



Inside Ideas Group Income Protection Scheme

What is it, and who is covered?

The Group Income Protection Scheme is designed to provide practical rehabilitation services and financial support should an employee be absent from work due to illness/injury over the long term. This is a benefit that is arranged by and provided for the employees of the Inside Ideas Group.

All members of staff are covered after serving 6 months service providing they are above the age of 16 at entry and below the age of 64 at entry when joining the scheme.

Cover will continue until you leave the company or reach your State Pension Age. In some circumstances cover may not be provided immediately, however, you will be notified if this applies to you. The cover will cease:

- If you are no longer employed by the company
- If you retire

What is the benefit?

In terms of Financial Support, if you are absent from work due to illness/injury for 13 weeks or more, then 50% of your Annual Salary will be paid. This income figure will be subject to the normal Income Tax and National Insurance Contributions deductions via Inside Ideas Group payroll, and then payable to yourself.

The income will be payable for a maximum term of 3 years. If you return to work in the meantime, then the income benefit will cease, and your salary will recommence (at a level pre-agreed between yourself and the Employer).

The above income benefit is subject to the claim being approved by the Insurer. If the Insurer does not approve the claim, then Inside Ideas Group will not be held liable to provide this benefit.

The Scheme is currently insured with MetLife. Coverage is solely for you i.e. your spouse/partner and children cannot be included.

The cost of the scheme is met entirely by Inside Ideas Group and there is no cost to you. This benefit is not a benefit in kind, therefore there is no additional tax to pay as a result of being a member of the scheme

With regard to Rehabilitation Support, once Inside Ideas Group is made aware of an employee being absent from work and that this absence is expected to be long term, we will instruct MetLife to engage their rehabilitation services to help you return to work. This can include a home visit by a Health Visitor, along with specialised assessments such as functional capacity, psychometric and ergonomic assessments to help support your return to work.

Underwriting

MetLife currently offer a Free Cover Level of £150,000 of Income Benefit*.

The Free Cover Level is the amount of Income Benefit MetLife are prepared to provide without requiring an employee to supply any information about past and current medical history. It is not therefore anticipated that underwriting will be required but Inside Ideas Group will advise you if this is or becomes necessary for you to be underwritten.

Please note the insurer does reserve the right to impose restrictions on the cover or decline cover altogether; this latter point would, however, be extremely unusual.

*** The Free Cover Level is not guaranteed, and is reviewed at the plan anniversary and may be withdrawn by the Insurer**

In the event of a claim not being approved

It is important to note that if the insurer turns down a claim for any reason, Inside Ideas Group will **not** be held liable to provide the Income Benefit.

The Group Income Protection Scheme benefit is provided at the sole discretion of Inside Ideas Group and upon employee notification may be withdrawn at any time.