Travel Insurance					X

# Useful links

## **Demographic information and macro-economic indicators**

[CIA World Factbook](#) (please select the country to review)

[World Bank Group](#) (please select the country to review)

## **Social security**

[SSNIT](#)

## **More information on Old Mutual Life Assurance Company (Ghana) Limited**

### **Your Local Link to IGP in Ghana**

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