



# Vhi Dental

## Benefit-in-Kind (BIK) Guide

# Dental Insurance Premiums Paid by an Employer

## **Paid by an Employer**

Under Irish tax legislation a benefit-in-kind charge will generally arise where a personal expense is paid for an employee and/or their dependants by their employer.

Income tax, PRSI and USC must be deducted by the employer through payroll on the taxable value of any benefits-in-kind and returned to the Collector General.

Where an employer pays a dental insurer directly on behalf of employees, the taxable value on which an employer is liable to operate these taxes on is the gross premium value of the policy

## Guidelines for employees where an individual's employer pays premiums directly to the insurer

### Tax relief on dental insurance premiums

Tax relief is available in respect of dental insurance premiums paid in a tax year. This relief is capped to a maximum tax relief of the lesser of:

- €100 or 6% of the gross premium for adults
- €50 or 6% of the gross premium for children

Where an employer pays premium directly to the dental insurer, tax relief is not granted at source by the dental insurer. The individual is entitled to a tax credit (equal to 6% of the gross premium subject to the aforementioned relevant ceiling) in respect of the premium paid by their employer.

It is the individual employee's personal responsibility to claim this relief. Employees should check their tax credit certificates online via Irish Revenue's myAccount facility or directly with your local Revenue district to ensure you are claiming relief. Alternatively they may claim this relief via completion of a personal year-end tax return.

### How is the tax liability on this employee benefit calculated?

**Employers** are liable to pay employer PRSI on the gross premium value of the policy at a rate of 11.15% until 30 September 2025 and then it will increase to 11.25% from 1 October 2025.

**Employees** are liable to the following on the gross value of the premium of the policy as calculated and operated by their employer:

- PRSI up to a rate of 4.1% up to 30 September 2025 and then it will increase to 4.2% from 1 October 2025 (you and your employer should determine your applicable PRSI rates). 4.1% is used in our example.
- PAYE calculated in accordance with an employee's marginal rate of tax, either 20% standard rate tax or 40% higher rate of tax.
- USC rates vary between 0.5% to 8% depending salary range. 3% USC applies to salaries ranging from €27,382.01 and €70,044 from 1 January 2025. This rate has been used in the example set out below.

## Questions & Answers

### **If the premiums are paid fully by employees, is there a change to your tax liability?**

Income tax, PRSI and USC are only calculated against employee benefits provided by the employer. Therefore, employees paying their own premiums will have no tax liability.

### **Will employees get tax relief if premiums are paid fully by employees?**

Tax relief is granted at source for dental insurance premiums paid directly to an authorised insurer by an individual. Under this system subscribers pay a reduced premium to the dental insurer. You don't need to have any further contact with Revenue as your dental insurance provider will implement the necessary amount of tax relief due to the premium paid.

**For further information log onto [revenue.ie](https://www.revenue.ie) or call your local Revenue District.**

# Benefit-in-Kind

## An Illustration

2025	Example
Private dental insurance gross premium (example only)	€235.55
Less total TRS <sup>1</sup> @ 6%	-€14.13
<b>Total premium after relief claimed</b>	<b>€221.42</b>
<b>Cost to employer</b>	
Cost to Employer PRSI @ 11.15% payable to Revenue	€26.26
<b>Cost to Employee (on standard rate of tax)</b>	
Employee PAYE at 20% payable to Revenue	€47.11
Employee PRSI at 4.1% payable to Revenue	€9.66
Employee USC at 3% payable to Revenue	€7.07
Less medical insurance tax credit	-€14.13
<b>Total cost of the benefit provided (Gross Subsidy)</b>	<b>€49.71</b>
<b>Cost to Employee (on higher rate of tax)</b>	
Employee PAYE at 40% payable to Revenue	€94.22
Employee PRSI at 4.1% payable to Revenue	€9.66
Employee USC at 8% payable to Revenue	€18.84
Less medical insurance tax credit	-€13.88
<b>Total cost of the benefit provided (Gross Subsidy)</b>	<b>€108.84</b>

### Note:

1. TRS - tax relief at source rate is determined by Revenue at 6% for 2025.
2. Standard tax rate is 20% and Higher tax rate is 40%.
3. An employee and an employer should determine applicable PRSI rates. We have included the rate applicable until 30 September 2025 for the purposes of this example.
4. USC rates vary between 0.5%, 2%, 3% and 8% depending on the income level of an employee. Income between €27,382.01 and €70,044 is taxed at 3% when an individual does not hold a full medical card. Anything above €70,044 is subject to USC at 8%.
5. Dental insurance tax credit depends on the amount paid directly to the medical insurance provider (gross subsidy). It is calculated by multiplying Gross Premium by 6%, however it is capped at €100 for adults or €50 for children , e.g. €100\*500/1,000. It is the individual's responsibility to ensure this relief is applied.
6. This information and illustration is designed purely as an indicative guide only. It does not take into account any personal reliefs/exemptions which may apply for an individual. Tax calculations can be complex so customers should seek specialised taxation advice from a tax adviser if there are any specific questions in relation to this area; Vhi do not provide personal tax advice.

The information contained herein is based on Vhi's understanding of current Revenue practice as at 4 December 2024 and may be subject to change in the future.



Vhi Healthcare DAC trading as Vhi Healthcare is regulated by the Central Bank of Ireland and is tied to Collinson Insurance Europe Limited (CIEL) for Vhi Dental Insurance.