



NFVB Salary Protection Scheme



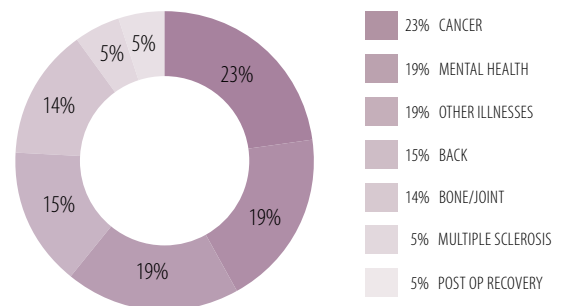
Scheme facts

The Scheme has seen a significant increase in the number of claims in recent years.

Since the last Scheme review in 2009, the Scheme has paid out **€1.6 million*** in benefits to NFVB employees and their families.

There are currently 28 NFVB employees receiving Disability Benefit from the Scheme, with a current annual benefit of **€790,000.***

MOST COMMON DISABILITY BENEFIT CLAIMS*



Scheme Summary

What are the benefits of the Scheme?

The main purpose of 'Salary Protection' is to provide you with a replacement income in the event that you fall ill and find yourself unable to work. The main benefits include:

1 DISABILITY BENEFIT

Depending on whether or not you are in the NFVB Pension Scheme, the level of cover differs:

A) For NFVB members who ARE in the NFVB Pension Scheme

Once you have been ill for 26 weeks in a 12 month rolling period** the NFVB Scheme aims to pay you a benefit of up to 66.66% of the salary you were earning before you fell ill, less an amount equal to the single person's State Illness Benefit (€9,776 per annum – 2015 level).

In addition, a Pension Protection Benefit is also included in the Scheme, which pays a further 12% of the salary you were earning before you fell ill into your pension fund to make up for the fact that pension contributions cease once your sick pay runs out.

OR

B) For NFVB members who ARE NOT in the NFVB Pension Scheme, but who are in a Superannuation Scheme

Once you have been ill for 26 weeks over a 12 month rolling period** the NFVB Salary Protection Scheme aims to pay you a benefit of up to 75% of salary, less any other income (e.g. State Illness Benefit, Early Retirement Pension or Temporary Rehabilitation Remuneration) to which you may be entitled.

IN SUMMARY:

The level of benefit paid will be determined by whether an employee is provided with pension benefits under the Nominated Health Agency Superannuation Scheme or the NFVB Pension Scheme.

2 DEATH BENEFIT (LIFE COVER)

Accidental Death Benefit – In the event of accidental death, a benefit of €15,000 will be paid to your estate.

Children's Death Benefit – In the event that a member's child between 0-21 years of age dies, an additional Death Benefit of €4,000 will be paid to the member for that child.†

*Source: Cornmarket (based on Friends First data 01/08/2014).

**A 12 month rolling period is defined as a period of 12 consecutive months determined on a rolling basis with a new 12 month period beginning on the first day of each calendar month e.g. 1st April 2014 – 31st March 2015.

†Subject to a maximum of 4 children i.e. €16,000 in total.



How much does the Scheme cost?

Example of the Cost	Contribution Rate	
	Weekly (Gross)	Weekly (Net)
Salary		
€35,000 *	€17.10	€13.68 *
€40,000 **	€19.55	€11.73 **
€45,000 **	€21.99	€13.20 **

The contribution rate is 2.55%.

You are eligible for tax relief on the majority of this premium.

Rates include 1% Government Insurance Levy.

Based on an NFVB member on a salary between €35,000 (paying income tax @ 20%) and €45,000 (paying income tax @ 40%).

* Real contribution rate of 2.04% paying income tax @ 20%.

** Real contribution rate of 1.53% paying income tax @ 40%.

How is it deducted from my payslip?

The 'SALARY PROTECTION'* deduction is the gross amount and, due to tax relief, **not** the amount it actually costs you.

In most cases, the premium will be deducted from your salary and tax relief will automatically be applied by your employer at source under the 'net pay arrangement'. This means that you do not need to submit tax returns to claim the relief.

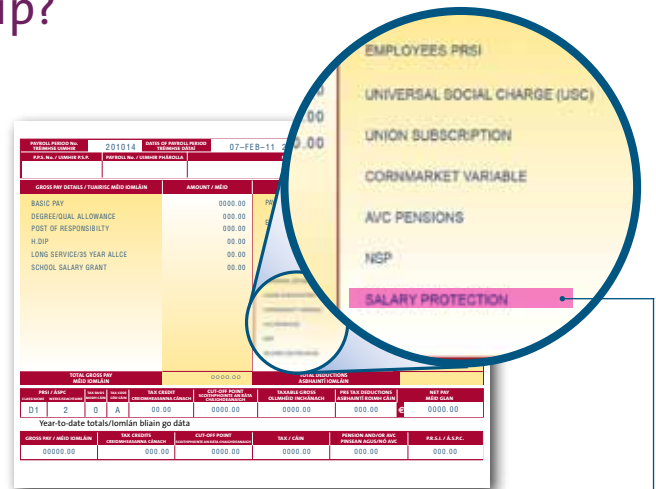


	Figure that appears on your weekly payslip	Amount that it actually costs you
SALARY PROTECTION	€17.10	€13.68 ←

* Please note that the deduction may be worded differently on your payslip. Your employer will use their own payslip heading.

The weekly contribution rates illustrated above are based on an NFVB member earning €35,000 p.a. and paying income tax @ 20%.

It is important to note that the contribution you pay will vary depending on your salary.

Please ensure that you submit a 'tax relief claim form' to Revenue if you are paying by Direct Debit.

For more information on the NFVB Salary Protection Scheme, please see the Scheme booklet, call (01) 470 8054 or log on to www.cornmarket.ie/nfvb