



## eProduct Comparison: Group Income Protection

The Group Income Protection eProduct is a standardised, simplified product, which is offered via CLASS (Canada Life Automated Self Service).

	eProduct	General Product
AbsenceFirst	Available separately, on a case by case basis.	Available separately, on a case by case basis.
Benefit basis	Either 2/3rds or 50% of a member's salary without a State benefits deduction. Or, 75%, 2/3rds or 50% of a member's salary with a State benefits deduction. Employer NI contributions can be insured. Pension scheme contributions of up to 35% salary can be insured.	For employees, up to a maximum of 75% salary either with or without a State benefits deduction. For Partnership partners, up to a maximum of 50% salary, either with or without a State benefits deduction. Employer NI contributions can be insured. Pension scheme contributions of up to 35% salary can be insured.
Best Doctors®	Included	Included
BusinessCare	Included	Included
Benefit categories	Maximum of 8 categories (If there is more than 1 category there must be at least 3 members in each)	No limit on number of categories
Commission	20% maximum	20% maximum
Cover cease age	60 or 65	Flexible to 70
Deferred Period	13, 26 or 28 weeks	13, 26, 28 or 52 weeks
Definition of Incapacity	Standard or Suited or Standard switching to Suited after 24 months	Standard or Suited or Standard switching to Suited after 24 months
Eligibility	Fully inclusive or compulsory by classification (e.g. 'All Managers') Eligibility can also be linked to Pension Scheme Membership	Flexible
EmployeeCare	Included	Included
Entry	Immediate after nil, three, six or 12 months service.	Flexible
Escalation options	0%, 3%, RPI to a maximum of 5%	0%, 3%, 5% or RPI up to either 2.5% or 5%
Limited term options	Two, three, or five years or until cover cease age	Two, three or five years or until cover cease age
Maximum number of lives	100	Unlimited
Minimum number of lives	Three	Normally five
Minimum annual premium	£750	£1,000
Overseas employees	Employees based overseas are not covered. Employees temporarily outside the UK are covered, providing: <ul style="list-style-type: none"> <li>UK Government guidelines on foreign travel as published by the Foreign &amp; Commonwealth Office are observed; and</li> <li>travel outside the Scheduled Territories is for a maximum period of 12 months, unless medically advised not to return either to the UK or to a Scheduled Territory.</li> </ul>	Covered, providing that this is allowed by HMRC rules
Participating employers allowed?	No	Yes
Premium frequency	Annual or monthly	Annual, half yearly, quarterly or monthly
Quotation validity	Underlying rates guaranteed for one month	Underlying rates guaranteed for three months
Salary definitions	One of the following alternatives, fixed at either the date of incapacity or the annual revision date. <ul style="list-style-type: none"> <li>basic salary only,</li> <li>basic salary plus other earnings from the employer (for example overtime, bonus, commission or directors' fees) averaged over a given three year period; or</li> <li>total P60 earnings in the preceding year</li> </ul>	Flexible, including one of the following alternatives: <ul style="list-style-type: none"> <li>basic salary only,</li> <li>basic salary plus other earnings from the employer (for example overtime, bonus, commission or directors' fees) averaged over a given three year period</li> <li>total earned income from the employer during a given 12 month period; or</li> <li>total P60 earnings in the preceding tax year.</li> </ul>
Temporary cover	90 days, to a maximum benefit of £200,000*	90 days, to a maximum benefit of £200,000*



\* Subject to conditions. For full details please refer to either the eProduct technical guide (GRP373) or the general product technical guide (GRP123).

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