

group income protection

income protection for
your employees



overview

Group Income Protection is a highly regarded employee benefit for both employer and employee that provides an income when they are incapacitated.

key features

Employer - Can help to attract and retain talent within the business.

Employee - Provides income for sick and incapacitated employees. It can help to alleviate money worries and help boost morale. Group Income Protection is a comprehensive solution integrating long-term income protection insurance with absence management and workplace support.

product features

- ✓ Competitive pricing
- ✓ Wide range of cover options
- ✓ Easy to setup and administer
- ✓ Early intervention and case management
- ✓ Rehabilitation support to reduce length of absence

cover options

- ✓ Available for 2 or more employees
- ✓ Minimum Automatic Acceptance Limit for schemes with 5 or more employees
- ✓ Up to 80% of salary available
- ✓ Own occupation, suited occupation and activities of daily living disability definitions
- ✓ Benefits can escalate in payment
- ✓ Payment deferred periods available ranging from 8 weeks to 1 year
- ✓ Payment periods of 2, 3, 4, or 5 years, or until cease age of the scheme
- ✓ Premium rates are guaranteed for 2 or 3 years
- ✓ Pension scheme contributions and National Insurance Contributions can be covered

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how does it work

1. Talk to us about your requirements. Whether it's new cover or the transfer of an existing policy, our team of Group Risk specialists are on hand to deal with your enquiry.
2. Agree basis of cover with you based on your requirements.
3. We provide you with a simple employee data spreadsheet to populate and send back to us.
4. We will gather quotations from major insurers in the market, facilitating discussions about the best insurer to use for your needs.
5. Once agreed, we will guide you through the setup process including any application forms and on-risk declarations.
6. Once your policy is live, you will receive a policy schedule and accounts.
7. We will be on hand throughout the policy year to support with any queries and will also work with you in the run up to renewal each year.



early intervention and case management

Our insurance partners' approach to handling employee absences is built on the established premise that the earlier the intervention, the better the outcomes.

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what is included on the plan?

Cover Options	Limited payment periods of 2, 3, 4 or 5 years, or benefits paid to cease age
Min Number of Lives	2 employees
Premium Payment	Monthly, Quarterly, Annually
Employee Data	Quarterly or Annually
Guarantee Period	2 or 3 years
Age Cover Ceases	Fixed age between 65 and 70, or linked to state pension age
Benefit Basis	<p>Employees:</p> <ul style="list-style-type: none"> ▶ Any percentage of salary up to a maximum of 80% ▶ Can choose to apply a fixed deduction equal to the Employment and Support Allowance (ESA). This deduction will be applied whether or not these are actually paid by the State <p>Equity Partners:</p> <ul style="list-style-type: none"> ▶ A percentage of earnings up to a maximum of 50% of earnings <p>A maximum benefit may apply for very high earners</p>
Pension Scheme Contributions	Both employer and employee contributions can be covered upon request
Employer NI Contributions	Either on a contracted in or contracted out basis
Escalation	<ul style="list-style-type: none"> ▶ 0%, 3%, 5% ▶ RPI to a maximum of 5% / 2.5% ▶ CPI to a maximum of 5% / 2.5%
Deferred Period	8,13,26,28,41,52 weeks
Definition of Incapacity	<ul style="list-style-type: none"> ▶ Own occupation ▶ Own occupation switching to suited occupation after 2 years ▶ Suited occupation ▶ Activities of daily working
Automatic Acceptance Limit	Based on the number of members and average benefits in the scheme.
No Worse Terms	Usually available where a scheme is being switched, subject to insurer agreement
Once & Done	Available
Claim Benefit Paid	To employer
Proportionate Benefit Available	Yes
Linked Claims	Yes