

Group Risk

Employer Brochure



taking care of you...



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What Is Group Risk?

You can choose the benefit levels and the types of cover that are within your business' budget and tailored to meet your particular requirements

Group Risk enables you to provide your employees and their dependants with financial assistance if an employee should become seriously disabled or die.

As an employer, Group Risk is a very cost effective way for you to protect your business' most important asset – your employees. It can be considerably less expensive and easier to set up and administer than individual cover, particularly if there is a large number of employees to be covered.

In the event of death, illness or injury resulting in the inability to work, it can provide financial protection for your staff.

There are 2 types of plans which you can provide:

- Death in Service Benefit plans, and
- Disability Benefit plans.

The Death in Service Benefit plan can pay out a lump sum and/or a pension to an employee's dependant (spouse / civil partner / other dependant) if an employee should die while covered under the plan. The Death in Service Benefit plan can also provide a children's pension.

The Disability Benefit plan will pay an income to you if an employee is unable to do their own job due to illness, injury or accident. The Disability Benefit plan can include Premium Protection which means both your and the employee's pension contributions are maintained while the employee is unable to work.



Benefits Of Group Risk

Allows you to provide invaluable financial support to your employees and their dependants

Benefits for You

Cost effective

- Cost of providing cover can normally be written off against corporation tax.
- Reduces the cost and burden of an employee's absence.
- Allows you to provide invaluable financial support to your employees and their dependants.
- Helps employees return to work after an illness or injury, thus ensuring time and money invested in employees is not lost to the business.
- Cost of a Group Risk plan is usually considerably cheaper than individual cover.

Attracts and retains best employees

- Forms a key part of any remuneration package and is a useful recruitment and retention tool.
- Maximises the value of any existing benefits package.
- Demonstrates care for the welfare of employees and their dependants.

Benefits for Your Employees

Financial benefits

- Provides an employee with financial security by enabling you to pay them a replacement income if they are unable to work due to disability arising from illness or injury.
- Provides an employee's family with financial security by paying them a lump sum and/or a pension if an employee dies.
- Can offer better value than individual cover.

Other Benefits

- Access to support services and information when it is needed most.
- Rehabilitation services and expert advice can assist the recovery process.
- Reduces anxiety and feeling of isolation that often accompanies being off work long-term.
- Cover can be put in place easily, with all the administration handled by New Ireland.
- Provides peace of mind.

Types Of Group Risk Plans

The two types of Group Risk plans are:

Death in Service Benefit:

- **Death in Service Benefit can provide a lump sum payment on death.**

The lump sum is typically a multiple of the employee's salary and can vary depending on the civil status of the employee and their position in the company.

Under current Revenue guidelines it is possible to provide a lump sum of up to 4 times a person's salary on death. Any life assurance benefit over and above this amount is used to provide a pension to the employee's dependants.

- **Death in Service Benefit can provide a Dependant's Pension or Children's Pension.**

Dependant's Pension ensures a specified proportion of the employee's salary continues to be paid to their spouse / civil partner / other dependant after their death. The Dependant's Pension aims to contribute to a secure and predictable financial situation for your employee's dependants.

The Dependants Pension can include an 'Orphan's Pension'. Under an Orphan's Pension, the Dependant's Pension will not cease on the death of the dependant but will continue to be paid to any surviving children until age 18, or 21 in full time education, in the event of the death of both the child's parents.

A Children's Pension will provide a regular income from the time the employee dies until the children reach age 18, or age 21 if in full-time education.

Disability Benefit

- Disability Benefit can provide an income, after an initial period, to an employee who is unable to carry out their own job due to illness or injury, while not engaged in any other occupation.

The maximum benefit that can be taken out is 75% of the employee's salary, less the benefit they would receive from the State and any other continuing income.

- Disability Benefit can provide Premium Protection benefit. Premium Protection benefit is designed to pay the employee's pension contributions plus Death in Service Benefit premiums, if any, after an initial period should they be unable to work due to illness or injury. Any Additional Voluntary Contributions (AVCs) your employee is making will not be covered under this benefit.

If you would like more information on any of these Group Risk plan benefits, please speak with your Financial Advisor.

Why take Out A Group Risk Policy With Us?

Our Group Risk offering is available at competitive rates

At New Ireland, we have studied the market and created an innovative Group Risk offering that we believe makes us one of the best companies to place your business with.

We have reduced the need for underwriting information (e.g. medical questionnaires / doctor's reports / exams) at the outset and for future salary increases. In the cases where underwriting is needed we have made it easier for you and your employees to provide us with this information.

Our Group Risk offering is available at competitive rates.

Here are some of the key features of our Group Risk offering:

- **Non Medical Limits**

We can provide cover up to a certain level of benefit (Non-Medical Limit) without the employee having to provide medical evidence. We offer one of the highest Non Medical Limits in the Irish market.

- **No Worse Terms**

When you transfer an existing plan to New Ireland you will benefit from our No Worse Terms policy. Under No Worse Terms we will accept all members for Death in Service and Disability Benefits on a "Like for Like" basis without requesting medical information.

- **Temporary Cover**

If in the unfortunate circumstance that one of your employees dies or becomes disabled while they are being underwritten for any benefit amount above the Non Medical Limit we will pay the full benefit amount being proposed for. This is new feature which we have introduced to the Irish market called Temporary Cover and is subject to meeting certain requirements, which we will make clear to you at the time of offering it to your employees.

- **Underwriting made easy**

We have a number of new features which will reduce the need for underwriting information and when underwriting information is needed we will gather it in a way that is easy for you and your employees to provide:

Nurse Tele-Interviews

For plans with 50 or more employees we will use a Nurse Tele-Interview, instead of the traditional application form to gather relevant underwriting information.

For plans with less than 50 employees we will continue to use the traditional application form approach. Where an employee makes a disclosure on the application form we use a targeted Nurse Tele-Interview, in which a nurse will only ask questions about the disclosure made.

The true value of any protection policy is in how well it provides for claims. At New Ireland we endeavour to pay all claims as quickly and efficiently as possible

Nurse Medical Screening

For some employees, because of the level of benefit and/or their medical history, we may need a medical examination which comprises questions about their health and medical history and a full physical examination. The traditional approach to gather this information is to request the employee to attend an independent doctor. However we understand that it can sometimes be difficult to fit this into their schedule so we now use Nurse Medical Screenings instead where possible. With a Nurse Medical Screening, a nurse will visit the employee at a time and place that suits them to carry out the examination.

Once & Done

We recognise that the need to provide medical information every time the benefit increases above the Non Medical Limit can be cumbersome, especially where an employee's salary and hence benefit may increase frequently. With that in mind we are introducing Once & Done to our Group Risk plans where there are 50 or more members in the plan. Under Once & Done the employee will be underwritten once by a Nurse Tele-Interview and will not need to be re-underwritten for any future benefit increases up to €6,00,000 for Death in Service Benefit, €250,000 p.a. for Disability Benefit and €100,000 p.a. for Premium Protection.

Forward Underwriting

Where there are less than 50 members, Forward Underwriting will apply. Under Forward Underwriting, subject to certain conditions, any employee who has been medically underwritten will not need to be re-underwritten for benefit increases of between 5% and 20% for a period of 5 years.

Corporate Liberty Benefit

For large plans, with at least 200 members, we may extend our maximum Non Medical Limits from €1,800,000 to €3,000,000 for Death in Service Benefit, and from €170,000 p.a. to €350,000 p.a. for Disability Benefit, (inclusive of Premium Protection). This is just another way we are reducing the onerous underwriting requirements that often accompany large plans.



- **No New Medical Loadings**

We recognise that the process of notifying a member of medical loadings can be unsettling for the member and hence we have introduced our policy of No New Medical Loadings.

Under our No New Medical Loadings policy we no longer apply medical loadings to new or existing members who as a result of being underwritten should have a medical loading applied.

We will however maintain current loadings for members of existing plans with New Ireland (or another Insurer on switching the plan to us) who already have a medical loading applied.

- **Joiners & Leavers**

For plans with 25 or more members we will automatically cover new members up to the Non Medical Limit. So you don't have to worry about a situation arising where a new employee, who meets the eligibility criteria, has a claim declined because they were not covered due to not notifying us prior to the plan's renewal date. This is subject to the members being Actively at Work when they were eligible to join the plan and membership increases being less than 25%.

- **Continuation Option**

The Continuation Option allows employees to take their Death in Service Benefit and Disability Benefit cover with them without the need to provide evidence of health if they are leaving employment up to age 50, for reasons other than retirement.

Certain restrictions apply to the maximum amount of benefit that can be continued.

- **Business Travel**

We have extended the number of countries employees can travel to or reside without affecting their cover. See FAQs on Page 11 for more information on employees travelling and residing outside Ireland.

- **Temporary Absences from Work**

Depending on the type of benefit, we will cover your members, subject to certain requirements being met, for temporary absences from work of up to 2 years for statutory maternity, adoptive, parental and carers leave, and for career breaks and sabbatical leave.

- **Claims Management**

The true value of any protection policy is in how well it provides for claims. At New Ireland we endeavour to pay all claims as quickly and efficiently as possible. We have a dedicated team of experienced claims assessors that are here to listen, assist and support all claimants in their recovery and rehabilitation. As well as our own team of dedicated experts we also employ the services of some of the best rehabilitative providers in the Irish Market. See page 10 for our claims philosophy.

Our approach to claims management is evidenced in the following new and unique features which we have added to our Disability Benefit offering:

Commitment to Commence Claims on Time

In New Ireland we believe that a claimant should not suffer a delay in their Disability Benefit being paid due to a delay in gathering medical information that is outside of their control. Under our Commitment to Commence Claims on Time we will commence payment of Disability Benefit at the end of the Deferred Period irrespective of whether we have all the medical information. The commitment requires the disabled employee to submit a fully completed claim form within a certain timeframe of becoming disabled and comply with any request for medical information within a timely manner.

If we have still not been able to validate the claim within three months of the Deferred Period ending we will cease to pay the claim after the third Disability Benefit payment until the claim is validated. If the claim is not validated we will not reclaim the three months Disability Benefit payments. If the claim is validated we will reimburse the Disability Benefit payments that were not made.

Back to Work Benefit

We recognise that returning back to work after a long term Disability Benefit claim is a daunting time, and is often accompanied by one off expenses which may be difficult to meet due to the financial difficulties that often accompany disability. Under our Back to Work Benefit we will help overcome this financial strain by continuing to pay 50% of the Disability Benefit in the first month and 25% in the second month following the employee's return to work. (This benefit is not payable if Rehabilitation Benefit was paid or if the claim lasted less than 12 months).

- **Protecting against inflation**

You can choose to protect against the value of the benefit payments reducing over time because of inflation. This option is called the Escalation Rate and is available on Dependant's Pension, Children's Pension, Disability Benefit and Premium Protection.

- **Expertise**

We've been administering Group Risk plans for over 25 years so we have lots of experience in managing corporate relationships. We have in excess of 3,000 corporate clients who entrust us to deliver an excellent service to them.

- **Financial Strength**

New Ireland has a low-risk business model with a conservative asset profile and one of the strongest solvency ratios in the Irish market. New Ireland's financial strength means we will be around to pay claims and support claimants when they need us most

Is It Easy To Set Up A Group Risk Plan With Us?

Yes. We have developed our systems and limited the underwriting requirements to make it as easy as possible for you to set up a new plan or transfer an existing plan to New Ireland.

On receipt of the required business and member details, we will issue you with a quote which will advise of the plan's annual premium. The quote is valid for three months.

If you accept the quote within three months, we will ask you to:

- complete an application form;
- complete an Actively at Work Statement, where we ascertain the number of employees who are currently absent from work due to illness or injury; and
- pay the first premium within 14 days of the date we agree to provide cover.

Where a plan is being transferred to us from another insurer, we are happy to consider covering employees of that plan for cover on a like for like basis on the same underwriting terms as they previously enjoyed. This is covered under our No Worse Terms policy. We will look after all the setting up and ongoing administration of the plan

We have developed our systems and limited the underwriting barriers to make it as easy as possible for you to set up a new plan or transfer an existing plan to New Ireland



Our Claims Philosophy

Our claims team are carefully selected and trained to ensure they engage with claimants in a sensitive and compassionate manner

At New Ireland, we are extremely proud of our claims history. In 2012, we paid out over €94 million across our suite of protection products.

Our aim is to put our customers at the centre of everything we do. We understand that our claimants are going through exceptionally difficult times in their lives.

Our claims team are carefully selected and trained to ensure they engage with claimants in a sensitive and compassionate manner and fully understand the serious life change they may be experiencing. We receive very positive feedback from customers on their experiences. They value the timely updates on their claims and the direct access they have to our Claims Assessors.

Our mission is;

“To make every contact with our customers as friendly and supportive as possible, and to deliver the highest quality service every time, so that our customers can always trust in us.”

FAQs

What employees can be covered?

As part of every Group Risk plan that is set up we will agree the eligibility criteria with you. Your employees will need to meet these criteria to be included in the plan. The employees will also need to meet the criteria we set in relation to their health. For example, we require that a new employee who is applying for Disability Benefit is actively at work and has not missed more than 10 days off work in the previous 6 months.

Can cover be provided for an employee if they are required to travel or reside outside of Ireland as part of their occupation?

Any business travel including secondments to:

- the countries of the European Union, Switzerland, Liechtenstein, Norway, New Zealand, Australia, Canada, United States of America, Iceland, Hong Kong, China, Singapore, Japan, Malaysia, and South Korea

will not affect a member's Death in Service or Disability Benefit cover or the premium that will be charged.

However, you must notify us of any travel, including secondments outside of the above countries, to ensure the employee is eligible to remain covered by the plan.

Can cover be provided for an employee if they are on temporary absences from work?

Depending on the type of cover (i.e. Death in Service or Disability Benefit) and subject to certain conditions being met we will consider continuing to cover an employee included in the plan for a maximum of 2 years if the reason for the absence is one of the following :

- Statutory Maternity, Adoptive and Parental Leave
- Statutory Carers Leave
- Career Break or Sabbatical Leave

Is medical evidence needed before employees can be covered?

We do not require medical information for the vast majority of employees. Medical evidence is needed when the size of the Group Risk plan is small and a Non Medical Limit does not apply, the benefit amounts are large and exceed the Non Medical Limit, or the employee is not actively at work at their first available opportunity to join the plan.

Cover can be provided to employees who become eligible to join the plan and have met the eligibility conditions, are actively at work and have met our underwriting requirements

Continuation Benefit allows employees to replace their death in service and disability cover when they leave service without the need to be medically underwritten

How do we get medical evidence?

- **Application form**

Where there are less than 50 employees in the plan we will use an application form to gather underwriting information. Where an employee makes a disclosure on the application form we may use a targeted Nurse Tele-Interview, in which a nurse will only ask questions about the disclosure made.

- **Nurse Tele-Interview**

This is where a specialised nurse will ring your employee and ask the underwriting questions. This is a very efficient way for us to gather information about the employee.

For all plans with 50 or more employees we only use a Nurse Tele-Interview to gather this information.

- **Doctor medical examinations**

For some employees, because of the level of benefit and/or their medical history, we may need a medical examination which comprises questions about their health and medical history and a full physical examination including checking blood pressure, height and weight and a urine test. If such a medical is required we will request the employee to attend an independent doctor.

- **Nurse Medical Screenings**

A Nurse Medical Screening is a medical examination that is carried out by a nurse and we use this instead of a doctor medical when possible. A nurse will visit the employee at a time and place that suits them to carry out the examination.

- **Private Medical Attendant Reports**

This is a report from the employee's Private Medical Attendant (i.e. General Practitioner) and is only requested if we need more detailed information about an employee's health or medical history.

Can benefit payments be protected from inflation?

Yes, you can choose to protect against the value of the benefit payments reducing over time because of inflation. This option is called the Escalation Rate and is available on Dependant's Pension, Children's Pension, Disability Benefit and Premium Protection.

What if an employee included in the plan leaves your employment?

If a Continuation Option applies and provided certain terms and conditions are met, an employee may take their death in service and disability cover with them when they leave service without the need to be medically underwritten.

The Continuation Option can only be exercised when leaving employment on or before age 50 for reasons other than retirement.

What tax rules apply?

Based on our understanding of the current tax rules the following applies:

- **Employer premiums**

The premiums that the employer pays towards providing benefit(s) for its employees are tax deductible and can be offset against Corporation Tax. The premiums are not treated as a "Benefit in Kind" for employees and as such are not taxable (or subject to Universal Social Charge or PRSI).

- **Death in Service Benefits**

A lump sum not exceeding the greater of €6,350 or four times the deceased employee's final remuneration may be provided, tax-free, to the employee's legal personal representative or nominated beneficiary. In addition to the lump sum, a pension may be provided for a spouse, civil partner or dependant. Pension payments would be treated as income in the hands of the spouse, civil partner or dependant and subject to Income Tax and Universal Social Charge.

- **Disability Benefit**

Benefits are paid to you and will be liable to employer PRSI* (treated as if paid as salary). The amount that the employer then pays to the employee will be treated as income and subject to Income Tax, Universal Social Charge and PRSI.

* If the employee is absent from work due to disability for a period of more than a year then the PRSI position may be reviewed

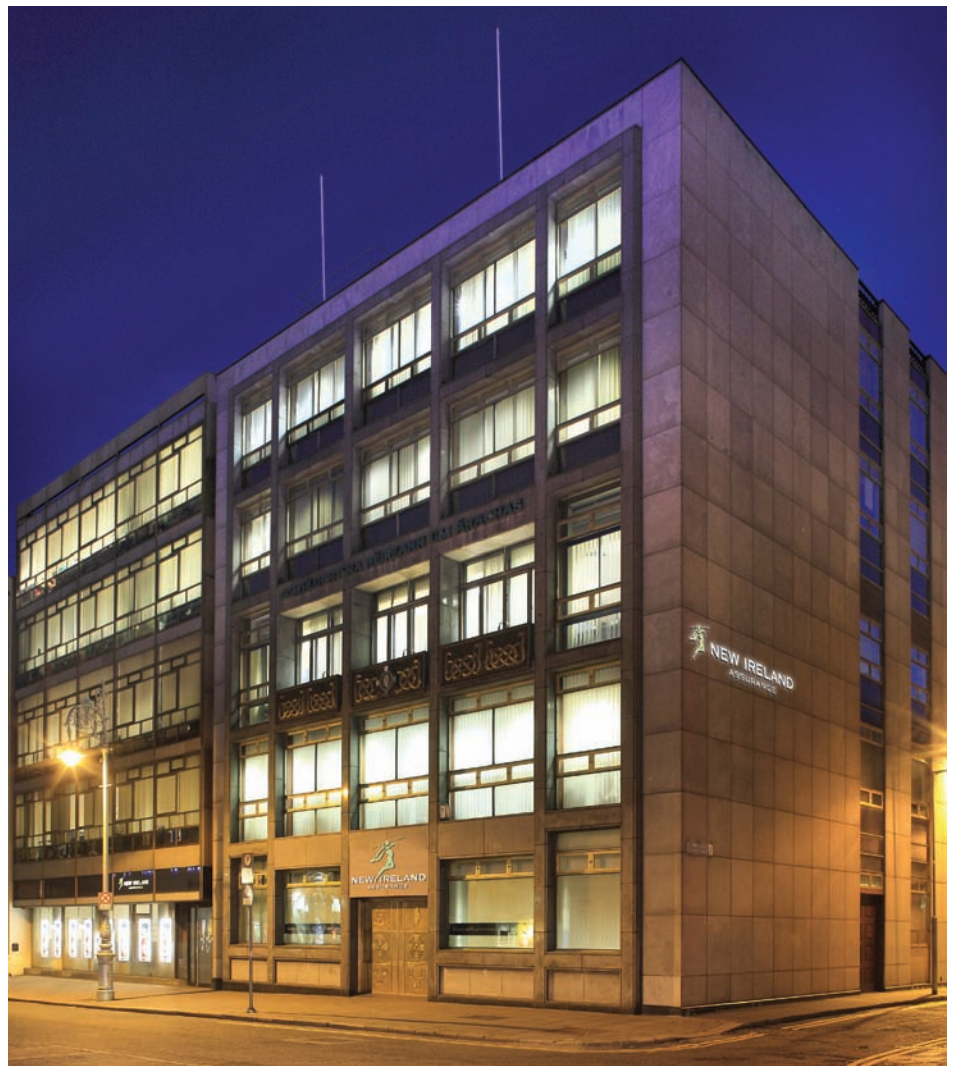


About New Ireland

New Ireland Assurance is one of Ireland's largest providers of life assurance protection in Ireland today and has approximately 25% share of the protection market in Ireland. The company has a strong culture of innovation and a strong track record in paying claims. We are a people business and take a long-term, partnership-based approach with our customers.

The strategy for our business, the goal of the senior management team, and the focus of our staff is to look after our new and existing customers better than any other company in the Irish market. We have grown to become one of the largest protection providers in Ireland based on this approach and this approach is the enduring and differentiating feature of our business.

Founded in 1918, New Ireland was the first wholly Irish owned life assurance company to transact business in Ireland. We provide life assurance, pensions and investment solutions to over 600,000 customers in Ireland and have in excess of €12 billion in assets under management.



Contact Information

If you have queries about any of the information above or would like to talk to someone about setting up a Group Risk Plan please contact your Financial Advisor or contact us here in New Ireland on 01 617 2780. We also have a detailed Group Risk Technical Guide available on our website for further information.



Every care is taken to ensure that the information in this booklet is clear and accurate. However, no responsibility is taken for errors or omissions. If any conflict arises between this booklet and the policy conditions, the policy conditions will apply. Policy conditions will be supplied to you when your policy is issued.

Terms and conditions apply. Benefits are subject to underwriting and acceptance by New Ireland Assurance Company plc. It is important to note that certain restrictions, conditions and exclusions apply.

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