

Your Income Protection Cover

Important introduction to this leaflet

Please read this leaflet with the member's glossary. You'll find an explanation of the words in **bold** in the glossary.

Your **employer** has chosen Legal & General to provide this income protection cover.

This leaflet only gives you a summary of the income protection cover available. If there's any difference between the insured basis, this leaflet and the glossary, the insured basis will apply.

Please ask your **employer** if you have any questions. We're unable to give you advice on this product. You may find it useful to seek financial advice to make sure this cover meets your needs.

Help is at hand

Group income protection cover can pay a regular income if you suffer an illness or injury that prevents you working for a long time. It's a valuable benefit that can help you and your family financially.

Being part of a group **scheme** means you'll be able to take advantage of the group rates offered.

When do I join?

You will join the **scheme** on the next **entry date** after you meet all the **membership conditions**. When you join the **scheme** we need you to be **actively at work** before we'll cover you.

How much cover can I have?

You will receive cover for the **core benefit**. You can choose to increase your cover at any **flex date** (see When can I change my cover?). Your cover can't be lower than the **core benefit** or higher than the **maximum benefit**.

You will receive cover for the **core benefit**. You can choose to increase your cover or change the **benefit termination date** at any **flex date** (see When can I change my cover?).

You choose your cover level and **benefit termination date**. We've shown the **benefit** levels you can choose from and included information about our **maximum insured benefit** in the glossary (also see Will any other income I receive affect how much you pay?). You'll be restricted to how many changes you can make in each year ending the day before the **annual renewal date**.

When Can I Change My Cover?

You can increase your cover OR change your **benefit termination date** at any **flex date**. You need to be **actively at work** at the **flex date** for your cover to increase. You cannot increase your benefit and **benefit termination date** at the same time.

You can reduce your cover or **benefit termination date** at any **monthly accounting date**. Your cover can't be lower than the **core benefit** or higher than the **maximum benefit**.

When Does Cover Stop?

Cover will stop if:

- we stop receiving premiums;
- you no longer meet the **membership conditions**;



- you reach the **benefit termination date**;
- you stop working for your **employer**;
- you retire early; or
- you die.

Will My Cover Continue During Parental Leave?

We'll continue to cover you during statutory:

- maternity leave;
- paternity leave; or
- adoption leave.

You'll remain covered if you continue to meet the **membership conditions**, your **employer** continues to pay us the premiums for you, and you're entitled to membership of the **scheme** under the terms and conditions of your employment.

Do You Need To Know About My Health?

Your **employer** will tell you if we need any information about your health and past times before we cover you.

If we do need this, we'll usually ask you to fill in a tele-interview form, which will help us arrange for a qualified person to phone you to gather the information. We'll then assess this information to see if or how we're able to provide your cover.

We always need to know about your health before we pay a claim (See How is a claim made?).

Will The Benefit Be Taxed?

Your **employer** will deduct any income tax and National Insurance contributions before they pay you the **benefit**.

If the **benefit** is a lump sum, the tax treatment will depend on how your **employer** pays it to you. The glossary will tell you if we've been asked to provide a lump sum.

This is based on our understanding of current tax law. The way the Government taxes income protection benefits may change.

How Is A Claim Made?

Your **employer** will tell us if you're absent for more than four weeks because of an illness or injury for which an eligible claim can be made.

We'll then ask you for more information about you, your job and your condition.

We'll need medical information from specialist treating you, and may ask you to go for an independent medical assessment. The information we receive will help us decide if you meet the **incapacity definition** chosen by your **employer**.

As long as:

- you meet all the **membership conditions**; and
- your illness or injury, continues to meet the **incapacity definition** during and after the **deferred period**;

we'll pay **benefit** from the end of the **deferred period**.

We'll pay the **benefit** to your **employer** who will pass it on to you (see Will the benefit be taxed?).

We'll stop paying **benefit** if:

- you reach the **benefit termination date**;
- your illness or injury, no longer meet the **incapacity definition**; or
- you die.

Where appropriate, we can help with your rehabilitation. For example:

- helping to adapt your workplace;
- giving you access to support that could help your return to work;
- providing specialist assistance such as cognitive behavioural therapy, psychotherapy or occupational therapy.

Will Any Other Income I Receive Affect How Much You Pay?

Income protection is designed to help replace some of your income when you're unable to work due to illness or injury.

We'll reduce the **benefit** we pay you if:

- the **benefit**; plus
- Employment and Support Allowance (ESA); plus
- any other regular income you're getting;

is more than 90% of your total earnings before the start of the **deferred period**.

ESA is a State benefit paid by the Department of Work and Pensions.

Other regular income we consider includes payments from any other insurance policies. For example, loan protection policies. It doesn't include income from a pension or any income you were already getting before the start of the **deferred period**.

Changing My Mind

You can reduce your cover under the **scheme** to the **core benefit** and minimum payment term from the next **monthly accounting date**. You'll need to tell your **employer** you wish to reduce your cover.

Protecting Your Information

Protecting your personal information is extremely important to Legal & General. Legal & General's privacy policy tells you how Legal & General collect and process your personal information. Please take a few minutes to read it.

<https://www.legalandgeneral.com/privacy-policy/>

Flexible Group Income Protection Glossary

Member's glossary for all employees except members of a final salary pension plan or the NatWest Insurance Pension Scheme.

Glossary accurate at	1 st October 2022
Principal employer	NatWest Group
Scheme	NatWest Group Disability Benefits
Annual renewal date	1 st October

Membership conditions

1. You are aged not less than 16 years but less than your **state pension age**.
2. You are employed for not less than 1 hour each week.
3. You are an employee of the **employer**.

Further scheme information

Actively at work

You must be in full active employment, physically and mentally able to perform all the duties associated with your normal job on the day cover is due to start.

Benefit

You can choose one of the following levels of benefit:

1. 50 per cent (the **core and default benefit**)
2. 75 per cent (the **maximum benefit**)

of **scheme earnings**.

The benefit you select cannot be below the **core benefit** or higher than the **maximum benefit**. We'll also not pay any benefit above the **maximum insured benefit**.

If you don't choose the amount of benefit you'd like when you first meet all the **membership conditions** you'll receive cover for the default benefit.

You also need to choose your **benefit termination date**.

At a **flex date** you can either

- increase your benefit by a maximum of 1 level;
- change your **benefit termination date**; or
- leave your benefit level and **benefit termination date** unchanged.

You cannot increase your **benefit** level and **benefit termination date** at the same **flex date**.

You can increase your cover at a **flex date** up to a maximum of 1 times during each year ending on the day before the **annual renewal date**.

You can decrease your benefit by any number of levels or reduce the **benefit termination date**, at any **monthly accounting date**.

If you choose to increase your **benefit termination date** at an **annual renewal date** you'll also need to complete an application form. The application has five health questions for you to answer before we'll consider the increase to your **benefit termination date**. Please ask your employer if you'd like more information.

Once we start paying **benefit**, we'll increase regular monthly payments by the **benefit increase rate** at each **benefit increase date**.

Benefit alteration

Your cover will change if your **scheme earnings** increase or decrease. The benefit alteration date is the date we'll change your cover to allow for the change to your **scheme earnings**. The date this change will apply to your cover is the 1st October and each day afterwards.

Benefit increase date

Your **benefit** will increase on the anniversary of the **benefit start date** each year.

Your **benefit** payment will increase by the **retail prices index** each year subject to a maximum of but not more than 2.5 per cent.

Benefit termination date

You can only choose either (i) or (ii) below:

(i) when you reach your **state pension age** and

(ii) The earlier of
when you reach your **state pension age** and
60 months after the **benefit** start date.

Core benefit

50 per cent of your scheme earnings

Maximum benefit

75 per cent of your **scheme earnings**

Maximum insured benefit

Your **benefit** will not exceed the lesser of:

- the **maximum benefit**.
- £425,000.00

Monthly accounting date

1st of October and the same day of each month thereafter.

Retail Prices Index or RPI

The rate of increase is linked to inflation, as measured by the Retail Price Index (RPI) issued by the Office of National Statistics (ONS). We'll use the twelve-month period ending two months before the **benefit increase date**.

Scheme earnings

Your contractual fixed pay which can include the following elements:

Salary, Benefit Funding (%age of salary), Benefit Funding (fixed sum), Pension Benefit Funding (%age of salary), Pension Benefit Funding (fixed sum), Regional Allowance, Flight Allowance *at the **benefit alteration date***.

State Pension This is the State pension age that applies to you. If you aren't entitled to a UK State pension, it is the age or date a UK State Pension would have otherwise started for you.

Deferred period

26 weeks from the first day you're unable to work because of your illness or injury and meet the **incapacity definition**.

Employer

The **principal employer** and any other employer included in the **scheme**.

Entry date

The 1st October and each day afterwards.

Flex date

At an **annual renewal date** or one of the next two **monthly accounting dates** following a **lifestyle event**.

Incapacity definition

Suited occupation

You're incapacitated by illness or injury that prevents you undertaking any occupation that we consider appropriate to your experience, training or education. Such an occupation may be lower paid or lack the seniority of your own job.

We've only included a summary of the incapacity definition here. Please ask your **employer** if you'd like to see the full definition.

Lifestyle event

- Promotion that gives the member eligibility for a company car.
- The birth or adoption of an employee's child.
- Death of a dependant.
- Relocation – transferring between countries where different benefits apply.
- Relocation – where changing work location or moving house.
- Reduction in working hours to less than 21 hours per week and a change from full-time to part-time.
- Change in salary as a result of long-term disability benefit.

- Returning from maternity leave or additional paternity leave.
- Divorce.
- Expiry of a company car lease.
- Pregnancy.

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