



A guide to nib Group Life & Trauma Insurance

Help protect what's important to your people.





Helping you support the health of your employees

At nib, our mission is to help people live healthier, happier lives. It's a simple commitment that we've stood behind for 70 years across the nib Group, with more than 1.5 million people across Australia and New Zealand experiencing the benefits. And now, you too can offer your employees financial protection in the event of a serious illness, injury or loss of life, along with reassurance for their families, because life-changing events can happen to anyone, at any time. When they do, it's good to know that someone's got your back.

Support your team with Group Life & Trauma Insurance

When you take out Group Life & Trauma Insurance for your employees, you will be providing them with Life and Serious Illness Trauma cover and removing any back-of-the-mind worries they might have about filling out medical or financial questionnaires.

Choosing an nib group plan can help your team and your business

1 Reduce employee stress

Play a pivotal role in giving employees peace of mind by helping them to avoid the stress and financial impacts that can come from not having Life & Trauma Insurance cover in place.

2 Provide essential support for when employee sick days turn into sick months

If your employee is diagnosed with a defined medical condition, like a major heart attack or severe cancer, Serious Illness Trauma cover can provide a lump sum payment. Your employee can use this for anything they need, from extra medical care to replaced income or to help them fully recover before returning to work.

3 Give your employees' family space to grieve

If your employee passes away, there may be significant financial impacts on their loved ones. Having Life cover can help reduce stress and give those they care about time to grieve and adjust to their changing circumstances.

4 It's a tangible job benefit that adds real value

Having cover in place can motivate your employees with a job perk that they'll value and gives them peace of mind in their time of need.

The benefits for your employees

Life cover

If your employee was to pass away, would their loved ones be able to cover:



Living costs?
Rent, food, petrol, utility bills, etc.



Existing debts?
Mortgage repayments, credit cards, personal loans, etc.



Funeral expenses?
The immediate cost of a funeral can be expensive



Future expenses?
E.g. their children's education.

When the unforeseen happens, the most important thing is being there for the people who need it. If your employee either passes away or is diagnosed as terminally ill (expected to pass away within 12 months), this cover kicks in to support them and their loved ones. Depending on the cover chosen, Group Life & Trauma Insurance will pay a lump sum of either:

- Two times salary, OR
- Three times salary

'Salary' means your employee's annual contracted base remuneration for performing their role. Remuneration is calculated before tax, KiwiSaver or any other deductions are made. It does not include any overtime, bonus or other benefit entitlements. If your employee is not working full time, their remuneration is the proportion of full time equivalent remuneration they are entitled to receive for their current hours, not the amount they would be entitled to receive if they were working full time.

The cover will automatically adjust if there are changes to your employee's salary. There is a cap on this cover, based on the number of employees (refer to the Automatic Acceptance Limits section).

Serious Illness Trauma cover

If your employee suffered a serious illness, would they have enough money to cover:



Their current income while they recover?



The difference between their current income and a disability benefit?



Their family's immediate living costs?



Future expenses related to their illness?

Your employees work hard for you and your business. So, in the unfortunate event that an employee is diagnosed with a defined medical condition, like a major heart attack or severe cancer, it's great to know that you're able to get right to work for them and their loved ones. Serious Illness Trauma cover pays a lump sum of up to \$20,000 if your employee is first ever diagnosed with one of the defined medical conditions covered by their Group Life & Trauma Insurance, provided their cover has started and they are eligible. Your employee will be paid either:

- 25% of the amount insured if the claim is for a low severity condition, OR
- 100% of the amount insured, if the claim is for a high severity condition.
(See all the defined medical conditions outlined below).

For example, your employee could start with an amount insured of \$20,000. Let's say they're then diagnosed with a low severity medical condition that means they can claim for \$5,000. This would automatically reduce the amount insured by \$5,000 for any later claims. So immediately after the diagnosis, the amount insured available for later claims would be \$15,000. Subject to meeting all other requirements, once we've paid the \$5,000, we'd then send your employee a new Policy Schedule showing the reduced amount insured of \$15,000.

Any claim payment of this Serious Illness Trauma cover benefit does not affect the Life cover.

Defined medical conditions

The table below lists the defined medical conditions covered. The specific definition of each medical condition is included in the Group Life & Trauma Insurance cover wording.

	Low severity - \$5,000 per claim	High severity - up to \$20,000, depending on whether low severity claims have been paid
Cancer	<ul style="list-style-type: none"> ✔ Carcinoma in situ of the breast ✔ Carcinoma in situ of the female organs ✔ Carcinoma in situ of the male organs ✔ Early stage melanoma ✔ Early stage prostatic cancer 	<ul style="list-style-type: none"> ✔ Malignant cancer
Cardiovascular	<ul style="list-style-type: none"> ✔ Moderate heart attack ✔ Coronary artery angioplasty - single or double vessel 	<ul style="list-style-type: none"> ✔ Severe heart attack ✔ Coronary artery angioplasty - triple vessel ✔ Coronary artery bypass surgery ✔ Stroke
Other serious medical conditions		<ul style="list-style-type: none"> ✔ Advanced Alzheimer's ✔ Advanced Dementia ✔ Advanced Motor Neurone disease ✔ Advanced Multiple Sclerosis ✔ Advanced Muscular Dystrophy ✔ Advanced Parkinson's disease ✔ Aplastic Anaemia ✔ Blindness ✔ Chronic liver disease ✔ Chronic lung disease ✔ Chronic renal failure ✔ Coma ✔ Encephalitis ✔ Loss of speech ✔ Major organ transplant ✔ Paralysis ✔ Pneumonectomies ✔ Severe burns ✔ Medical conditions resulting in the permanent inability to perform two or more 'activities of daily living' without requiring assistance from another person.



Automatic Acceptance Limit with no medical underwriting

When you take up a group plan for your employees, an Automatic Acceptance Limit (AAL) will be the maximum cover amount available without the need for any medical or financial questionnaires.

Life cover will be capped at a limit based on the number of lives within your Group Life & Trauma Insurance. The below table sets out the limits that apply:

		Maximum cover amount	
		2 x Salary	3 x Salary
Number of lives	15 - 19	\$300,000	\$500,000
	20 - 29	\$350,000	\$500,000
	30 - 49	\$350,000	\$500,000
	50 - 99	\$500,000	\$750,000
	100 +	\$600,000	\$1,000,000

Availability of cover for you and your employees

The below table sets out the limits that apply:

Minimum number of employees	15
Minimum entry age	18
Maximum entry age	64
Maximum cover amount	Life cover - either two times your employee's salary or three times your employee's salary, depending on the cover you choose. There is a cap on this cover based on the number of employees. (Refer to the Automatic Acceptance Limit section). Serious Illness Trauma cover \$20,000
Maximum expiry age for Serious Illness Trauma cover	65
Maximum expiry age for Terminal Illness and Life cover	65



Who's eligible?

All of your employees aged 18-64 on a permanent employment contract, working at least 16 hours a week, will be eligible.

If your employees meet the eligibility criteria set out for Group Life & Trauma Insurance, they're covered in accordance with its terms automatically, without the need to go through any application or assessment process.

However, we may update Group Life & Trauma Insurance at any time to require an application or assessment process as part of becoming an eligible employee. These requirements may apply generally, or they may apply only for individuals that meet certain criteria, or they may limit the cover benefits available to someone who becomes an eligible employee until they have been assessed and accepted by us through our process. Any changes won't impact people who have already joined.

All eligible employees who are at work when the cover starts will be covered by Group Life & Trauma Insurance. There are some limitations for eligible employees who aren't at work due to sickness when the cover starts. For those employees, there is limited cover. Full cover will begin when they have completed 30 consecutive working days performing their normal duties at work. Limited cover is subject to a Pre-existing Medical Condition exclusion until the eligible employees have returned to work and have remained at work for 30 consecutive working days in full capacity. Once this requirement has been met, they will be covered for full cover.

For example, if an eligible employee was on sick leave as a result of an asthmatic condition, and they later died of that condition, their death would be covered only if prior to their death they had been at work in full capacity for at least 30 consecutive working days after the end of their sick leave.

Ensuring your employees have enough cover

Business can be about the big picture - but when it comes to covering employees - it's all about the detail. Your employees can apply to top up their Group Life & Trauma Insurance cover with an individual Life & Living Insurance policy. This is separate to Group Life & Trauma Insurance and will be underwritten under normal underwriting terms and conditions. Employees can get a quote by speaking to the financial adviser that arranged your Group Life & Trauma Insurance.

Premiums for any top up cover is the employees responsibility. Any decisions and outcomes on the top up cover will not affect your employees Group Life & Trauma Insurance.





When an employee leaves

If an employee leaves and they are no longer an eligible employee, their cover under the Group Life & Trauma Insurance will end.

Continuation Insurance option

If an employee leaves, they can apply for Continuation Insurance. This allows them to transfer their Group Life & Trauma Insurance to individual Life & Living Continuation Insurance with similar benefits and no health assessments by the nib nz insurance underwriters. Eligibility criteria applies to the Life & Living Continuation Insurance option such as, but not limited to an employee leaving must be under the age of 60, be living in New Zealand and have one of the following:

- ✦ New Zealand or Australian passport/citizenship
- ✦ New Zealand or Australian Permanent Resident Visa (with no travel conditions on their visa)
- ✦ New Zealand Resident Visa (for Life cover and/or Serious Illness Trauma cover only).

When cover ends

Your employee's cover under this Group Life & Trauma Insurance will end on the date of whichever of the following happens first:

- ✦ They cease to be an eligible employee
- ✦ Their 65th birthday
- ✦ Their death
- ✦ They're diagnosed with a Terminal Illness that entitles them to claim under this insurance cover wording,
- ✦ The cover is withdrawn by agreement between nib nz insurance and you. This won't affect a claim or right to claim that arose before the cover ended.
- ✦ Our contract with you for the Group Life & Trauma Insurance comes to an end. This won't affect a claim or right to claim that arose before the cover ended.



Get to know our Group Life & Trauma Insurance Administrator

We want you to deliver a great group experience for your employees, so we've partnered with Melville Jessup Weaver (MJW), who are experts in Group Scheme administration. MJW will ensure that you and your employees' experience is a positive one.

Who provides the insurance?

Group Life & Trauma Insurance is provided by nib nz insurance limited. nib nz insurance is the only organisation responsible for claims under the cover. nib nz insurance may pay fees to third parties for referrals or for arranging Group Life & Trauma Insurance or making financial advice available on Life & Living Insurance (as applicable). You can find more information about this from your group's financial adviser, or at nib.co.nz/about-nib/financial-advice/



An important reminder

This document is a summary. Important terms, conditions and exclusions are set out in the Group Life & Trauma Insurance Cover wording, which is available at nib.co.nz

Talk to us today

Speak to your financial adviser if you have any questions or would like to arrange Group Life & Trauma Insurance for your team or contact us at grouphealth@nib.co.nz



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