

# Employee Insurance

A powerful way to reward your people



## Who is Asteron Life?

Asteron Life sits under Suncorp New Zealand, a leading general and life insurance provider. Suncorp New Zealand is part of Suncorp Group, a leading general insurance, banking, life insurance and superannuation business with brands in Australia and New Zealand.

Suncorp Group has relationships with around nine million customers and is a Top 20 ASX-listed company with \$96 billion in assets.

Asteron Life is a fully licensed life insurer in New Zealand with a Standard & Poor's insurer financial strength rating of A+. The full rating scale can be viewed on [www.asteronlife.co.nz](http://www.asteronlife.co.nz) and at every office of Asteron Life.

## What is available with Asteron Life Employee Insurance?

When you take out an Asteron Life Employee Insurance plan for your employees (the members), you can select just Life cover, or a more comprehensive combination of Life, Trauma, TPD and Income Protection covers.

### Life cover

Life cover insurance pays a lump sum of money if a member passes away or becomes terminally ill. Life cover is designed to help a member's family pay costs that the member would have helped with if they were still alive.

#### Terminal Illness benefit

If a member is given less than 12 months to live, we'll pay their Life Cover payment straight away. They can use the money for their immediate care, and help to plan a secure future for their family.

#### Funeral Advancement benefit

We will make an advance payment of up to \$15,000 from the member's life cover sum insured after receiving evidence of the member's death. This pays for immediate expenses such as a funeral.

#### Optional add-on benefit

##### Personal Accident & Major Burns benefit

If selected, we will pay a benefit if a member suffers major burns, or an injury which directly results in a loss of physical function of a hand, foot, finger or sight.

The payment can be up to \$50,000 depending on the injury/ies suffered and the amount of life cover taken.

## Total and Permanent Disablement (TPD) cover

TPD cover provides a lump sum payment should a member suffer a sickness or injury that leaves them totally and permanently disabled.

The TPD cover is an accelerated benefit, which means it is linked to the member's life cover. When a TPD claim is accepted we will pay the claim out of the member's life cover sum insured.

### TPD Fast-Track benefit

Asteron Life will waive the requirement for the member to be unable to work for a continuous period of at least three months before they are eligible for the TPD benefit, if they suffer from one of the below 13 serious medical conditions.

Alzheimer's disease	Muscular dystrophy
Blindness	Parkinson's disease
Cardiomyopathy	Pulmonary hypertension
Chronic lung failure	Severe rheumatoid arthritis
Deafness	Systemic lupus erythematosus (SLE) with nephritis
Dementia	
Major head trauma	
Multiple sclerosis	

### Cover options for TPD

We offer a choice of three cover definitions:

#### Own occupation definition

The total and permanent disablement means the member is unable to return to their specific occupation.

#### Any occupation definition

The total and permanent disablement means the member is unable to return to an occupation which they are reasonably suited to by training, education or experience.

#### Modified definition

The total and permanent disablement means the member permanently:

- loses the use of their limbs or sight
- is unable to perform daily living activities, or
- loses their ability to think or concentrate.

If you chose Own occupation or Any occupation definition members can also be assessed against the Modified definition.

### Trauma cover

Trauma cover pays a lump sum of money to help the member recover physically and financially from a serious illness. The most common illnesses linked to trauma cover in New Zealand are cancer, heart attack, and stroke.



## 45 Medical conditions and procedures covered by Trauma Cover

general category	Medical condition or surgical procedure
Blood	Aplastic anaemia HIV – medically acquired HIV – occupationally acquired
Cancer and tumours	Benign tumour of the brain or spinal cord Cancer*
Connective tissue	Systemic sclerosis
Ear	Deafness
Eye	Blindness Loss of sight (one eye) and limb
Gastrointestinal	Chronic liver failure
Heart and artery	Cardiomyopathy Coronary artery angioplasty – triple vessel* Coronary artery bypass surgery* Heart surgery (open)* Heart attack* Out of hospital cardiac arrest Pulmonary hypertension Repair or replacement of aorta* Repair or replacement of valves* Severe peripheral vascular disease
Kidney and urogenital	Chronic kidney (renal) failure*
Major organ transplant	Major organ transplant (placement on waiting list or undergoing transplant)*
Musculoskeletal trauma	Loss of limbs
Respiratory	Chronic lung failure Pneumonectomy* Pulmonary hypertension
Stroke and nervous system	Alzheimer's disease Coma Creutzfeldt-Jakob disease Dementia Encephalitis Loss of speech Major head trauma Meningitis Motor neurone disease Multiple sclerosis Muscular dystrophy Paralysis Parkinson's disease Peripheral neuropathy Significant cognitive impairment Stroke*
Other	Burns Intensive care Loss of independent existence*

Unless the policy is a replacement policy, cover does not start for conditions or procedures that are marked (\*) until 3 months after the commencement of membership

### Stand Alone

If you chose 'stand alone' your Trauma cover is separate from Life cover. This means a Trauma claim payment won't reduce the amount of Life cover your member has.

### Accelerated

If you chose 'accelerated' your Trauma cover is linked to the member's Life cover. This means we will pay the Trauma claim out of the member's Life cover sum insured.

## What are the advantages of being part of a group plan?

### Automatic acceptance

An Automatic Acceptance Limit (AAL) is the maximum cover amount available to the members when they join the plan without the need for any medical or financial questionnaires. This means that members that join the plan with cover levels below the AAL are automatically insured.

### Cover beyond AAL's

Where a member's initial cover level goes above the AAL, that member will need to complete a personal statement. This is a questionnaire about their health, and pastimes. Our underwriters will then assess each questionnaire and advise their recommendation. In some instances more information may be requested, or the member may be asked to undergo medical tests or examinations, (if applicable any costs incurred will be paid by Asteron Life).

Any special acceptance terms applicable, will only be applied to the amount of cover that exceeds the AAL.

### Continuation options

A continuation benefit allows members to continue cover with Asteron Life through their own personal policy with no further medical underwriting should they leave the Employee Insurance plan.

Continuation benefits are available to be added onto the following covers:

- Life Cover
- TPD Cover
- Trauma Cover
- Income Protection Cover

**One in five men and one in seven women** between the ages of 30 and 64 will suffer a critical illness

Source: Gen Re Life/Health  
"Australian Critical Illness Survey 2008"

## Income Protection cover

Income Protection cover pays a member a regular monthly payment if that person is unable to work temporarily or permanently because they are sick or injured. Income Protection cover is designed to provide a member with money to live on while they're not receiving their salary or wages.

### Income Support benefit

The benefit will be paid in advance if the member continues to be disabled after a predetermined waiting period. You choose how long you want the waiting period to be. Most people choose between 30 and 90 days. The longer the waiting period, the lower the premiums.

We will pay until the member can return to work, or reaches the end of their payment period on the policy. This can be up to the age of 70.

### Recurrent Disability benefit

This waives the Income Protection waiting period if a member suffers a recurrence of the same disability within six months of the original disablement period.

### Rehabilitation and Retraining Support

We'll help pay for things like rehabilitation, wheelchairs, occupational therapy and additional childcare. Rehabilitation and Retraining Support can help the member get back to full health and work more quickly.

### Premium Waiver benefit

We will waive the premiums for the member's Income Protection cover if they are disabled and are entitled to receive an Income Support benefit.

### Death while on Claim benefit

In the unfortunate event that a member dies while on claim for Income Protection, we will pay three times the amount of their most recently received benefit.

### Indexation while on Claim benefit

If selected, whilst on a period of claim for Income Protection, we will adjust the benefit payable by the annual rate of inflation, as measured by the Consumer Price Index. This ensures that claims paid reflect the changes in inflation.

## Optional add-on benefits

### Nursing Care benefit

If selected, the nursing care benefit can become payable when a member is totally disabled and during the waiting period requires the full time and continuous care of a registered nurse for a continuous period in excess of 72 hours.

### Specific Injury Support benefit

If selected, the specific injury support benefit can become payable when the member suffers any of 21 specified injuries (ranging from broken bones to paralysis), regardless of the waiting period. It doesn't matter if the member is still able to work or not.

## Cover options of Income Protection

We offer a choice of either Loss of Earnings cover, or Indemnity cover.

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### Loss of Earnings cover calculation

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The lesser of:

- i. The monthly benefit; and
- ii. (Pre-Disability Income less any other income) x 75%

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An example based on a monthly benefit of \$7,500, Pre-disability income of \$10,000 per month and ACC income of \$3,000 per month:

Claim = lesser of

- i. \$7,500; and
- ii.  $(\$10,000 - \$3,000) \times 75\%$   
= **\$5,250**

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### Indemnity cover calculation

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The lesser of:

- i. The monthly benefit less any other income; and
- ii. (Pre-Disability Income x 75%) less any other income

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An example based on a monthly benefit of \$7,500, Pre-disability income of \$10,000 per month and ACC income of \$3,000 per month:

Claim = lesser of

- i.  $\$7,500 - \$3,000$ ; and
- ii.  $(\$10,000 \times 75\%) - \$3,000$   
= **\$4,500**

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The monthly benefit is the agreed amount per month accepted by us.

## Continuation options

A continuation benefit allows members to continue cover with Asteron Life through their own personal policy with no further medical underwriting should they leave the Employee Insurance plan.

Continuation benefits are available to be added onto the following covers:

- Life Cover
- TPD Cover
- Trauma Cover
- Income Protection Cover

If a member has a continuation benefit, they will be given up to 60 days from their exit from the plan to apply for their own personal cover. The level of cover offered through the continuation benefits will be the same as the member has under your Employee Insurance policy, any increases or other cover that the member wishes to add will require full underwriting.

The cover we offer will be from the policy with the most similar benefits to the member's existing cover that is available in the current range of Asteron Life Personal Insurance products at the time.

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