



## **Why purchase Group Personal Accident & Travel cover?**

### **Benefit to the Employer**

Consider the following reasons how Personal Accident cover could benefit the Employer and remember, all benefits are paid to the Company...

The key assets of any company are the employees, although when it comes down to considering insurance protection, buildings, contents, business interruption, vehicles and legal liability requirements, usually take priority.

### **What would happen to the business if one or more employees were seriously injured whilst at or outside of work and they were unable to attend their normal occupational duties?**

- Who will pay the wages in the meantime?
- Where does the money come from to pay an employment agency for a temp until the permanent employee returns to work?
- If an employee is permanently injured or has suffered a fatality how will this impact the business in terms of loss of production, sales, recruitment and training costs?

### **I have adequate Employers Liability cover why would I need Personal Accident Insurance?**

- Liability covers situations whereby there is negligence on behalf of the employer and Personal Accident cover is non negligent and can extend to 24 hours worldwide cover where the majority of incidents will arise.
- Payment under a Personal Accident policy is far quicker than a settlement under a Liability cover and the money can be used almost immediately.
- Quick payments to an employee may prevent them pursuing an Employers Liability claim thus protecting your interests in saving future premiums under Employer Liability arrangements.

### **How much would my Fleet Insurers pay if an employee was killed in an accident inside or outside of business hours?**

- Dependent on the circumstances there could be no benefit payable. If the accident involved no third party responsibility then most fleet covers provide very little or no adequate Personal Accident cover.

### **Consider these disturbing statistics:**

- Work related drivers who cover average mileage a year have the same risk of death at work as construction or mining workers
- Drivers who drive more than 80% of their annual mileage on work-related journeys, have 53% more accidents than those who drive similar mileage for non work-related journeys

### **What implications could the Disability Discrimination Act have on my Company?**

- It is against the law for an employer to treat a disabled person less favourably than someone else because of their disability, unless there is good reason. This applies to all employment matters (including recruitment, training, promotion and dismissal).
- Personal Accident cover could provide a lump sum to adapt the premises in the event of an employee's incapacity. This could include costs to include access for wheelchairs by means of widening doors and providing ramps.



### **I already have a Group Life scheme in force so why would I need Accidental Death cover?**

- We can position cover so that Disabling Injuries are only covered if you feel that you are adequately insured. However, remember that our policy will pay the benefit to the Employer who may need the income to protect the business.
- In situations where there are multiple fatalities following for example a Road Traffic Accident a payment under Accidental Death cover can protect a pension fund.

### **Benefit to the Employee**

Consider the following reasons how Personal Accident cover could benefit the Employee...

### **We already have Private Health Insurance in place, which provides greater cover to our employees so why would we purchase Group Personal Accident cover?**

- PHI policies generally provide income replacement to the employee usually after a period of at least 26 weeks and it is generally far more expensive than a Group Personal Accident policy which could compliment the cover provided.

### **Why do I need to consider Personal Accident cover as an employee benefit?**

- This provides a competitive remuneration package for the employee. The cost per individual will be more economical on a group basis as opposed to individual cover and therefore the perception of the value of the cover will be higher than the actual cost from the employees point of view.
- Cover could be considered as part of a pay review and the cost of the cover will be invariably less than 1% of waggeroll.
- Providing this cover to the employees portrays a caring employer and can only assist in the recruitment and retention of staff.
- Imagine a situation whereby a long standing member of the work force suffered an accidental fatality or in fact a serious injury that prevented the employee working again. If there was no cover elsewhere that could be provided to the employee's spouse or family how would you actually feel.....time and time again we get asked about this cover after the event has occurred, ask yourself one question "how caring am I as an employer."

Our typical policy automatically includes the following benefits (subject to policy limits):

**Dental Expenses** following a force external to the mouth (this could embrace sporting dental injuries where the operative time is 24 hours).

**Damage to Personal Property** following workplace assault

**Medical Expenses** following workplace assault. (This includes medical expenses following any bodily injury as a result of workplace assault. For example, an employee could be assaulted at work and suffer an injury requiring some physio treatment).

**Partner Training/Retraining Expenses** for the Partner of an Insured Person who has suffered Accidental Death or Permanent Total Disablement

**Disability Assistance Expenses** for alterations to the residence, car or work of an Insured Person.

**Relocation Expenses** stamp duty, solicitor, estate agency or removal costs due to an Insured Person having to move residence.

**Childcare Expenses** incurred in employing the services of registered childcare.

**Partner Paraplegia/Quadriplegia**

Partner Paraplegia for any Partner of an Insured Person (even where the Partner is not specified on the schedule of insured persons).



Partner Quadriplegia for any Partner of an Insured Person (even where the Partner is not specified on the schedule of insured persons).

**Travel to Work** - services of a chauffeur or taxi to convey an Insured Person between residence and work

**Travel to Hospital** - services of a chauffeur or taxi or other additional travel costs (inc parking) to convey the Insured Person's immediate family when visiting an Insured Person in hospital following bodily injury

**Travel for Outpatient Treatment** - services of a chauffeur or taxi or other additional costs (inc parking) to convey the Insured Person from their residence to hospital and return for outpatient treatment following bodily injury

**Recruitment Costs:**

**Temporary Personnel Replacement** expenses for the Insured following the need to employ a temp directly to replace an Insured Person following Accidental Death or PTD.

**Recruitment Expenses** for the Insured following the need to employ a registered recruitment company to recruit a permanent employee as a direct replacement for the Insured Person following Accidental Death or PTD.

**Funeral Costs**

**Executor Expenses**

## **Worldwide Travel Cover**

Apart from Personal Accident cover we can also provide worldwide business travel for all employees and directors plus incidental holidays. (Full holiday cover for directors and accompanying family)

Our policies typically give these valuable extensions:

**Rental Vehicle Excess Waiver Cover**

The excess payable under a rental vehicle insurance policy following loss, theft or damage to a Rental Vehicle during an Insured Journey - up to £25,000 per Insured Person (this will save money for the Insured as it will enable them to take a Hire Agreement with a higher excess as the first layer is cover by their PeopleSure policy).

**Business Equipment**

Up to £3,000 (Nil Excess / No coinsurance clause)

**Kidnap & Extortion**

Including Consultants Costs