



cornmarket
group financial services ltd

SALARY PROTECTION SCHEME

for Health & Welfare, Local Government &
Local Services and Education Divisions

Review 2017

IMPACT

FACILITATED



Member update

The IMPACT-Facilitated Salary Protection Scheme is exclusively available to members of IMPACT Health and Welfare, Local Government & Local Services and Education Divisions. The Scheme is typically reviewed every three to five years, to ensure that members continue to receive the best deal available.

Cornmarket carried out a comprehensive review in 2017 involving all insurers in the Group Protection market in Ireland. Following this, IMPACT agreed to appoint New Ireland Assurance as the underwriter of the Scheme; as they provided the most competitive rate and benefits for members.

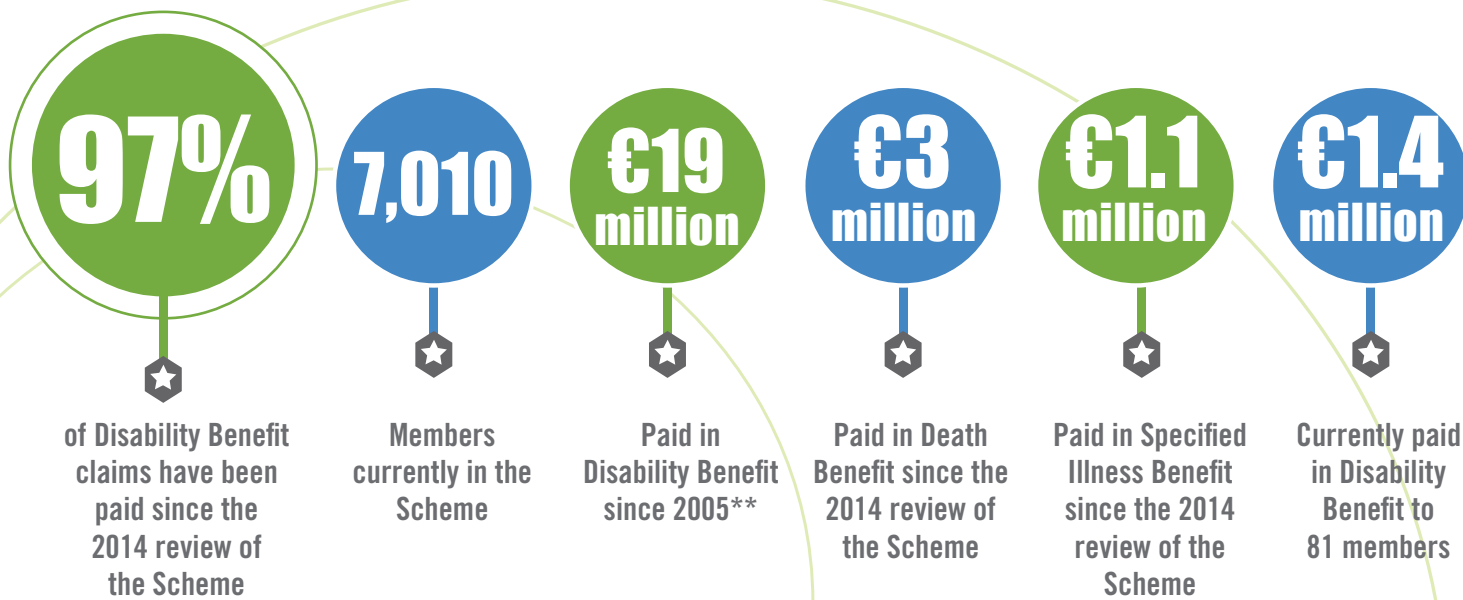
The Scheme has proven to be truly invaluable for members and their families. Since the last review, there has been a significant increase in claims and the average age of Scheme members has also increased. This has resulted in a necessary increase in the cost of membership to ensure the long-term viability of the Scheme (see page 6 for further details).

All of the changes outlined in this booklet are effective from 1st June 2017 and are intended to apply until the next review of the Scheme which is scheduled for on or after 1st June 2020.



The Scheme in action*

The true value of the Scheme can be seen in the vital benefits that it pays out to members and their families.



*Source: Friends First, 2017. Friends First was the previous underwriter of this Scheme.

**Source: Friends First, January 2017. Irish Life (previous insurer of the Scheme) Claims Department, 2017.

A reminder of your benefits



Disability Benefit

— a benefit of up to 75% of salary less any other income that you may be entitled to (e.g. half pay, Ill Health Early Retirement Pension, Temporary Rehabilitation Remuneration, State Illness or Invalidation Benefit). This benefit is payable once your claim has been accepted and you have satisfied the deferred period.



Specified Illness Benefit

— a once-off lump sum of 25% of salary paid in the event that you suffer one of the 38 Specified Illnesses covered.



Partial Payment Specified Illness Benefit

— a once-off lump sum of €15,000 or 12.5% of salary (whichever is less) if you suffer one of the 10 less severe, but still life altering conditions covered under this benefit.



Children's Specified Illness Benefit

— a benefit of €15,000 paid if your child is aged 0-21 and suffers a Specified Illness, or a benefit of €7,500 if your child is aged 0-21 and suffers a Partial Payment Specified Illness.



Death Benefit

- of twice your annual salary.
- Terminal Illness Benefit - 25% of the Death Benefit is paid on diagnosis of terminal illness where death is expected within 12 months; with the balance paid on the death of the member.
 - Accidental Death Benefit - €15,000
 - Children's Death Benefit - €5,000

Benefit cover ceases when you recover, go back to work, are deemed fit to return to work, resign, die, or when you reach age 65/67 (depending on the date you entered the Public Sector i.e. pre/post 1st April 2004).

For more information, including details of the Specified Illnesses that are covered, please go to cornmarket.ie/impact or contact Cornmarket.

Improvements to the Scheme

NEW Disability Benefit claims in payment – no medical reviews after 6 years

Disability Benefit claims in payment are subject to regular medical reviews. Following the 2017 review, New Ireland has agreed to reduce the timeframe after which no further medical reviews will take place:

From	To
10 years	6 years

This applies to claims admitted by New Ireland after 1st June 2017.

NEW Health Initiatives

Some exciting new health initiatives will be provided exclusively to members of this Scheme in the coming months! Details of these initiatives will be circulated soon.



Factors affecting the Scheme since the 2014 review

Certain key factors have impacted the Scheme since the last review in 2014. There has been an increase in the average age of Scheme members from 47 to 49 years. The changes to Public Sector sick pay arrangements have resulted in an increased number of Disability Benefit claims. There has also been a significant increase in benefit paid out for Death Benefit claims. These factors have resulted in a necessary increase in the cost of membership at this review, to ensure the long-term viability of the Scheme.

Change in cost of membership

From 1st June 2017, the cost of membership will increase from 1.71% to 1.94% of gross salary. Your revised cost of membership depends on the benefits that you are currently covered for under the Scheme.

Benefit	Old Rate	New Rate
Disability Benefit	1.33%	1.39%
Death Benefit	0.20%	0.35%
Specified Illness Benefit	0.13%	0.15%
Medical Immunity Benefit*	0.05%	0.05%
Total Gross Cost	1.71%	1.94%

*Entitles members to join the Cornmarket Retired Members' Life Cover Plan at retirement without medical underwriting (underwritten by Irish Life).

You can claim **tax relief** on the Disability Benefit element of your Scheme contributions. On your payslip the gross amount appears, however the net cost to you will be significantly less. Here are some examples of the new weekly cost, after tax relief is applied:

TAX RELIEF		
Income	Gross Cost	Net Cost
€30,000	€11.19	€9.58**
€40,000	€14.92	€10.62***
€50,000	€18.65	€13.27***

**If you are paying income tax at 20% your net contribution rate will be 1.66%

***If you are paying income tax at 40% your net contribution rate will be 1.38%

If you pay by Direct Debit you can claim tax relief by completing a Tax Relief Claim Form (see revenue.ie).

Claiming from the Scheme

- **Annual increase in Disability Benefit will not apply to new claims**

Up to now, after a claim was in payment for 12 months, the amount of Disability Benefit paid would increase by the lesser of: 5% per annum or by the increase in the Consumer Price Index*.

This will not change for existing claimants. However, this annual increase will not apply for new claims admitted by New Ireland after 1st June 2017.

*In the last 3 years, the annualised average Consumer Price Index has been less than 1%. (Source: cso.ie, July 2016).

- **Change to Specified Illness Benefit**

From the 1st June 2017, the following two illnesses will not be covered under the Specified Illness Benefit:

- Loss of independent existence
- Rheumatoid Arthritis

For a full list of the 38 Specified Illnesses and the 10 Partial Payment Specified Illnesses covered, their definitions and associated terms and conditions, please see cornmarket.ie/impact.

You're in good hands

Cornmarket's Claims Team is dedicated to representing you in all interactions with New Ireland Assurance. We pride ourselves on getting claims paid for members.

If you need to make a claim, you can rest assured that your claim will be dealt with in the efficient, professional and sensitive manner that you deserve.

To talk to us today, call us on (01) 408 4195 or email spsclaims@cornmarket.ie.

IMPORTANT INFORMATION ABOUT MAKING A CLAIM:

- You must be an IMPACT member (of the Health & Welfare, Local Government & Local Services or Education Division) to be an eligible member of the Scheme. If you leave IMPACT you must inform Cornmarket in writing, as you can no longer stay in the Scheme and you will not be able to claim from it.
- Claims can take around 3 months to process from the date that the claim form is received, until the decision is made. It takes time to gather the necessary medical evidence and information from employers to assess the amount of benefit due. This can include details of salary, sick leave, half and off pay dates, Temporary Rehabilitation Remuneration and Ill Health Early Retirement Pension. Therefore, it is vital that you contact us as soon as you become aware that you will need to make a claim.

cornmarket.ie/impact

This booklet is designed as a quick reference only to the benefits of the Scheme and the main enhancements arising from the 2017 Scheme review. Terms and conditions apply. Benefits and claims are subject to underwriting and acceptance by New Ireland Assurance Company plc. The master Policy Document (No. V000082E) is definitive in all matters of interpretation and entitlements to benefits. Members of the Scheme may request a copy of the Policy Document from Cornmarket Group Financial Services Ltd. The information herein is based upon our current understanding of Revenue law and practice as at May 2017.

We're here to help you

To speak to a member of our team about a query or a claim:



Phone: Queries (01) 408 4195 / Claims (01) 408 4018



Queries: spsadmin@cornmarket.ie



Claims: spsclaims@cornmarket.ie