



Keep your employees smiling with a dental plan

Recent media reports have highlighted the fact that almost a third of UK residents have not visited a dentist in the past two years. This is driven not by a shift change in public attitude to dental health, but a mis-match between demand and availability of NHS dental care.



With the alternative private options perceived as expensive, neglect of oral health may well impact on workplace absenteeism, either through escalating dental problems, increased waiting times or the need to travel long distances to access NHS dental facilities.

These changes are already beginning to impact on organisational attitudes and decision making. According to the CIPD Reward Management Annual Survey Report 2007, dental insurance is one of the main benefits that organisations intend to introduce to their employee benefits package.

One of the advantages of offering a dental plan is that for a relatively small investment, employers can offer a scheme that is valued by employees and that they can all use regularly. Because dental cover can be company funded, provided as a voluntary benefit or within a flexible benefit package*, it has a universal appeal for employers, irrespective of size or sector.

Having a dental plan often encourages employees to go to the dentist more regularly, leading to earlier diagnosis of serious medical conditions such as oral cancer. Evidence also suggests a positive correlation between good oral health and good overall health. So facilitating regular dental check-ups for your employees can impact on absenteeism, promote overall employee wellbeing and may even reduce staff turnover by increasing the perceived value of the employee benefits package.

Oval Healthcare has joined forces with CIGNA HealthCare (one of the UK's leading providers of dental plans that has been providing dental solutions world wide for over 40 years) to provide a range of dental products at affordable prices. With a CIGNA dental plan employees can claim for clinically necessary dental treatment at any UK NHS or private dentist. The plans contribute to costs for preventative, minor and major treatment and there is extra cover provided for accident and emergency pain relief.

* Access to flex and voluntary options is dependent on the number of employees being covered

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