

# Paying too much for Workers' Compensation?

Workers' compensation is a complex insurance spend for all businesses – in particular the annual declaration of wages which ultimately determines your premium.

Mercer Marsh Benefits provides clients with an independent review of your retrospective workers' compensation premiums paid to uncover any overpaid premiums you may be owed.

**What is the aim of the review?** Simply, to ensure that your workers' compensation program is as efficient and as cost effective as possible. The review is designed to:

1. Ensure you have been declaring the correct wages
2. Confirm correct industry classifications are applied to your policy
3. Examine how your premium is structured and look for opportunities to reduce costs.

**Do the reviews often result in premium refunds?** Over 70% of these reviews have resulted in a premium refund to clients.

**Who conducts the review?** Mercer Marsh Benefits partners with a specialist organisation, Optima, to work with our clients to uncover retrospective overpayment of workers' compensation premium. The reviews are undertaken by a former WorkSafe Victoria auditor.

**What information do Mercer Marsh Benefits need? Is there a significant resource commitment required?** There is a very minimal resource requirement from you for this project. We simply need the payroll reports that were used to declare wages for prior periods.

On receipt, these reports will be used by Mercer Marsh Benefits to undertake the review. A summary will be provided to you advising of the findings and what the benefit will be.

From there, it is your choice to instruct us to implement recommendations.



**How quickly can premium refunds be realised?** The review process takes approximately 4-6 weeks from project commencement to the realisation of premium returns for your business.

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**What if Mercer Marsh Benefits finds that we owe money due to under-declaration of wages?** The engagement is between you and us, which means that if we uncover historical underpayment of premium we do not report this to your insurer or the regulator. We will notify you accordingly of any historical under-payment of premium and provide you with a recommendation to manage this.

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**What is the cost for Mercer Marsh Benefits to conduct this review?** The review is conducted on a 'no result, no fee' basis. If we don't uncover any premium returns, you don't pay. If we do then we share in the success based on an agreed financial arrangement prior to commencing the project.

For further information, please contact:

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**About Mercer Marsh Benefits**

Mercer Marsh Benefits provides clients with a single source for managing the costs, people risks, and complexities of employee benefits. The network is a combination of Mercer and Marsh local offices around the world, plus country correspondents who have been selected based on specific criteria. Our benefits experts, located in 135 countries and servicing clients in more than 150 countries, are deeply knowledgeable about their local markets. Through our locally established businesses, we have a unique common platform which allows us to serve clients with global consistency and locally unique solutions.

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