



newsflash

November 2022



Spain

Medical Plans can be included in IGP as of January 1, 2023

Healthcare in Spain

With relatively little regional differences in benefits and a uniform distribution of medical facilities across the nation, the Spanish National Health System (NHS) benefits package provides access to a comprehensive range of healthcare services. However, there are still holes in the NHS coverage, despite its design benefits - dental care and medical supplies are two significant gaps. In addition, the Spanish NHS has long struggled with waiting periods for some procedures and secondary treatment.¹

In recent years, there has been an increase in the demand for group health insurance, and this trend is anticipated to continue.

Per January 1, 2023, medical plans in Spain that are placed with Caser, the IGP Network Partner in Spain, can be included in IGP accounts.

Why would you insure your employees' health in Spain?

Following are some key justifications for providing your staff with affordable company health insurance.

Benefits for the employer include:

- You attract and retain talent as health insurance is a frequently requested social benefit by employees which can set you apart from the competition.
- Potential for greater productivity, less absenteeism: With health insurance, your staff members will have access to prompt medical attention in the event of illness, which in turn could lower the number of missed workdays.
- Financial savings: Caser can offer better contract terms than they can offer with a private policy.
- Tax savings: Expenses are typically deductible from company taxes.²

Employee benefits include:

- Efficient access to medical care that cuts down on waiting times
- Premiums may be up to 100% deductible from personal income tax up to €500 per person each year (with the Flexible Compensation Plan).³
- Access to a variety of medical professionals, including among the best specialists and highest quality medical centers.
- Better contractual terms and conditions compared what Caser can offer through a private policy.



Spain

Caser Salud's Ecosystem of Health Services

Quality of Care

Caser Salud has a large medical staff that stands out for its experience and quality. Caser cooperates with prestigious professionals and hospital centers: IDC-Quirón Group, Madrid Hospital Group, Nysa Group, Vithas Hospitals and Viamed Group.

Quality of Service

Caser Salud offers a specialized health platform, ensuring access to the company's services including telephone management and processing, 24-hour medical line / emergencies, 24-hour pediatric medical emergencies, assistance abroad, and second medical opinion requests.

Quality in Management: ISO 9001 Certification

Since February 2014, Caser Salud has held the Quality Certification in line with the ISO 9001 standard, recognizing the management of the Caser Salud insurance products, from the product's design and development to marketing, benefits management and customer service.

Caser was the first insurance company in Spain to certify all health insurance management processes, assuring its customers of its commitment to providing high-quality service.

Sources:

1. https://cdn.who.int/media/docs/librariesprovider2/country-sites/spain-a4-brochure-eng-who-sp.pdf?sfvrsn=5312acc_1&download=true
2. <https://www.accountinginspain.com/corporation-tax-spain/>
3. <https://www.europeaccountants.com/spain/income-tax>

Caser Offers Flexible Health Options

With a large product portfolio that can be tailored to different flexible benefit plans, Caser Salud offers different solutions to all types of corporations.

Types of solutions:

Social Benefit Plan

- The cost of medical care is covered by the employer
- 100% deduction in corporate tax

Flexible Benefit Plan

- The employer contracts with Caser Salud
- The employee, can choose between the products offered according to their own needs.
- The total cost of the annual premium is deducted from the employee's gross salary.
- The cost of medical insurance is exempted from taxable income for the employee up to €500 per year per person).

Open Contracting Model

- The employer signs an agreement with Caser to grant its employees access to the program (which would typically include better terms compared to a private policy)
- If the employee chooses to enroll, the employee will be responsible for the cost of the plan chosen by the employee.

If you would like to discuss medical benefits for your employees in Spain, please contact your IGP Account Manager or...

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