

Insurance Guide

1 July 2019 - Super

About this material

This document provides more detailed information than that provided in the Australian Ethical Super Product Disclosure Statement (PDS) dated 1 July 2019. The material in this document is incorporated into the PDS.

The information in this document forms part of the PDS for the Australian Ethical Retail Superannuation Fund (the Fund) dated 1 July 2019.

The information in the PDS is designed to help you:

- decide whether the Fund will meet your needs
- compare the Fund with others you may be considering.

The Fund's PDS is available free of charge by downloading it from our website, australianethical.com.au, contacting us on **1300 134 337** or emailing us at members@australianethical.com.au. The PDS should be considered before deciding whether to acquire, or to continue to hold, interests in the Fund.

Important

Interests in the Australian Ethical Retail Superannuation Fund (the Fund) (ABN 49 633 667 743) are offered by Australian Ethical Investment Limited (ABN 47 003 188 930, AFSL 229949) and issued by the Trustee of the Fund, Australian Ethical Superannuation Pty Limited (the Trustee) (ABN 43 079 259 733) USI AET0100AU.

This Insurance Guide should be read in conjunction with the Product Disclosure Statement (PDS) and the Super Additional Information Booklet for the Fund.

Information contained in the PDS, the Additional Information Booklets and the Insurance Guide (that is not materially adverse) may change from time to time. You can find out about any updated information that is not materially adverse by visiting our website at australianethical.com.au/super/pds. You can also request a free paper copy or electronic copy of any updated information by contacting us on **1300 134 337**.

Contact us

t 1300 134 337
e members@australianethical.com.au
w australianethical.com.au
p Australian Ethical Super
Locked Bag 20013, Melbourne VIC 3001



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Overview

Important... There are specific terms and conditions that apply to the cover. This section is only a summary of those terms and conditions. If you are unsure of any element of the insurance cover that may be available, please consult your financial adviser or contact us on **1300 134 337**.

Insurance is available to provide members and their families with financial security if difficult times are encountered. It can help protect you and your family in the event that you die, you become permanently disabled or terminally ill, or are temporarily unable to work due to illness. Australian Ethical Super provides insurance cover via group arrangements with MetLife Insurance Limited (the Insurer) (ABN 75 004 274 882, AFSL 238096).

Insurance policies

Insurance cover through Australian Ethical Super is provided strictly under the terms and conditions of policies agreed with the Insurer. This guide aims to provide you with information about the Fund's insurance arrangements, but it does not contain all the terms and conditions that apply, and it does not set out definitions for all items defined under the policies. A copy of the insurance policies will be made available upon request.

Do I need insurance?

Having the right type of insurance and the right level of insurance cover is an important part of planning for the future and protecting yourself and your family. While people insure their car and home, when it comes to personal insurance many people are under insured. Think about how you or your family might cope financially if you were not able to work either temporarily or permanently due to illness or injury, or in the event of your death.

Why should I insure with Australian Ethical Super?

As a superannuation fund, we are able to negotiate competitive insurance premiums with our Insurer. In general, these premiums will be lower than you would be able to get if you purchased insurance cover privately.

Use your super to pay for your insurance

Having your insurance with Australian Ethical Super means that your insurance premiums are deducted directly from your super account and not from your take-home pay. These insurance arrangements only apply to members with an accumulation account. Insurance is not offered to members who only have an account based pension.

The Fund receives tax deductions for paying insurance premiums. We pass these deductions back to you as a rebate into your account.

Types of cover

There are three types of insurance available through Australian Ethical Super:

- Death (or Terminal Illness)
- Death (or Terminal Illness) and Total & Permanent Disablement (Death & TPD)
- Income Protection

Except as described in the section Default Cover on page 5, or where insurance is provided through employer sub-plans or automatic acceptance arrangements, you will need to apply and be accepted by the Insurer before your insurance coverage will take effect. You can apply online via the member portal or by completing the Insurance Application form available at australianethical.com.au/super/forms

If you want to vary your existing insurance cover or if you experience a life event such as marriage or having a child and wish to increase the amount you are insured for, you need to complete an Insurance Variation Form and be accepted by the Insurer before the variation or increase in your cover will take effect.

Australian Ethical Super can only pay a claim for insurance where the Insurer has accepted the claim and has paid the insured benefit to the Fund, and where you satisfy a condition of release under superannuation law for the payment of benefits from the Fund.

There is an insurance definitions section on page 18 which will help you understand the meaning of italicized words or phrases, such as the meaning of Total & Permanent Disablement.

Death insurance, Death & TPD insurance

Important... For a premium quotation, please consult your financial adviser or contact us on **1300 134 337**.

What is Death insurance?

Insurance for Death provides a lump sum payment in the event that you:

- die
- are diagnosed with a *terminal illness*

What is Death & TPD insurance?

Insurance for Death & TPD provides a lump sum payment in the event that you:

- die
- are unable to work as a result of *Total & Permanent Disablement*
- are diagnosed with a *terminal illness*

Does the Fund provide standalone Total & Permanent Disablement insurance?

Australian Ethical Super does not provide standalone TPD insurance. You can only insure for TPD through the Fund if you also have Death insurance for at least the same amount of cover. Your TPD insurance cannot be for an amount that is greater than your Death insurance.

How do you obtain Death or Death & TPD insurance through the Fund?

You can obtain Death or Death & TPD insurance in three ways:

- you can receive Default Cover (unitised insurance cover) automatically when you join the Fund
- you can apply for units of Death or Death & TPD insurance (unitised insurance cover)
- you can apply for a fixed amount of Death or Death & TPD insurance (fixed insurance cover).

What is the difference between unitised insurance cover and fixed insurance cover?

Unitised cover means that you pay the same amount for insurance cover as you get older, but the amount of insurance you receive changes (typically it reduces). The amount of cover you receive for each unit of cover is set by the Fund.

Fixed cover means that you fix the level of insurance cover you want, however the premium amount you pay for that insurance cover will change from year to year. Typically the amount you pay for the cover will increase as you get older. Fixed cover is offered in multiples of \$1,000.

Default cover

Getting advice... Professional advice is recommended if you are unsure about the implications of any decision relating to insurance. If you wish to apply to increase your cover or there are circumstances that apply to you that may limit your cover, contact us on **1300 134 337**.

Three units of Death & TPD insurance will automatically be provided to you when you join the Fund known as 'Default cover'. The maximum entry age to obtain insurance on joining the Fund is 64. Provided you do not already have Death or Death & TPD insurance through the Fund, you will automatically receive three units of Death & TPD insurance without the need to complete forms or to have medical examinations.

Your level of cover will vary with your occupation category. It is important that you advise us of your correct occupation to make sure you are receiving the correct level of cover. In the event of a claim, the Insurer will re-assess the occupation category that applies at that time.

Where you don't advise us of your occupation, you will be given cover for a person in an occupation category of Standard. Occupation categories are described in more detail in the Premium Rates section on page 21 – there is a table which can help you determine your occupation category.

Cover commencement

For *personal members*, cover will commence from the later of the date you join the Fund or when you reach age 15.

If you are an *employer-sponsored member*, and the Fund receives your first employer contribution within 6 months of you being first eligible, you will receive default cover from the date you joined the Fund. If the first employer contribution is received more than 6 months after being first eligible, you will receive default cover from the date of the first employer contribution.

An *employer sponsored member* means a person who is a member of the Fund and who is employed by an employer who makes superannuation guarantee or Award contributions to the Fund for that person.

A *personal member* means a member of the Fund who is not an *employer sponsored member*.

Default cover continued...

Cost of cover

Default Cover will cost \$4.23 per week and will be deducted from your account on a monthly basis and paid in arrears.

When you receive units of insurance cover (unitised cover), your level of cover varies as you age, but the cost of the insurance cover stays the same (e.g. \$4.23 per week for Default Cover). The amount of cover you receive when provided with Default Cover is shown in the table on page 7.

For example, if your age next birthday is 38, you will receive Default Death & TPD insurance of \$398,502*. If your age next birthday is 58, you will receive Default Death & TPD insurance of \$34,629*. From the age of 40, levels of unitised cover fall each year, so you need to be sure that the level of cover you have meets your needs.

Important conditions

If you are an *employer sponsored member* who has their first superannuation guarantee contribution received by the Fund within six months of being *first eligible* and who does not meet the definition of *active employment* on the date Default Cover starts, your insurance cover will be restricted to *new events* only until you return to *active employment* for at least 30 consecutive days. If you never return to *active employment*, then the *new events* restriction will apply indefinitely.

Furthermore, if you are a *personal member* of the Fund, or you are an *employer sponsored member* (and your first superannuation guarantee contribution is received more than six months after being *first eligible*), *new events* cover will continue to apply for 24 months after receiving cover, even if you meet the definition of *active employment*. In this instance, a member can apply for *full cover*, subject to acceptance by the Insurer.

Active employment means a person is capable of being employed without restriction by any illness or injury for at least 35 hours per week (whether or not they are actually working those hours).

Cover for *new events* means you are only covered for an injury that first occurs, or an illness that is first apparent, on or after the date the cover commences.

Can I opt out of the Default Cover arrangements?

Yes. You can opt out of Default Cover at any time by notifying us in writing or cancel by updating your insurance in our member portal at australianethical.com.au

If you choose to opt-out of Default Cover within 90 days of that cover first commencing then your cover will cease from the **date the cover started** and **all** premiums that were deducted in relation to the Default Cover will be refunded back to your superannuation account and you will no longer have that cover.

If you choose to opt-out of Default Cover after 90 days of cover first commencing then your cover will cease effective from the date we receive your written opt-out request. Premiums will only be charged up to the time that your cover ceases.

If you choose to opt out or cancel your cover, and later decide to apply for cover you will need to provide evidence of good health and be assessed by the Insurer. We recommend that you speak with a financial adviser about your insurance needs before making this important decision.

* Levels of cover assume white collar occupation

Default cover continued...

Amount of Default Cover

If you are within the **white collar** occupation category your level of Default Cover at various ages is set out in the following table:

Level of Default Cover: White Collar Occupation			
Age Next Birthday	Default Automatic Insurance	Age Next Birthday	Default Automatic Insurance
16	\$221,313	44	\$157,167
17	\$221,313	45	\$144,273
18	\$221,313	46	\$131,349
19	\$221,313	47	\$118,800
20	\$221,313	48	\$106,251
21	\$221,313	49	\$95,040
22	\$221,313	50	\$83,487
23	\$221,313	51	\$74,331
24	\$221,313	52	\$65,520
25	\$235,920	53	\$57,702
26	\$257,967	54	\$51,258
27	\$294,960	55	\$46,149
28	\$331,953	56	\$41,760
29	\$368,949	57	\$38,022
30	\$398,502	58	\$34,629
31	\$398,502	59	\$31,578
32	\$398,502	60	\$28,527
33	\$398,502	61	\$26,127
34	\$398,502	62	\$23,760
35	\$398,502	63	\$21,393
36	\$398,502	64	\$18,993
37	\$398,502	65*	\$16,971
38	\$398,502	66*	\$14,949
39	\$398,502	67*	\$13,233
40	\$398,502	68*	\$11,553
41	\$324,480	69*	\$10,182
42	\$265,440	70*	\$8,811
43	\$199,233		

* Default cover is not provided if you first join the Fund at this age

Occupation adjustments to Default Cover

To determine your level of cover if you have an occupation category other than White Collar you need to **divide** the level of cover set out in the table above by the factors set out below:

Occupation Category	Death Factor	Death & TPD Factor
Professional	0.85	0.85
Standard Plus	1.30	1.40
Standard	1.70	2.00
Basic	2.15	2.50

Information on Occupation Categories is provided on page 21.

For example, a member who turns 40 at their next birthday will have the following levels of Default Cover given different occupation categories:

Occupation Category	Death & TPD Factor	White Collar Amount Divided by Factor	Equals Level of Default Cover
Professional	0.85	\$398,502 / 0.85	\$468,826
Standard Plus	1.40	\$398,502 / 1.40	\$284,644
Standard	2.00	\$398,502 / 2.00	\$199,251
Basic	2.50	\$398,502 / 2.50	\$159,401

Default cover continued...

Can I change the level of cover I have under the Default Cover arrangements?

You can change the level of cover you have under Default Cover in several ways:

Reduce your units of cover

You can reduce your units of Death or Death & TPD insurance at any time by completing the Insurance Variation Form or by logging into our member portal at australianethical.com.au

Apply for additional units of Death & TPD insurance

You may be eligible to apply for up to two additional units of Death & TPD cover under automatic acceptance. Automatic acceptance for additional units is only available to *employer sponsored members* who have their first superannuation guarantee contribution received by the Fund within six months of being *first eligible*. The application for additional units must be received within 60 days of your first superannuation contribution being received by the Fund. Each additional unit of Death & TPD insurance costs \$1.41 per week. This additional insurance is also subject to meeting the *active employment criteria*. If you are not in *active employment* on the date the additional insurance commences, *new events* cover will apply until such time as you return to *active employment* for 30 consecutive days.

You can also apply for additional units of Death or Death & TPD insurance at any time. The provision of additional units of Death or Death & TPD insurance will be subject to acceptance by the Insurer. If you choose not to continue with the terms of the additional units of cover, you can remain on Default Cover or your existing level of unitised cover.

Each additional unit of Death & TPD insurance costs \$1.41 per week. Each additional unit of Death insurance costs \$0.78 per week.

To apply for additional units of insurance, you can complete the Insurance Application form available at australianethical.com.au/super/forms or by calling us for further information on **1300 134 337**. You can also apply electronically in the 'Manage my insurance' section of your online account. You should refer to the Super Additional Information Booklet for additional information regarding your online account.

Convert your current level of Default Cover to a fixed level of cover

You can fix your current level of Default Cover at any time by advising the Fund. For example, if you are 58 next birthday and have an occupation category of White Collar, your current Default Death & TPD insurance cover would be \$34,629. You could advise the Fund that you wish to have fixed Death & TPD insurance of \$34,629. You would then maintain that level of cover regardless of your age until you reach age 61 (subject to maximum insurance age restrictions).

From age 61, your Total and Permanent Disablement will reduce each year in equal increments until it reduces to zero at age 70. See the table on the next page for more information. Once you apply to fix your cover and are accepted by the Insurer, you cannot revert to Default or unitised Cover, or hold unitised cover at the same time.

You can also apply for additional units of Death or Death & TPD insurance and apply to convert them to a fixed cover amount at any time. This will be subject to acceptance by the Insurer. If you choose not to continue with the terms of the additional fixed cover, you can revert to fixed cover at your previous level of unitised cover.

To convert your current level of cover to a fixed level of cover you will need to complete the Insurance Variation form available at australianethical.com.au/super/forms or by calling us on **1300 134 337**.

When you fix cover, your premiums are determined under insurance rate tables and will change from year to year.

Fixed Death or Death & TPD cover

Take out an increased fixed amount of Death or Death & TPD insurance

If your insurance needs are not met through your existing fixed amount of Death or Death & TPD insurance, you may wish to apply for an increase to your fixed amount of cover. Under these arrangements, you specify the dollar amount of cover you want (in multiples of \$1,000), and this level of cover will remain fixed as you get older (subject to maximum age restrictions).

Even where you fix cover, the amount of TPD cover you have decreases when you reach age 61.

Typically, an increase to a fixed level of Death or Death & TPD insurance will only be provided after you complete an insurance

application and you have been accepted for insurance by the Insurer.

Your premiums will be determined under the applicable insurance rate table and will vary year to year. Typically your premiums increase as you get older.

The premiums paid by an *employer sponsored* member for fixed cover are different to those you pay as a *personal member*. Premiums may be higher when you are moved from one category to another.

If you've received an *employer contribution*, you'll be considered an *employer sponsored member* unless your employer contributions stop, in which case, you may be reclassified as a *personal member*.

Fixed Death or Death & TPD cover continued...

To apply for additional fixed cover, you can apply electronically in the Insurance Cover section of your online account. You can also apply by completing the Insurance Application Form available at australianethical.com.au/super/forms/ or by calling us on **1300 134 337**. You should refer to the Super Additional Information Booklet for additional information regarding your online account.

If you choose not to accept the terms of the additional fixed amount of cover, you can remain on your existing level of fixed cover.

Fixed insurance after age 61

Where you have fixed insurance, the *Total & Permanent Disablement* cover reduces after you turn 61 in accordance with the following table:

Age (last birthday)	Percentage of fixed insurance amount paid for TPD
60	100%
61	90%
62	80%
63	70%
64	60%
65	50%
66	40%
67	30%
68	20%
69	10%
70	Nil

When you fix your cover, premiums are determined by various factors. If you change your job status for example, you can advise the fund and your premium may change.

However, when you hold fixed cover and you make a claim, your occupation category will not be reassessed at that time.

Additional important information about Death and Death & TPD insurance

Premiums

Your premiums for fixed insurance and/or income protection are determined under the insurance rate tables as set out from page 22 of this guide. Your premiums change from year to year and typically increase as you get older.

The following information applies to Death insurance, and to Death & TPD insurance, whether the insurance is provided under Default Cover, additional unitised cover or fixed insurance.

Ineligibility for insurance

You will not be eligible for insurance if you are aged 70 or older. You will not be able to become insured through the Fund if you are aged 65 or older.

Maximum levels of cover

The maximum levels of cover available under the insurance arrangements are:

- Death Unlimited
- Terminal Illness \$5 million
- Total & Permanent Disablement \$5 million

Interim Accident Cover

From the time the Insurer receives a fully completed application form for insurance cover, you will have accidental Death and, if

you have applied for TPD insurance, accidental TPD insurance. You will be covered for an injury caused solely by accidental means which leads to your death or Total & Permanent Disablement within 365 days of the injury occurring.

The accidental Death or accidental TPD insurance cover ceases on the earlier of the following:

- the Insurer has accepted (on any terms) or rejected your application for insurance
- you have withdrawn your application and request for insurance
- you have not provided further information or met requirements advised to you by the Insurer and the Insurer has closed your insurance application as a result of this
- 120 days have passed from the date the Insurer first received your application.

If your accidental Death or accidental TPD cover ceases because you have not provided the further information that was requested from you by the Insurer, you can reopen your application within 90 days of the cessation of cover by providing the outstanding information.

The maximum interim accident cover available is the lesser of the actual amount of cover you have applied for (plus any existing cover) and \$1,500,000. When the interim accident cover ceases, any existing cover you held will remain in place on the terms that were provided before your application for additional cover was submitted.

Important information about Death and Death & TPD insurance continued...

When cover commences

All cover other than default cover (explained in previous section on default cover) will commence on the date when you have been accepted for insurance by the Insurer.

The maximum entry age for Death & TPD cover is age 64.

Exclusions

No insurance benefit will be paid to you if an illness or injury which results in your Death or Total and Permanent Disablement is caused by war outside of Australia.

Life events additional cover

You can apply to increase your insurance cover if one of the following events occurs:

- you get married
- you become a parent, including where you adopt a child;
- your spouse dies
- you obtain a mortgage on a newly purchased property or parcel of land where you intend to reside immediately after the purchase, or immediately after building a house on the land.

You will need to apply for the increase within 60 days of the event occurring, or within 30 days of the first issue of member statements following the occurrence of the event, whichever occurs later.

You can only apply to increase your insurance once due to any of the life events listed above. You will need to provide evidence of the occurrence of the life event with your application or within 60 days of your application.

An increase in insurance cover upon a life event is limited up to the lesser of:

- \$200,000
- 25% of your insurance cover with the Fund at the date of the life event
- the amount of your initial mortgage (where relevant).

To apply for life events additional cover you can complete the Insurance Variation Form available at australianethical.com.au/super/forms or by calling us on **1300 134 337** for further information.

Where you have unitised cover, the increased insurance amount will be rounded up to the next highest full unit of cover amount.

The increased amount of cover will only be for *new events* if you are not in *active employment* on the day you apply for the increase. If you are in this situation, full cover will apply to the increased amount of cover once you return to *active employment* for a period of 30 consecutive days.

Worldwide cover and cover whilst overseas

If you are an Australian Resident or New Zealand Citizen and

you reside overseas, your cover with Australian Ethical Super will continue whilst you remain overseas, for up to 3 years. If you are not an Australian Resident or New Zealand Citizen your cover will only continue for the first 90 days that you are overseas.

During this time, premiums will continue to be deducted.

You may be required to return to Australia, at your own expense, for the assessment of a *terminal illness* or *total & permanent disability claim*.

Cancellation of cover

You can choose to cancel any Death or Death & TPD insurance cover you have through Australian Ethical Super, and can elect to opt-out of the Default Cover provided to you, at any time by writing to us at Australian Ethical Superannuation Locked Bag 20013, Melbourne VIC 3001 or by logging into our member portal at australianethical.com.au

When you opt-out or cancel your insurance, you will no longer be insured for that benefit through the Fund. We recommend that you speak with a financial adviser or with us about your insurance needs before making this decision.

When you cancel your insurance, the cancellation is immediate and effective from the date that the Fund receives this request.

If you cancel or opt-out of insurance cover through the Fund, from that time you will only be able to reobtain insurance through the Fund by making an application for insurance. Your application will be subject to medical underwriting and it is possible that your application will not be accepted, or will be accepted with conditions such as loadings and exclusions.

When cover ends

Cover under the insurance arrangements will cease from the earliest date of any of the following occurring:

- your premiums remain unpaid for a period of 90 days after the premium was due
- the date when your account becomes an *inactive account* and you have not made a *valid election* before this date (even if you have sufficient money in your account to pay for your insurance premiums)
- you provide a written or submit an online request to cancel or terminate your insurance cover
- you cease to be a member of the Fund
- when an insurance benefit has been paid to you, all insured benefits equal to the amount of the insurance benefit paid will be cancelled
- you commence duty with the military services of any country (other than the Australian Armed Forces Reserve, where you are not on active duty outside Australia)
- you reach the age of 70
- the group policy held by the Fund with the Insurer is cancelled or terminated for any reason.

Important information about Death and Death & TPD insurance continued...

Extended cover

If your insurance ceases because you cease to be a member of the Fund, your insured benefit at the time of leaving the Fund will be paid to you if you die or if you suffer Total & Permanent Disablement within 60 days of your cover ceasing.

Reinstatement of cover

If your Death or Death & TPD insurance ceases, you may be able to reinstate your cover by meeting the requirements as set out below.

If your cover ceases due to unpaid premiums for a period of 90 days:

You can reinstate your insurance cover if:

- a. you are still a member of the Fund
- b. you make an *active contribution* into your account to increase your account balance to a level sufficient to allow for payment of the outstanding premiums
- c. the outstanding premiums are paid by the next premium deduction date.

Your insurance cover will be reinstated at the previous level (with the same loadings, exclusions and occupation category) and there will be no gaps in cover. However your cover will be subject to *active employment requirements**.

If your cover ceases due to active service in the military:

You can reinstate your insurance cover if:

- a. you are still a member of the Fund
- b. you either made an *active contribution* into your account in the previous 16 months or have previously made a *valid election* in relation to your insurance cover (and you have sufficient money in your account to pay for your insurance premiums)
- c. your period of active duty is less than 12 consecutive months.

Your cover will recommence at the previous level and type of cover from the date you cease to be in active service in the military, subject to *active employment requirements**.

If your cover ceases due to your account becoming an *inactive account*

There are two ways in which you can reinstate your cover if your cover has ceased due to becoming an *inactive account*.

- a. **By opting-in:** You can reinstate your insurance cover via a request by opting-in within 30 days of your cover ceasing (and you have sufficient money in your account to pay for your insurance premiums from the date your cover ceased). If you do so, your insurance cover will be reinstated at the previous level (with the same loadings, exclusions and occupation category) and there will be no gaps in cover. You are not required to satisfy *active employment requirements* when you reinstate your cover this way*

Or

- b. **By receiving an employer contribution in your account:**

You can also reinstate your insurance cover by arranging your *employer contributions* to be made into your account (and you have sufficient money in your account to pay for your insurance premiums). Certain conditions may apply for reinstated insurance cover depending on when the *employer contribution* is received into your account (and there will be gaps in cover), as noted below:

- i. **If an *employer contribution* is received within 6 months of cover ceasing**

If the Fund receives your *employer contribution* within 6 months of your cover ceasing, your insurance cover will be reinstated at the previous level (with the same loadings, exclusions and occupation category) from the date your employer contribution is received.

However your reinstated cover will be subject to *active employment requirements**.

- ii. **If an *employer contribution* is received after 6 months of cover ceasing**

If the Fund receives your *employer contribution* after 6 months of your cover ceasing, but within 6 months of you commencing employment with that contributing employer, then your insurance cover will recommence as Default Standard from the date the *employer contribution* is received with no access to automatic additional insurance. However your reinstated cover will be subject to active employment requirements*.

If the Fund receives your *employer contribution* after 6 months of your cover ceasing and this is also after 6 months of you starting your new job with that employer, your cover will recommence as Default 'Standard' (no access to automatic additional insurance) and *new events cover* will apply for 24 months.

To reinstate your Death or Death & TPD insurance, you should contact us on **1300 134 337** for further information.

* If you're not in *active employment* when your cover is reinstated, new events cover will apply until you're actively employed for **30 uninterrupted** days.

Income Protection insurance

Income protection... For a premium quotation please consult your financial adviser or the Customer Service Centre on **1300 134 337**.

Income Protection cover provides a monthly benefit if you are temporarily unable to work due to injury or illness. The amount of the monthly benefit payable is the amount agreed by the Insurer for your cover. Income Protection is not provided as default cover and you will need to complete an Insurance Application form available at australianethical.com.au/super/forms or by calling us on **1300 134 337** for further information. You can also apply electronically in the Insurance Cover section of your online account. You should refer to the Super Additional Information Booklet for additional information regarding your online account.

The maximum monthly benefit is broadly an amount equal to the lesser of:

- 75% of annual salary or wages last agreed with the Insurer (as earned in one calendar month), plus superannuation contributions of up to 10% of salary
- \$30,000 per month.

If you take out insurance cover for an amount greater than 75% of your annual salary or wages last agreed with the Insurer, you will still only receive 75% of that amount if you make a claim which is accepted by the Insurer. Income Protection Cover is available up to age 65.

Waiting periods and benefit payment periods

A waiting period is the length of time you will need to wait after becoming disabled before Income Protection insurance payments will commence. You can choose from three different periods: 30, 60 or 90 days.

The benefit payment period is the length of time for which you will be paid an Income Protection benefit, while you continue to be disabled or partially disabled. You can choose from three different benefit payment periods: 2 years; 5 years; or to age 65. Payments will cease on the earlier of the end of the benefit payment period or reaching age 65. For example, a person on a 5 year benefit payment period who is disabled at age 62 will only receive payment until they reach age 65.

The cost of your Income Protection cover is affected by the waiting period and benefit payment period you choose. You will be considered an *employer sponsored member* when you are employed by an employer who makes superannuation guarantee contributions to the Fund. If you are not considered an *employer sponsored member*, then you will be a personal member. Insurance rate tables are provided at the end of this guide.

Where the benefit payment period is 5 years or to age 65, in certain circumstances indexation may apply to your benefit.

When cover commences

You need to apply for Income Protection cover. Cover will commence when you have been accepted by the Insurer. You will be notified in writing when your insurance commences.

If you receive Death or Death & TPD cover through the Fund, and you apply for Income Protection cover within 60 days of the commencement of your Death or Death & TPD cover, then you will be able to access a limited underwriting process for your Income Protection application consisting of no more than five questions. Income Protection cover granted through this process will be the lesser of: 75% of your monthly income, plus 10% superannuation contributions; and \$8,000 per month.

Eligibility to claim

To be eligible for a claim you must be *disabled*, which means that due to an illness or injury, you are unable to perform at least one important income-producing duty of your regular occupation. You must also not be undertaking any work in any capacity, gainfully or otherwise, and be under the care of a *medical practitioner* and following their advice.

How and when monthly benefits are paid

If you are entitled to an Income Protection benefit, it will be paid by the Insurer at the end of each month that you are on claim. The benefit is paid by the Insurer on behalf of the Fund, and the Insurer will deduct pay-as-you-go withholding tax, remit superannuation contributions to the Fund (if applicable) and forward the net proceeds to you, the same as if it were normal wages or salary.

Returning to work with a partial disability

If you have been *disabled* but you have recovered enough to work but are still not earning your full income, at the end of the waiting period you may be eligible for a partial disability benefit. This ensures that you are not financially disadvantaged by returning to work, even at a reduced income.

A *partial disability* is where you have been disabled for at least 7 days of the first 12 working days of the waiting period, and as a result of the same illness or injury, all of the following conditions apply:

- you are unable to work in your occupation at full capacity as a result of the illness or injury
- you are working in your normal occupation or some other occupation but only in a limited capacity
- you are suffering a partial loss of income
- you are under the regular care and following the advice of a medical practitioner.

The amount of the *partial disability* benefit will be the amount you would be paid under the Income Protection insurance if you were not able to work at all, reduced proportionally by the amount of income you are earning, compared to your normal monthly income.

Income Protection insurance continued...

Exclusions

No benefits are payable if your injury or illness is a result of any of the following:

- intentional self-inflicted injury or any attempt to commit suicide
- war
- normal and uncomplicated pregnancy, caesarean birth, threatened miscarriage, participation in in-vitro fertilisation or other medically assisted fertilisation techniques and normal discomforts of pregnancy, including but not limited to morning sickness, backache, varicose veins, ankle swelling and bladder problems.

Worldwide cover and cover whilst overseas

If you are an Australian Resident or New Zealand Citizen and you reside overseas, your insurance cover with the Fund will continue whilst you remain overseas, for up to 3 years. If you are not an Australian Resident or New Zealand Citizen your insurance cover will only continue for the first 90 days that you are overseas.

During this time, premiums will continue to be deducted and paid for your insurance. If you are *disabled* while you are outside of Australia, an Income Protection benefit will only be paid to you for a maximum period of 12 months from the end of the applicable waiting period.

Cover when on leave without pay

While on employer approved leave without pay, your Income Protection insurance will continue for a period of up to 24 months after your leave starts, provided you:

- continue to pay your premiums
- ensure that *active contributions* are regularly made into your account to prevent it from becoming an *inactive account* or have made a *valid* election to continue your insurance cover even if your account is inactive (and you have sufficient money in your account to pay for your insurance premiums).

If you are *disabled* while you are on leave without pay, an Income Protection benefit will not be paid until the later of cessation of your leave without pay, or the expiry of the waiting period. In the absence of written notification from your employer of the cessation of leave without pay, the period of leave without pay will be deemed to be a period of 24 months.

Interim Accident Cover

From the time the Insurer receives a fully completed application form for Income Protection insurance, you will be covered for an injury caused solely by accidental means, which leads to your *disability*.

The Income Protection benefit paid in these circumstances will be the lesser of:

- the amount of cover you requested in your application
- 75% of annual salary or wages last agreed with the Insurer (as earned in one calendar month), plus superannuation contributions of up to 10% of salary
- \$15,000 per month.

The Interim Accident Income Protection benefit ceases on the earlier of the following:

- the Insurer has accepted (on any terms) or rejected your application for insurance
- you have withdrawn your application and request for insurance
- 120 days have passed from the date the Insurer first received your application.

Payment of the Interim Accident Income Protection benefit is subject to all other relevant terms and conditions of the group insurance policy, including waiting periods.

Death benefit while on claim

Should you die while receiving Income Protection benefits (or being entitled to receive them), monthly payments will cease and a final lump sum equal to three monthly benefit payments will be paid.

Receiving income from other sources

If you have made a claim for income protection insurance and are receiving benefits such as workers' compensation, sick leave payments, social security, other income insurance benefits or such similar payments, your benefits paid by the Insurer will be reduced by the amount of these other income payments.

Assistance with rehabilitation

If your return to work is likely to be accelerated by a program of rehabilitation (that is approved by the Insurer), the cost of the program may be met by the Insurer, up to a maximum amount of six times the monthly benefit payable to you.

Should you return to work and then have a relapse

If you return to work at full capacity during the waiting period, then the waiting period will start again unless you return to work only once and it is for a period of no more than 5 consecutive days. In that case, the waiting period will not recommence, but the number of days worked will be added to the waiting period.

If you have been on claim and receiving benefits and then recover and return to work, and then you have a relapse within six months of going back to work, the benefits will recommence without the waiting period being reapplied unless you have already been in receipt of benefits for your claim up to the maximum benefit period that applies to you.

In these circumstances, the payments are treated as a continuation of the same claim as if there was no break in benefit payments.

Income Protection insurance continued...

When cover ends

Cover will cease on the earliest of:

- when you cease to be employed by an employer
- the date when your account becomes an *inactive account* and you have not made a *valid election* before this date (even if you have sufficient money in your account to pay for your insurance premiums)
- you provide a written or submit an online request to cancel or terminate your insurance
- you cease to be a member of the Fund
- you die
- you commence duty with the military services of any country (other than the Australian Armed Forces Reserve, and provided you are not on active duty outside Australia);
- you turn age 65
- your premium remains unpaid for a period of 90 days after the premium was due
- the group insurance policy is cancelled or terminated for any reason.

Extension of cover

If your cover ceases because you are no longer a member of the Fund and:

- you are *disabled* within 60 days of your cover ceasing
- you remain *disabled* or *partially disabled* after the end of the waiting period that applied to your Income Protection insurance, then you will be paid your insured benefit, subject to the terms and conditions of the insurance arrangements.

Reinstatement of cover

If your Income Protection insurance ceases, you may be able to reinstate your cover by meeting the requirements as set out below.

If your cover ceases due to unpaid premiums for a period of 90 days:

You can reinstate your insurance cover if:

- a. you are still a member of the Fund
- b. you make an *active contribution* into your account to increase your account balance to a level sufficient to allow for payment of the outstanding premiums
- c. the outstanding premiums are paid by the next premium deduction date.

Your insurance cover will be reinstated at the previous level (with the same loadings, exclusions and occupation category) and there will be no gaps in cover. However your cover will be subject to *active employment* requirements*.

If your cover ceases due to active service in the military:

You can reinstate your insurance cover if:

- a. you are still a member of the Fund
- b. you either made an *active contribution* into your account

in the previous 16 months or have previously made a *valid election* in relation to your insurance cover (and you have sufficient money in your account to pay for your insurance premiums)

- c. your period of active duty is less than 12 consecutive months.

Your cover will recommence at the previous level and type of cover from the date you cease to be in active service in the military, subject to *active employment requirements**.

If your cover ceases due to your account becoming an *inactive account*:

There are two ways in which you can reinstate your cover if your cover has ceased due to your account becoming inactive:

- a. **By opting-in:** You can reinstate your insurance cover via a request by opting in within 30 days of your cover ceasing (and you have sufficient money in your account to pay for your insurance premiums from the date your cover ceased. If you do so, your insurance cover will be reinstated at the previous level (with the same loadings, exclusions and occupation category) and there will be no gaps in cover. You are not required to satisfy *active employment* requirements when you reinstate your cover by opting-in.

Or

- b. **By receiving an *employer contribution* in your account within 6 months of your cover ceasing:** You can also reinstate your insurance cover by arranging your *employer contributions* to be made into your account, as noted below, and you have sufficient money in your account to pay for your insurance premiums.

If the Fund receives your employer contribution within 6 months of your cover ceasing, your insurance cover will be reinstated at the previous level (with the same loadings, exclusions and occupation category) from the date your employer contribution is received (there will be a gap in cover). However your reinstated cover will be subject to *active employment* requirements*.

Unfortunately, you will not be able to reinstate your Income Protection cover if your *employer contribution* is received outside of 6 months from your cover ceasing. If you still wish to be provided with Income Protection insurance and you have missed the timeframe to reinstate your cover, you will need to reapply for Income Protection insurance by answering full underwriting questions, subject to approval by the Insurer and with no access to new member additional insurance

To reinstate your Income Protection cover, you can contact us on **1300 134 337** for further information.

* If you're not in *active employment* when your cover is reinstated, new events cover will apply until you're actively employed for **30 uninterrupted** days.

Premium waiver

If your Income Protection premium becomes payable while a benefit is being paid, the premium due at that time will be waived.

Important information for all insurances

Important... The insurance cover described above applies to the arrangements we currently have in place for the Fund at the time of publishing this guide. The terms and conditions as well as premiums may change in the future. We will notify you of any material change to the terms and conditions.

Transferring insurance into the Fund

You can apply to transfer your existing insurance cover into Australian Ethical Super provided you meet the following requirements:

- your existing insurance cover is provided through another regulated superannuation fund (you need to provide us with a statement as evidence of this)
- your existing insurance cover is of a similar nature to the cover provided under the Fund's insurance arrangements;
- you are a member of the Fund
- you complete a form approved by the Insurer to apply to transfer your insurance.

Transfer of your existing insurance cover will be subject to acceptance by the Insurer in writing.

If transfer of your insurance cover is accepted, but you continue to hold the insurance cover transferred to the Fund elsewhere, then any benefit paid to you under insurances held through the Fund will be reduced by the amount of insurance cover that you continue to hold elsewhere that is the subject of your transfer cover application.

If the insurance cover you are seeking to transfer has restrictions (such as loadings or exclusions) then insurance cover accepted for transfer into the Fund will have the same restrictions applied.

The maximum amount of insurance cover that you can transfer to the Fund (together with insurance cover you already hold in the Fund, or have applied to hold) is:

- for Death or Death & TPD: \$1,500,000
- for Income Protection: \$15,000 per month.

Once you transfer your existing insurance cover to the Fund, all your insurance with the Fund becomes a fixed level of cover.

When you fix your cover, premiums are determined by various factors including whether you are an *employer sponsored member* or a *personal member*, your gender, occupation and smoking status. If you have not advised us of your smoking status for example, you may be paying a higher premium.

The premiums paid by an *employer sponsored member* for Income Protection or fixed cover are different to those you pay as a *personal member*. Premiums may be higher when you are moved from one category to another, depending on what type of contributions are received into your account.

However, when you hold fixed cover and you make a claim, your occupation category will not be reassessed at that time.

To apply to transfer your existing insurance cover you can complete the Transfer of Insurance Cover Form available at australianethical.com.au/super/forms or by calling us on **1300 134 337** for further information.

Premium rates

Rates will be reviewed from time to time in line with the overall claims experience of the Fund and may be altered. The Trustee may also choose to have the rates changed, or change Insurers at any time if they believe the change would be in the best interests of the overall membership of the Fund.

We will notify you in advance with details about any changes to premium rates.

Lodging a claim

You should notify the Trustee (preferably in writing) as soon as reasonably practicable after an event giving rise to a claim. As a condition of paying an insured benefit the Insurer may require you, your estate or your personal legal representative to:

- substantiate the claim
- be examined by a medical practitioner(s) appointed by the Insurer
- submit satisfactory proof of age.

If you make a claim under the insurance policy, the Insurer may conduct investigations to assess the validity of the claim. This may involve the use of investigation agents, legal advisers and the collection of personal information, including health information that the Insurer believes is relevant.

All insured benefits payable by the Insurer in respect of a member are paid to the Trustee. The insured benefit is then paid out by the Trustee in accordance with the relevant law. Until benefits are paid out, the Trustee will invest all insured benefits in respect of a Death, Terminal Illness or TPD claim in the Defensive investment option. Refer to the Super Additional Information Booklet for further information on the Defensive investment option.

Important information for all insurances continued...

Trustee's responsibility

Although we manage the group insurance arrangements, we do not guarantee the payment of an insured benefit.

Duty of disclosure

Before you become insured under a life insurance contract, you have a duty to tell the Insurer anything that you know, or could reasonably be expected to know, that may affect the Insurer's decision to provide the insurance and the terms of that insurance.

You have this duty until the Insurer agrees to insure you. You have the same duty before you extend, vary or reinstate your insurance cover. You do not need to tell the Insurer anything that:

- reduces the risk the Insurer insures you for
- is common knowledge
- the Insurer knows or should know as an Insurer
- the Insurer waives your duty to tell it about.

If you do not tell the Insurer something

In exercising the following rights, the Insurer may consider whether different types of cover can constitute separate contracts of life insurance. If they do, the Insurer may apply the following rights separately to each type of cover.

If you do not tell the Insurer anything you are required to, and the Insurer would not have provided the insurance if you had disclosed the information, the Insurer may avoid the contract within 3 years of entering into it.

If the Insurer chooses not to avoid the contract, the Insurer may, at any time, reduce the amount of insurance provided. This would be worked out using a formula that takes into account the premium that would have been payable if you had told the Insurer everything he you should have.

However, if the contract has a surrender value, or provides cover on death, the Insurer may only exercise this right within 3 years of entering into the contract.

If the Insurer chooses not to avoid the contract or reduce the amount of insurance provided, the Insurer may, at any time vary the contract in a way that places the Insurer in the same position the Insurer would have been in if you had told the Insurer everything you should have. However, this right does not apply if the contract has a surrender value or provides cover on death.

If the failure to tell the Insurer is fraudulent, the Insurer may refuse to pay a claim and treat the contract as if it never existed.

The Trustee's duty of disclosure

The Trustee has a similar duty to tell the Insurer anything that it knows that may affect the Insurer's decision to provide you with insurance, and the Insurer has similar rights if the Trustee does not comply with this duty.

Dispute resolution and complaints

Our established complaint resolution procedure ensures that we deal with the issues at hand in a fair and timely manner. If you have a complaint, please contact us on **1300 134 337**. If the complaint cannot be dealt with over the phone, we will ask you to put your complaint in writing:

e-mail: members@australianethical.com.au

post: Australian Ethical Super,
Locked Bag 20013, Melbourne VIC 3001

We will review your complaint and seek to resolve it as soon as possible. If you feel your complaint has not been adequately resolved within 90 days, you have the right to lodge your complaint with the Australian Financial Complaints Authority (AFCA). AFCA will attempt to resolve your complaint by conciliation between you, us and the Insurer (if applicable). If this fails then AFCA will make a decision that is binding. Strict time limits apply in relation to some type of complaints. AFCA can be contacted on 1800 931 678 or www.afca.org.au

Taxation arrangements

Important... The statements regarding taxation are correct at the time of publishing this guide, however they may have changed since that time. As such, we strongly recommend that you seek the advice of a qualified taxation agent in relation to your own circumstances.

Tax deductions

Insurance premiums are a tax deduction to the Fund because they are deducted from your superannuation account and not paid by you as an individual. As such, you cannot claim personal tax deductions for this cost.

The benefit of any tax deductions for premiums paid by you for insurance held in the Fund will be credited to your superannuation account.

Tax payable on benefits paid out

Death and Death & TPD benefits

As the insurance cover is part of a superannuation plan, any benefits payable are treated as superannuation death or permanent disablement benefits and are taxed as such when paid out.

You should refer to the Super Additional Information Booklet for information about the taxation of superannuation

Income Protection benefits

The benefits paid under Income Protection insurance are paid as taxable income, similar to salary and wages. Any payments will be made once pay-as-you-go withholding tax has been deducted.

The statements regarding taxation are correct at the time of publishing this guide however they may have changed since that time. As such, we strongly recommend that you seek the advice of a qualified taxation agent in relation to your own circumstances.

Employer automatic acceptance

Where an employer provides contributions for at least five *employer sponsored members* (and at least 75% of the employer's employees are *employer sponsored members* of the Fund), those members will be eligible for fixed insurance cover at *automatic acceptance limits* applicable to the number of *employer sponsored members* employed by the employer. The amount of automatic fixed cover increases (in bands) as employee member numbers increase. The amount of fixed cover at different bands is set out in tables below.

Automatic acceptance will be provided for Death & TPD and Income Protection insurance cover.

The fixed cover provided will be at the rate of premium applicable to *employer sponsored members*.

The automatic acceptance provided to employees of an employer will be reviewed at least annually.

For new employees to be eligible for automatic acceptance:

- the employer must be contributing for at least five *employer sponsored members*
- at least 75% of the employer's employees must have insurance through the Fund
- there are clearly defined categories of membership which ensure that persons cannot directly or indirectly choose their level of cover without the Insurer's consent.

If you are an employee who has been provided with insurance under automatic acceptance, you will retain that cover even if new employees of your employer are not eligible for automatic acceptance.

Any additional cover will be underwritten and subject to acceptance by the Insurer.

Employer automatic acceptance continued...

Fixed cover automatic acceptance limits

Death & TPD	
Number of employer sponsored members employed by an Employer	Automatic Acceptance Limit (Death & TPD)
1-4	Default Cover Only
5-9	\$350,000
10-19	\$400,000
20-49	\$500,000
50-99	\$750,000
100-499	\$1,000,000
500+	by negotiation

Income protection		
Number of employer sponsored members employed by an Employer	Monthly Benefit AUD	
	2 Year or 5 Year benefit period	To age 65 years benefit period
1-4	Nil	Nil
5-9	4,000	3,000
10-19	5,000	4,000
20-29	6,000	5,000
30-49	7,000	6,000
50-99	8,000	7,000
100-199	9,000	8,000
200-499	10,000	9,000
500-999	12,000	10,000
1,000+	14,000	12,000

Benefit and waiting periods for Income Protection insurance shall be agreed for employers for whom automatic acceptance applies. In the absence of an agreed arrangement, a 2 year benefit period and 60 day waiting period shall apply.

Insurance definitions

Active Contribution

Active contribution means an amount received by the Fund on an *employer sponsored member's* or *personal member's* behalf that the Fund determines is sufficient for the continued provision of life insurance cover under the *Superannuation Industry (Supervision) Act 1993 (Cth)*.

Active employment

Active employment means a person is capable of being employed without restriction by any illness or injury for at least 35 hours per week (whether or not they are actually working those hours).

Date of disablement

Date of Disablement means the later of the date:

- on which a Medical Practitioner examines and certifies in writing that you are disabled
- when you cease all work.

Disablement

Disabled or *disability* means that you, solely as a result of illness or injury occurring whilst the insurance arrangements are in place, are:

- unable to perform at least one income producing duty of your occupation
- not working in any occupation, whether or not for reward
- under the regular care and following the advice of a *medical practitioner*.

Insurance definitions continued...

Employer Contribution

Employer Contribution means an on-time mandated superannuation guarantee or award contribution made to the Fund for the Covered Person by their employer (an employer who engages the Covered Person in their Occupation and can include the Covered Person if they are *Self-Employed*).

Employer sponsored member

An *employer sponsored member* means a person who is a member of the Fund and who is employed by an employer who makes superannuation guarantee or Award contributions to the Fund for that person.

First eligible

First eligible means the later of:

- a. the date the employer sponsored member commenced employment with an employer
- b. the date the person was first entitled to receive an employer contribution from the employer with whom they are employed when they first join the Fund.

Inactive accounts

An *inactive account* is one which has not received an *active contribution* for a continuous period of 16 months.

Income

1. Where the Covered Person is Employed in a capacity other than Self-Employed:

The annual wages or salary last agreed between the Participating Employer or Employer and the Covered Person, plus:

- a. any commission paid by the Participating Employer or Employer to the Insured Person in the previous 12 months
- b. all other regular payments or benefits provided to the Covered Person by the Participating Employer or Employer in the previous 12 months, which when combined with sub-paragraph a. we reasonably consider as the Covered Person's remuneration package

2. Where the Covered Person is Self-Employed:

The annual income generated by the Covered Person from his or her personal exertion, calculated by averaging the Covered Person's net income per year for the previous 2 years.

For the purposes of this definition, net income means the Covered Person's gross income from personal exertion less all expenses incurred by the Covered Person in earning that income; but does not include investment income, profit distributions or similar payments.

Medical practitioner

Medical practitioner means a person who is registered and practicing as a medical practitioner in Australia other than:

- a. you
- b. your parent, child or sibling

- c. your spouse or partner, as determined by the Insurer in their absolute discretion
- d. your business partner, associate or employee.

New events cover

New events cover means you are only covered for an injury that first occurs, or an illness that is first apparent, on or after the date the insurance cover commences.

Unless otherwise specified in this guide, the new events restriction is removed after you have returned to *active employment* for 30 consecutive days. If you never return to *active employment*, then the new events restriction will apply indefinitely.

Partial disability or partially disabled

You are *partially disabled* if you:

- a. have been *disabled* for at least 7 days out of the first 12 working days of the waiting period
- b. are unable to work in your occupation at full capacity as a result of the illness or injury which is resulting in your disability
- c. are working in your occupation or any other occupation but only in a limited capacity
- d. are earning a monthly income less than your normal monthly income
- e. are under the regular care and following the advice of a *medical practitioner*.

Personal Member

A personal member means a member of the Fund who is not an employer sponsored member.

Self-employed

Self-employed means an individual who directly or indirectly owns part or all of the business or professional practice from which the person earns a regular income.

Terminal illness

Terminal illness means:

- a. *two medical practitioners*, one of whom specialises in your illness, certify in writing that despite reasonable medical treatment the illness will lead to your death within 24 months of the date of the certification
- b. the Insurer is satisfied, on medical or other evidence that despite reasonable medical treatment the illness will lead to your death within 24 months of the date of the certification referred to in paragraph a.

Total & Permanent Disablement or TPD

A Covered Person will be *totally & permanently disabled* if that person satisfies either Part A or B or C of this definition

Insurance definitions continued...

Part A

When a Covered Person is under age 65 and was Employed within the 12 months prior to their Date of Disablement and has provided proof to the Insurer's reasonable satisfaction that the Covered Person, as a result of Illness or Injury, has become incapacitated to such an extent that it is unlikely that the Covered Person will ever be capable of engaging in gainful employment for which the Covered Person is reasonably qualified by education, training or experience and one of the following applies:

- i. the person has suffered at least 25% Whole Person Impairment and is not engaged in any occupation
- ii. the Covered Person suffered the permanent loss of use of 2 limbs or the sight of both eyes or the loss of use of one limb and the sight of one eye (where limb is defined as the whole hand or the whole foot)
- iii. the Covered Person has been absent from Employment with their Employer through illness or injury for 3 consecutive months or such lesser period the Insurer may approve where the extent of the Covered Person's Illness or Injury is such that it is apparent that the Covered Person will be absent from Employment due to Illness or injury for 3 consecutive months has not concluded. Where a Covered Person's Employment is terminated following their Date of Disablement, the period of 3 consecutive months absence will commence from the date the Covered Person ceased work due to Illness or Injury.

Part B

When a Covered Person:

- i. has not been Employed within the 12 months prior to the Date of Disablement
- ii. has been on employer approved leave for more than 24 months
- iii. is aged 65 or older.

Total and Permanent Disablement shall mean that the Covered Person has provided proof to the Insurer's reasonable satisfaction that the Covered Person, as a result of Illness or Injury has become incapacitated to such an extent that it is unlikely that the Covered Person will ever be capable of engaging in gainful employment for which the Covered Person is reasonably qualified by education, training or experience and one of the following applies:

- i. the Covered Person has suffered at least 25% Whole Person Impairment and is not engaged in any occupation
- ii. the Covered Person has suffered the permanent loss of use of 2 limbs or the sight of both eyes or the loss of use of one limb and the sight of one eye (where limb is defined as the whole hand or the whole foot)
- iii. the Covered Person through illness or injury, and having provided proof to the satisfaction of the Insurer, is permanently unable to perform at least 2 of the following 6 basic activities of everyday living:
 - Bathing – to shower or bathe
 - Dressing – to dress or undress

- Toileting – to use the toilet including getting on and off
- Feeding – to eat and drink
- Mobility – to get out of a bed or a chair or a wheelchair
- Continence – to control bladder and bowel function.

If the Covered Person can perform the activity by using special equipment, you will be considered able to undertake that activity; or

- iv. the Covered Person through illness or injury, and having provided proof to the satisfaction of the Insurer, is suffering from the permanent deterioration or loss of intellectual capacity that has required the Covered Person to be under continuous care and supervision by another adult person for 3 consecutive months and this care is likely to be ongoing on a permanent daily basis.

Part C

When a Covered Person is under age 65 was not Employed and was engaged in unpaid Domestic Duties at home on their Date of Disablement and has provided proof to the Insurer's reasonable satisfaction that the Covered Person, as a result of Illness or Injury, has become incapacitated to such an extent that it is unlikely that the Covered Person will ever be capable of engaging in gainful employment for which the Covered Person is reasonably qualified by education, training or experience and one of the following applies:

- i. the Covered Person has suffered at least 25% Whole Person Impairment and is not engaged in any occupation
- ii. the Covered Person is, as a result of illness or injury, under the care of a Medical Practitioner
 - the Covered Person is unable to perform their Domestic Duties
 - the Covered Person is unable to leave their home unaided
 - from the date of their disablement, the Covered Person has not been gainfully employed for a period of 6 consecutive months
 - at the end of a period of 6 months from their date of disablement, in the Insurer's opinion, after consideration of all relevant evidence, the Covered Person is disabled to such an extent as to render them unlikely to again be able to perform their Domestic Duties.

25% whole person impairment

This means that you have suffered 25% whole person impairment based on the latest edition of the American Medical Association publication *Guides to the Evaluation of Permanent Impairment*, or an equivalent guide approved by the Insurer.

The *Guides to the Evaluation of Permanent Impairment* covers every body system and provides a standardised approach to determine impairment assessment using patient history, physical examination and clinical tests. The assessment of whole person impairment will be undertaken by an appropriate *medical practitioner* who specialises in your illness or injury and shall be based on you attaining maximum medical recovery.

Insurance definitions continued...

Valid Election

Valid election means the Covered Person has either:

- a. After 8 May 2018 and before 1 April 2019, elected in writing to be provided with insurance cover through the Fund (including a request to change or maintain their existing insurance cover)

- b. From 1 April 2019, elected in writing that cover will continue even if an active contribution has not been received in their account with the Fund for a continuous period of 16 months. This can be done by completing the opt-in form at australianethical.com.au/super/forms or as otherwise advised by the Fund from time to time.

An election will only be valid in relation to the type of insurance cover that is covered by that election.

Premium rates

Occupation categories

It is very important that we correctly record your occupation. The category of occupation that we record for you will directly impact on the amount you pay for insurance or the level of insurance cover you receive. It is in your best interest to ensure that the Fund has your current occupation correctly recorded.

The following table can be used to help determine your occupation category. In addition to the table we will consider your actual occupation and the industry in which you are employed, and in some circumstances your earnings.

If you don't tell us your occupation, you will be classified under Standard. Please contact us on **1300 134 337** if you have not provided correct occupation details to us.

If you hold unitised cover, in the event of a claim, the Insurer will re-assess the occupation category that applies at that time.

The following table can be used to help determine your occupation category. In addition to the table we will consider your actual occupation and the industry in which you are employed, and in some circumstance your earnings.

Determination of occupation category	
<p>Are your duties limited to professional, managerial, administrative, clerical or secretarial work and are these duties undertaken within an office environment at least 80% of the time?</p> <p>Do you hold tertiary qualifications relevant to your current occupation and are a member of a professional institute or registered by a government body, or are you a member of the executive leadership team at your employer?</p> <p>Do you earn an income over \$100,000 per annum?</p>	<p>If you answered yes to all three questions, your occupational category may be Professional.</p>
<p>Are your duties limited to professional, managerial, administrative, clerical or secretarial work and are these duties undertaken within an office environment at least 80% of the time?</p>	<p>If you answered yes to this question, your occupational category may be White Collar.</p>
<p>Do you perform light-manual skilled work or are you trade qualified working in a non-hazardous industry?</p>	<p>If you answered yes to this question, your occupational category may be Standard Plus.</p>
<p>Do you perform moderate to heavy manual work or operate heavy machinery?</p> <p>Do you hold tertiary or trade qualifications relevant to your current occupation?</p>	<p>If you answered yes to both of these questions, your occupational category may be Standard.</p>
<p>Do you perform heavy manual work or operate heavy machinery without trade qualifications?</p> <p>Do you work in a very high risk occupation such as interstate bus/truck driver, labourer or warehouse worker?</p>	<p>If you answered yes to either of these questions, your occupational category will be Basic.</p>

* The determination of your occupation category will be confirmed by the Fund following receipt of your application. If you hold unitised cover, your occupation category will be re-assessed in the event of a claim.

Premium rates continued

Rate tables Death and Death & TPD

Employer sponsored member – Fixed Cover Rate of Premium

You will be considered an *employer sponsored member*, when you are employed by an employer who makes superannuation guarantee or Award contributions to the Fund.

Example... If you have \$400,000 of fixed Death & TPD cover and you are an *employer sponsored member*, are a professional female and your age next birthday is 35 the premium payable would be $\$0.38 \times 0.85$ (or 85%) per \$1,000 of cover. In this example, your insurance would cost \$129.20 each year (or approximately \$2.48 a week).

Notes

- Annual premium per \$1,000 sum insured, White Collar occupation category.
- Occupation rating factor is to be applied to the applicable rate of premium. For example, if your occupation category is Standard Plus you need to multiply the rate of premium for Death & TPD set out below by 140% or 1.4

Occupation Rating		
Occupation category	Death	Death & TPD
Professional	85%	85%
White Collar	100%	100%
Standard Plus	130%	140%
Standard	170%	200%
Basic	215%	250%

Age next birthday	Males		Females	
	Death Only	Death & TPD	Death Only	Death & TPD
16	0.32	0.33	0.13	0.14
17	0.35	0.36	0.13	0.14
18	0.41	0.42	0.16	0.17
19	0.46	0.47	0.17	0.18
20	0.48	0.50	0.17	0.18
21	0.49	0.51	0.16	0.18
22	0.48	0.52	0.16	0.18
23	0.46	0.53	0.16	0.17
24	0.45	0.51	0.15	0.16
25	0.44	0.53	0.14	0.16
26	0.43	0.52	0.14	0.16
27	0.41	0.51	0.13	0.17
28	0.40	0.50	0.14	0.18
29	0.39	0.51	0.14	0.20
30	0.39	0.51	0.15	0.21
31	0.39	0.51	0.17	0.24
32	0.39	0.54	0.17	0.26
33	0.39	0.55	0.19	0.29
34	0.41	0.57	0.21	0.32
35	0.42	0.61	0.23	0.38
36	0.43	0.64	0.25	0.42
37	0.45	0.70	0.27	0.48
38	0.46	0.76	0.30	0.53
39	0.51	0.84	0.33	0.60
40	0.54	0.91	0.36	0.69
41	0.59	1.02	0.40	0.78
42	0.64	1.13	0.44	0.88
43	0.69	1.25	0.48	1.00
44	0.76	1.40	0.52	1.09
45	0.82	1.56	0.54	1.18
46	0.89	1.75	0.59	1.31
47	0.97	1.96	0.62	1.45
48	1.06	2.20	0.67	1.62
49	1.16	2.47	0.72	1.78
50	1.20	2.73	0.73	1.87
51	1.33	3.09	0.75	2.11
52	1.45	3.49	0.83	2.38
53	1.59	3.92	0.94	2.70
54	1.73	4.41	1.03	3.03
55	1.90	4.96	1.12	3.35
56	2.06	5.50	1.22	3.70
57	2.23	6.13	1.35	4.09
58	2.43	6.87	1.48	4.50
59	2.64	7.71	1.60	4.96
60	2.87	8.69	1.72	5.47
61	3.13	9.65	1.84	6.00
62	3.43	10.66	1.97	6.63
63	3.73	11.73	2.14	7.37
64	4.05	12.92	2.32	8.30
65	4.40	14.20	2.54	9.38
66	4.92	17.83	2.87	10.62
67	5.52	20.32	3.21	12.05
68	6.26	23.17	3.63	13.65
69	7.07	26.38	4.11	15.45
70	7.98	30.07	4.65	17.51

Premium rates continued...

Death and Death & TPD

Personal Member – Fixed Cover Rate of Premium

If you are not considered an *employer sponsored member* then you will be a *personal member*.

Example... If you have \$350,000 of fixed Death & TPD cover and you are a *personal member*, are a Standard Plus non-smoking male and your age next birthday is 39 the premium payable would be \$0.91 x 1.4 (or 140%) per \$1,000 of cover. In this example your insurance would cost \$445.90 each year (or approximately \$8.57 a week).

Notes

- Annual premium per \$1,000 sum insured, White Collar occupation category.
- Occupation rating factor is to be applied to the applicable rate of premium. For example, if your occupation category is Standard Plus you need to multiply the rate of premium for Death & TPD set out below by 140% or 1.4
- NS = Non Smoker, S = Smoker

Occupation Rating		
Occupation category	Death	Death & TPD
Professional	85%	85%
White Collar	100%	100%
Standard Plus	130%	140%
Standard	170%	200%
Basic	215%	250%

Age Next Birthday	Males				Females			
	Death Only		Death & TPD		Death Only		Death & TPD	
	NS	S	NS	S	NS	S	NS	S
16	0.36	0.68	0.40	0.75	0.13	0.25	0.14	0.29
17	0.36	0.68	0.40	0.75	0.13	0.25	0.14	0.29
18	0.38	0.72	0.42	0.81	0.14	0.27	0.15	0.29
19	0.42	0.80	0.48	0.91	0.15	0.30	0.17	0.34
20	0.44	0.85	0.53	1.00	0.16	0.31	0.18	0.38
21	0.48	0.90	0.57	1.07	0.15	0.30	0.19	0.37
22	0.48	0.92	0.59	1.11	0.15	0.29	0.17	0.36
23	0.49	0.94	0.60	1.17	0.14	0.28	0.18	0.35
24	0.49	0.94	0.61	1.19	0.14	0.27	0.18	0.36
25	0.49	0.92	0.61	1.18	0.13	0.26	0.19	0.36
26	0.48	0.90	0.63	1.18	0.14	0.27	0.18	0.37
27	0.45	0.88	0.61	1.16	0.14	0.28	0.20	0.39
28	0.45	0.86	0.61	1.16	0.15	0.29	0.21	0.40
29	0.44	0.84	0.60	1.16	0.15	0.30	0.24	0.46
30	0.43	0.82	0.60	1.15	0.16	0.32	0.26	0.49
31	0.43	0.82	0.60	1.15	0.17	0.33	0.27	0.54
32	0.43	0.81	0.60	1.17	0.19	0.36	0.31	0.61
33	0.43	0.82	0.62	1.18	0.21	0.38	0.37	0.66
34	0.43	0.82	0.63	1.20	0.22	0.41	0.41	0.74
35	0.44	0.84	0.67	1.27	0.24	0.44	0.44	0.82
36	0.45	0.88	0.71	1.37	0.26	0.49	0.51	0.93
37	0.48	0.91	0.78	1.47	0.28	0.53	0.55	1.04
38	0.50	0.96	0.85	1.60	0.31	0.58	0.61	1.17
39	0.53	1.02	0.91	1.75	0.33	0.65	0.69	1.30
40	0.57	1.08	1.01	1.93	0.37	0.71	0.78	1.48
41	0.62	1.16	1.11	2.10	0.41	0.77	0.85	1.65
42	0.66	1.23	1.19	2.27	0.44	0.84	0.96	1.83
43	0.70	1.34	1.30	2.48	0.49	0.94	1.08	2.06
44	0.75	1.43	1.40	2.68	0.53	1.02	1.18	2.28
45	0.80	1.52	1.54	2.93	0.58	1.10	1.32	2.52
46	0.86	1.64	1.69	3.22	0.64	1.20	1.49	2.80
47	0.94	1.77	1.88	3.55	0.69	1.31	1.63	3.10
48	1.02	1.92	2.08	3.93	0.75	1.42	1.80	3.42
49	1.11	2.12	2.32	4.40	0.80	1.52	1.97	3.74
50	1.22	2.32	2.01	4.06	0.86	1.64	2.16	4.11
51	1.35	2.57	2.20	4.43	0.94	1.77	2.37	4.51
52	1.49	2.84	2.37	4.77	1.00	1.91	2.59	4.92
53	1.65	3.13	2.55	5.18	1.09	2.06	2.84	5.40
54	1.80	3.49	2.76	5.55	1.18	2.24	3.14	5.97
55	1.96	3.87	3.01	6.02	1.29	2.45	3.50	6.63
56	2.11	4.21	3.25	6.46	1.38	2.70	3.92	7.41
57	2.27	4.55	3.49	6.99	1.47	2.95	4.42	8.37
58	2.46	4.92	3.78	7.56	1.57	3.13	5.03	9.49
59	2.66	5.32	4.08	8.16	1.70	3.37	5.71	10.79
60	2.87	5.74	4.40	8.83	1.79	3.59	6.49	12.29
61	3.10	6.21	4.77	9.54	1.89	3.78	7.39	14.01
62	3.37	6.75	5.17	10.37	2.00	4.01	8.43	15.97
63	3.66	7.31	5.61	11.22	2.14	4.28	9.59	18.18
64	3.97	7.92	6.09	12.17	2.26	4.52	10.90	20.64
65	4.30	8.60	6.61	13.20	2.39	4.78	12.32	23.38
66	4.84	9.68	7.43	14.86	2.76	5.52	13.77	26.08
67	5.48	10.96	8.40	16.82	3.11	6.23	15.43	29.23
68	6.32	12.64	9.70	19.40	3.60	7.17	17.24	32.63
69	7.29	14.57	11.18	22.37	4.13	8.27	19.19	36.33
70	8.33	16.67	12.78	25.60	4.75	9.50	21.31	40.36

Premium rates continued...

Income protection

Employer Sponsored Division – Rates of Premium

You will be considered an *employer sponsored member*, when you are employed by an employer who makes superannuation guarantee or Award contributions to the Fund.

Example... If you are an *employer sponsored member*, are a Standard male and your age next birthday is 27 the premium payable for an annual benefit of \$65,000 payable for a 5 year benefit period with a 60 day waiting period would be \$2.03 x 2.2 (or 220%) per \$1,000 of cover. In this example your insurance would cost \$290.29 each year (or approximately \$5.58 a week).

Notes

- Annual premium per \$1,000 sum insured, White Collar occupation category.
- Occupation rating factor is to be applied to the applicable rate of premium. For example, if your occupation category is Standard Plus you need to multiply the rate of premium by 150% or 1.5
- Rates are inclusive of 8% stamp duty

Occupation Rating	
Occupation category	Factor
Professional	80%
White Collar	100%
Standard Plus	150%
Standard	220%
Basic	350%

Age Next Birthday	Employer sponsored IP cover – Male only								
	2 Year Benefit Period			5 Year Benefit Period			To age 65 years Benefit Period		
	30 days	60 days	90 days	30 days	60 days	90 days	30 days	60 days	90 days
16	2.38	1.54	1.01	3.43	2.13	1.40	5.76	4.47	2.90
17	2.42	1.56	1.01	3.49	2.15	1.43	5.87	4.57	2.95
18	2.45	1.59	1.04	3.57	2.24	1.48	5.99	4.65	2.99
19	2.48	1.61	1.05	3.60	2.25	1.48	6.02	4.68	3.03
20	2.50	1.61	1.05	3.65	2.26	1.48	6.11	4.77	3.03
21	2.59	1.69	1.11	3.70	2.31	1.55	6.13	4.83	3.08
22	2.50	1.61	1.04	3.62	2.25	1.45	6.11	4.79	2.98
23	2.45	1.58	0.99	3.58	2.18	1.38	6.14	4.81	2.89
24	2.42	1.53	0.93	3.52	2.10	1.29	6.18	4.78	2.80
25	2.37	1.48	0.88	3.48	2.06	1.23	6.22	4.79	2.72
26	2.34	1.45	0.84	3.47	2.03	1.19	6.31	4.83	2.68
27	2.35	1.45	0.81	3.49	2.03	1.16	6.49	4.94	2.70
28	2.40	1.46	0.79	3.57	2.06	1.16	6.73	5.11	2.77
29	2.43	1.46	0.79	3.65	2.09	1.16	7.02	5.31	2.80
30	2.52	1.50	0.79	3.78	2.15	1.19	7.37	5.56	2.89
31	2.60	1.55	0.83	3.93	2.20	1.20	7.70	5.81	2.99
32	2.68	1.59	0.84	4.10	2.31	1.24	8.15	6.11	3.14
33	2.82	1.65	0.86	4.30	2.42	1.28	8.60	6.46	3.24
34	2.94	1.75	0.90	4.53	2.54	1.36	9.12	6.84	3.42
35	3.08	1.81	0.94	4.78	2.68	1.41	9.70	7.26	3.58
36	3.24	1.93	1.01	5.07	2.84	1.50	10.30	7.72	3.83
37	3.42	2.03	1.06	5.34	3.00	1.61	10.95	8.20	4.08
38	3.62	2.16	1.14	5.71	3.23	1.76	11.66	8.75	4.40
39	3.83	2.30	1.24	6.06	3.44	1.90	12.40	9.34	4.77
40	4.05	2.45	1.35	6.46	3.70	2.09	13.25	9.99	5.22
41	4.29	2.62	1.48	6.89	3.98	2.29	14.12	10.67	5.69
42	4.57	2.82	1.61	7.38	4.29	2.52	15.00	11.37	6.22
43	4.84	3.03	1.78	7.86	4.64	2.79	15.95	12.16	6.79
44	5.17	3.23	1.95	8.43	5.03	3.09	16.99	13.01	7.45
45	5.51	3.50	2.16	9.02	5.47	3.43	18.06	13.89	8.16
46	5.87	3.77	2.40	9.66	5.93	3.85	19.12	14.79	8.93
47	6.26	4.08	2.67	10.35	6.46	4.29	20.28	15.80	9.80
48	6.68	4.42	2.97	11.12	7.05	4.79	21.49	16.86	10.76
49	7.13	4.78	3.32	11.99	7.70	5.36	22.76	17.98	11.79
50	7.66	5.19	3.68	12.91	8.43	6.03	24.10	19.18	12.93
51	8.21	5.67	4.12	13.91	9.25	6.78	25.46	20.42	14.19
52	8.82	6.18	4.60	15.04	10.16	7.62	26.85	21.71	15.47
53	9.46	6.74	5.14	16.27	11.17	8.57	28.48	23.19	16.92
54	10.19	7.37	5.74	17.62	12.30	9.64	30.16	24.71	18.48
55	11.00	8.08	6.42	19.12	13.56	10.82	31.85	26.30	20.11
56	11.89	8.85	7.17	20.78	14.98	12.18	33.34	27.70	21.76
57	12.89	9.71	8.03	22.66	16.56	13.68	34.09	28.56	23.35
58	13.96	10.66	8.95	24.71	18.32	15.33	34.75	29.24	24.31
59	15.19	11.73	9.97	27.04	20.30	17.22	34.95	29.52	25.11
60	16.54	12.90	11.12	29.67	22.50	19.26	34.54	29.24	25.39
61	18.14	14.29	12.45	31.17	23.59	20.18	32.58	27.55	24.35
62	19.95	15.84	13.94	31.01	23.43	20.02	30.53	25.77	23.19
63	22.00	17.56	15.57	29.72	22.29	18.86	27.22	22.81	21.56
64	20.23	15.57	13.16	24.99	18.21	14.90	23.11	19.00	17.67
65	10.32	6.92	4.60	12.90	8.10	5.21	12.50	9.44	7.96

Premium rates continued...

Income protection

Employer Sponsored Division – Rates of Premium continued

You will be considered an *employer sponsored member*, when you are employed by an employer who makes superannuation guarantee or Award contributions to the Fund.

Age Next Birthday	Employer sponsored IP cover – Female only								
	2 Year Benefit Period			5 Year Benefit Period			To age 65 years Benefit Period		
	30 days	60 days	90 days	30 days	60 days	90 days	30 days	60 days	90 days
16	2.83	1.78	1.11	3.92	2.42	1.58	7.60	5.69	3.74
17	2.88	1.79	1.11	4.00	2.45	1.60	7.73	5.81	3.77
18	2.92	1.83	1.14	4.09	2.52	1.64	7.87	5.93	3.88
19	2.97	1.85	1.16	4.13	2.54	1.64	7.95	6.01	3.89
20	2.99	1.85	1.16	4.15	2.57	1.66	8.05	6.07	3.94
21	3.12	1.94	1.21	4.27	2.63	1.73	8.18	6.22	4.00
22	3.12	1.93	1.20	4.29	2.63	1.66	8.37	6.34	3.97
23	3.14	1.94	1.19	4.39	2.65	1.66	8.67	6.57	4.03
24	3.17	1.94	1.16	4.44	2.69	1.69	8.90	6.74	4.14
25	3.20	1.98	1.19	4.50	2.72	1.69	9.20	6.97	4.19
26	3.24	1.99	1.16	4.58	2.77	1.69	9.47	7.16	4.27
27	3.35	2.06	1.21	4.76	2.87	1.76	9.96	7.58	4.48
28	3.47	2.13	1.26	4.96	2.99	1.85	10.51	8.02	4.79
29	3.60	2.20	1.29	5.18	3.13	1.91	11.10	8.47	4.98
30	3.78	2.31	1.31	5.46	3.24	1.98	11.79	8.97	5.16
31	3.97	2.40	1.36	5.76	3.42	2.03	12.58	9.52	5.39
32	4.18	2.52	1.39	6.07	3.59	2.10	13.35	10.07	5.59
33	4.42	2.64	1.45	6.47	3.78	2.19	14.25	10.72	5.84
34	4.67	2.78	1.50	6.88	4.00	2.29	15.25	11.41	6.07
35	4.94	2.90	1.55	7.31	4.22	2.37	16.27	12.13	6.24
36	5.22	3.08	1.63	7.78	4.48	2.53	17.33	12.91	6.72
37	5.54	3.25	1.73	8.31	4.78	2.67	18.51	13.81	7.05
38	5.88	3.48	1.85	8.88	5.14	2.89	19.81	14.77	7.63
39	6.24	3.69	1.99	9.46	5.51	3.14	21.05	15.74	8.22
40	6.63	3.94	2.15	10.10	5.89	3.40	22.45	16.84	8.90
41	7.05	4.22	2.34	10.76	6.33	3.73	23.84	17.97	9.66
42	7.47	4.53	2.57	11.51	6.86	4.12	25.31	19.20	10.60
43	7.93	4.84	2.84	12.28	7.41	4.55	26.84	20.47	11.56
44	8.41	5.21	3.13	13.11	7.98	5.02	28.43	21.84	12.59
45	8.92	5.62	3.47	13.98	8.67	5.61	30.02	23.22	13.85
46	9.50	6.03	3.78	14.94	9.39	6.19	31.73	24.73	15.00
47	10.06	6.49	4.15	15.95	10.14	6.82	33.40	26.24	16.29
48	10.69	6.97	4.58	17.03	11.00	7.58	35.14	27.82	17.71
49	11.32	7.47	5.03	18.13	11.88	8.38	36.76	29.32	19.15
50	12.05	8.05	5.52	19.40	12.88	9.23	38.54	30.95	20.57
51	12.80	8.65	6.04	20.75	13.94	10.16	40.29	32.60	22.04
52	13.61	9.28	6.59	22.21	15.08	11.19	42.01	34.19	23.45
53	14.48	9.97	7.17	23.75	16.30	12.24	43.30	35.41	24.55
54	15.43	10.72	7.81	25.46	17.63	13.38	44.47	36.55	25.58
55	16.48	11.52	8.46	27.34	19.11	14.60	45.55	37.58	26.45
56	17.59	12.39	9.16	29.42	20.63	15.85	46.78	38.15	27.04
57	18.85	13.31	9.89	31.71	22.32	17.24	47.30	38.57	27.42
58	20.20	14.29	10.62	34.19	24.11	18.62	47.24	38.30	27.60
59	21.70	15.38	11.39	37.00	26.08	20.11	46.55	37.47	27.38
60	23.38	16.52	12.23	40.11	28.19	21.64	45.11	35.90	26.64
61	25.34	17.88	13.14	41.54	28.76	21.60	41.73	32.66	24.08
62	27.57	19.36	14.12	40.77	27.79	20.37	38.48	29.51	21.84
63	30.12	21.00	15.18	38.70	25.83	18.33	34.40	25.21	19.56
64	27.62	18.48	12.41	32.57	20.97	13.99	28.97	20.63	15.25
65	14.29	8.51	4.28	16.99	9.69	4.83	15.29	9.92	6.08

Premium rates continued...

Income protection

Personal Division – Rates of Premium

If you are not considered an *employer sponsored member*, then you will be a *personal member*.

Example... If you are a non-smoking *personal member*, are a white collar female and your age next birthday is 52, the premium payable for an annual benefit of \$55,000 payable for a 2 year benefit period with a 90 day waiting period would be \$9.20 x 1.00 (or 100%) per \$1,000 of cover. In this example your insurance would cost \$506 each year (or approximately \$9.73 a week).

Notes

- Annual premium per \$1,000 sum insured, White Collar occupation category.
- Occupation rating factor is to be applied to the applicable rate of premium. For example, if your occupation category is Standard Plus you need to multiply the rate of premium by 150% or 1.5
- Rates are inclusive of 8% stamp duty

Occupation Rating	
Occupation category	Factor
Professional	80%
White Collar	100%
Standard Plus	150%
Standard	220%
Basic	350%

Age Next Birthday	Personal division IP cover: 2 year benefit Male only					
	30 Day Waiting Period		60 Day Waiting Period		90 Day Waiting Period	
	Non Smoker	Smoker	Non Smoker	Smoker	Non Smoker	Smoker
16	3.88	4.84	2.09	2.62	1.31	1.64
17	3.88	4.84	2.09	2.62	1.31	1.64
18	3.88	4.84	2.09	2.62	1.31	1.64
19	3.88	4.84	2.09	2.62	1.31	1.64
20	3.88	4.84	2.09	2.62	1.31	1.64
21	4.00	5.01	2.25	2.80	1.48	1.84
22	3.90	4.87	2.13	2.67	1.38	1.74
23	3.79	4.76	2.05	2.55	1.29	1.61
24	3.72	4.65	1.95	2.45	1.23	1.53
25	3.65	4.57	1.89	2.37	1.14	1.45
26	3.59	4.49	1.83	2.29	1.09	1.38
27	3.60	4.49	1.81	2.28	1.06	1.34
28	3.63	4.54	1.80	2.26	1.05	1.30
29	3.70	4.63	1.81	2.28	1.04	1.30
30	3.78	4.74	1.84	2.31	1.05	1.30
31	3.92	4.91	1.89	2.37	1.06	1.31
32	4.05	5.08	1.95	2.44	1.08	1.35
33	4.23	5.29	2.03	2.54	1.11	1.40
34	4.44	5.54	2.11	2.64	1.16	1.45
35	4.65	5.83	2.24	2.79	1.23	1.53
36	4.92	6.13	2.34	2.92	1.29	1.60
37	5.18	6.49	2.48	3.12	1.36	1.73
38	5.49	6.86	2.64	3.30	1.46	1.83
39	5.82	7.27	2.82	3.52	1.58	1.95
40	6.18	7.70	3.00	3.75	1.71	2.13
41	6.56	8.18	3.22	4.03	1.84	2.31
42	6.97	8.71	3.48	4.34	2.01	2.53
43	7.42	9.27	3.74	4.68	2.20	2.78
44	7.92	9.90	4.05	5.07	2.44	3.05
45	8.45	10.56	4.40	5.49	2.69	3.38
46	9.02	11.29	4.78	5.98	2.99	3.74
47	9.65	12.06	5.21	6.52	3.33	4.15
48	10.31	12.90	5.69	7.11	3.70	4.64
49	11.05	13.83	6.23	7.78	4.14	5.18
50	11.86	14.85	6.82	8.52	4.64	5.79
51	12.75	15.94	7.50	9.37	5.19	6.49
52	13.70	17.14	8.22	10.29	5.82	7.27
53	14.75	18.44	9.07	11.32	6.52	8.15
54	15.93	19.90	9.99	12.46	7.31	9.15
55	17.18	21.49	11.01	13.76	8.18	10.25
56	18.58	23.22	12.14	15.19	9.18	11.49
57	20.12	25.15	13.41	16.78	10.29	12.85
58	21.82	27.28	14.82	18.51	11.51	14.39
59	23.70	29.63	16.37	20.47	12.88	16.08
60	25.78	32.23	18.11	22.62	14.38	17.96
61	28.09	35.13	20.01	25.01	16.03	20.03
62	30.67	38.33	22.12	27.65	17.87	22.34
63	33.54	41.89	24.35	30.45	19.75	24.69
64	29.46	36.83	20.32	25.41	15.95	19.93
65	12.98	16.22	7.56	9.44	5.18	6.49

Premium rates continued...

Income protection

Personal Division – Rates of Premium continued

If you are not considered an *employer sponsored member*, then you will be a *personal member*.

Age Next Birthday	Personal division IP cover: 5 year benefit - Male only					
	30 Day Waiting Period		60 Day Waiting Period		90 Day Waiting Period	
	Non Smoker	Smoker	Non Smoker	Smoker	Non Smoker	Smoker
16	5.27	6.57	2.59	3.23	1.66	2.09
17	5.27	6.57	2.59	3.23	1.66	2.09
18	5.27	6.57	2.59	3.23	1.66	2.09
19	5.27	6.57	2.59	3.23	1.66	2.09
20	5.27	6.57	2.59	3.23	1.66	2.09
21	5.24	6.54	2.68	3.35	1.80	2.26
22	5.14	6.41	2.57	3.22	1.71	2.11
23	5.03	6.31	2.48	3.12	1.60	2.00
24	4.97	6.22	2.40	2.99	1.53	1.90
25	4.92	6.14	2.33	2.90	1.45	1.81
26	4.87	6.08	2.28	2.84	1.39	1.74
27	4.92	6.14	2.28	2.83	1.36	1.71
28	4.99	6.26	2.28	2.85	1.35	1.69
29	5.13	6.41	2.31	2.88	1.35	1.69
30	5.29	6.62	2.37	2.95	1.36	1.71
31	5.51	6.88	2.44	3.05	1.39	1.75
32	5.74	7.20	2.53	3.17	1.43	1.80
33	6.04	7.56	2.64	3.32	1.49	1.88
34	6.37	7.96	2.79	3.48	1.56	1.95
35	6.73	8.41	2.94	3.68	1.64	2.06
36	7.13	8.92	3.13	3.89	1.75	2.18
37	7.58	9.47	3.33	4.14	1.88	2.34
38	8.08	10.09	3.55	4.44	2.01	2.52
39	8.60	10.76	3.79	4.76	2.16	2.72
40	9.18	11.49	4.10	5.13	2.37	2.97
41	9.81	12.28	4.43	5.53	2.60	3.23
42	10.50	13.13	4.79	5.99	2.85	3.57
43	11.24	14.07	5.19	6.51	3.14	3.93
44	12.05	15.07	5.67	7.08	3.48	4.34
45	12.93	16.17	6.18	7.72	3.87	4.82
46	13.89	17.37	6.76	8.45	4.30	5.39
47	14.93	18.66	7.41	9.25	4.82	6.02
48	16.08	20.08	8.13	10.16	5.41	6.76
49	17.32	21.64	8.93	11.19	6.06	7.58
50	18.67	23.35	9.87	12.34	6.81	8.51
51	20.17	25.20	10.87	13.61	7.67	9.60
52	21.80	27.25	12.04	15.04	8.65	10.80
53	23.60	29.48	13.31	16.64	9.74	12.16
54	25.56	31.96	14.74	18.43	10.96	13.69
55	27.74	34.69	16.34	20.43	12.34	15.43
56	30.14	37.68	18.12	22.66	13.88	17.36
57	32.80	40.99	20.11	25.14	15.60	19.51
58	35.73	44.67	22.32	27.89	17.54	21.92
59	38.98	48.73	24.76	30.95	19.68	24.61
60	42.58	53.24	27.43	34.30	22.00	27.50
61	43.71	54.65	28.13	35.16	22.55	28.18
62	41.36	51.72	26.65	33.34	21.39	26.74
63	36.84	46.06	23.58	29.46	18.82	23.54
64	28.22	35.28	17.46	21.84	13.65	17.07
65	12.34	15.42	6.42	8.03	4.39	5.49

Premium rates continued...

Income protection

Personal Division – Rates of Premium continued

If you are not considered an *employer sponsored member* then you will be a *personal member*.

Age Next Birthday	Personal division IP cover to age 65 years benefit - Male only					
	30 Day Waiting Period		60 Day Waiting Period		90 Day Waiting Period	
	Non Smoker	Smoker	Non Smoker	Smoker	Non Smoker	Smoker
16	7.50	9.37	4.63	5.78	3.34	4.15
17	7.50	9.37	4.63	5.78	3.34	4.15
18	7.50	9.37	4.63	5.78	3.34	4.15
19	7.50	9.37	4.63	5.78	3.34	4.15
20	7.50	9.37	4.63	5.78	3.34	4.15
21	7.23	9.02	4.58	5.73	3.38	4.23
22	7.21	9.02	4.47	5.59	3.23	4.04
23	7.23	9.02	4.39	5.48	3.13	3.90
24	7.27	9.07	4.30	5.39	3.00	3.77
25	7.31	9.15	4.25	5.32	2.92	3.67
26	7.40	9.23	4.23	5.29	2.87	3.58
27	7.60	9.47	4.28	5.34	2.85	3.58
28	7.85	9.80	4.38	5.47	2.88	3.59
29	8.16	10.21	4.49	5.62	2.92	3.65
30	8.55	10.67	4.64	5.81	2.98	3.73
31	8.97	11.21	4.83	6.04	3.08	3.85
32	9.45	11.83	5.07	6.33	3.19	4.00
33	10.00	12.50	5.32	6.66	3.35	4.19
34	10.60	13.25	5.62	7.03	3.52	4.40
35	11.25	14.07	5.97	7.45	3.72	4.65
36	11.96	14.95	6.33	7.92	3.95	4.96
37	12.73	15.92	6.76	8.45	4.23	5.29
38	13.55	16.92	7.23	9.02	4.54	5.68
39	14.42	18.03	7.73	9.66	4.91	6.11
40	15.33	19.17	8.31	10.36	5.31	6.62
41	16.32	20.41	8.92	11.15	5.76	7.21
42	17.36	21.70	9.61	12.01	6.28	7.85
43	18.44	23.06	10.34	12.94	6.87	8.58
44	19.58	24.48	11.17	13.96	7.52	9.40
45	20.77	25.97	12.06	15.07	8.23	10.30
46	22.02	27.53	13.03	16.28	9.05	11.32
47	23.34	29.14	14.07	17.58	9.96	12.44
48	24.66	30.83	15.20	18.98	10.95	13.68
49	26.07	32.58	16.39	20.51	12.03	15.03
50	27.49	34.37	17.69	22.11	13.18	16.48
51	28.96	36.20	19.06	23.83	14.43	18.06
52	30.46	38.07	20.50	25.60	15.77	19.71
53	31.96	39.96	21.99	27.48	17.17	21.47
54	33.47	41.84	23.53	29.41	18.63	23.30
55	34.98	43.73	25.08	31.36	20.15	25.18
56	36.44	45.55	26.64	33.31	21.65	27.07
57	37.75	47.19	28.09	35.13	23.07	28.86
58	38.79	48.46	29.33	36.68	24.31	30.40
59	39.40	49.25	30.21	37.77	25.24	31.55
60	39.42	49.28	30.55	38.19	25.69	32.10
61	38.57	48.23	30.13	37.64	25.41	31.77
62	36.51	45.64	28.56	35.69	24.13	30.14
63	32.51	40.64	25.23	31.53	21.22	26.53
64	24.90	31.11	18.66	23.34	15.40	19.23
65	10.87	13.60	6.79	8.50	4.96	6.19

Premium rates continued...

Income protection

Personal Division – Rates of Premium continued

If you are not considered an *employer sponsored member* then you will be a *personal member*.

Age Next Birthday	Personal division IP cover: 2 year benefit - Female only					
	30 Day Waiting Period		60 Day Waiting Period		90 Day Waiting Period	
	Non Smoker	Smoker	Non Smoker	Smoker	Non Smoker	Smoker
16	4.39	5.48	2.31	2.89	1.45	1.80
17	4.39	5.48	2.31	2.89	1.45	1.80
18	4.39	5.48	2.31	2.89	1.45	1.80
19	4.39	5.48	2.31	2.89	1.45	1.80
20	4.39	5.48	2.31	2.89	1.45	1.80
21	4.40	5.51	2.31	2.89	1.43	1.80
22	4.44	5.56	2.34	2.92	1.45	1.81
23	4.49	5.62	2.35	2.95	1.46	1.83
24	4.54	5.68	2.38	2.98	1.48	1.84
25	4.58	5.73	2.42	3.00	1.49	1.85
26	4.63	5.79	2.43	3.04	1.50	1.88
27	4.74	5.93	2.53	3.15	1.59	1.99
28	4.91	6.11	2.62	3.27	1.65	2.08
29	5.08	6.36	2.70	3.39	1.73	2.14
30	5.32	6.63	2.83	3.53	1.78	2.20
31	5.59	6.98	2.94	3.68	1.81	2.28
32	5.88	7.37	3.07	3.84	1.88	2.34
33	6.23	7.80	3.20	4.00	1.94	2.43
34	6.61	8.26	3.38	4.22	2.01	2.53
35	7.03	8.76	3.57	4.44	2.11	2.64
36	7.45	9.34	3.75	4.72	2.24	2.79
37	7.93	9.91	4.00	5.01	2.37	2.95
38	8.43	10.54	4.27	5.33	2.53	3.17
39	8.97	11.21	4.57	5.71	2.72	3.40
40	9.54	11.90	4.91	6.13	2.97	3.70
41	10.12	12.65	5.28	6.58	3.23	4.04
42	10.76	13.44	5.68	7.10	3.55	4.43
43	11.40	14.25	6.13	7.66	3.89	4.87
44	12.10	15.13	6.62	8.30	4.28	5.36
45	12.84	16.04	7.16	8.95	4.73	5.92
46	13.61	17.01	7.76	9.70	5.22	6.53
47	14.42	18.03	8.38	10.49	5.76	7.20
48	15.27	19.10	9.07	11.34	6.34	7.93
49	16.17	20.21	9.80	12.26	6.98	8.72
50	17.11	21.40	10.60	13.24	7.67	9.60
51	18.13	22.66	11.44	14.30	8.41	10.51
52	19.20	24.00	12.34	15.43	9.20	11.50
53	20.35	25.44	13.30	16.62	10.04	12.55
54	21.59	26.98	14.30	17.88	10.92	13.65
55	22.89	28.62	15.39	19.22	11.85	14.82
56	24.31	30.38	16.51	20.63	12.81	16.02
57	25.83	32.28	17.69	22.12	13.83	17.28
58	27.49	34.36	18.96	23.69	14.88	18.59
59	29.27	36.59	20.27	25.34	15.95	19.93
60	31.23	39.04	21.65	27.08	17.06	21.31
61	33.37	41.72	23.10	28.88	18.17	22.71
62	35.71	44.66	24.64	30.80	19.32	24.15
63	38.32	47.88	26.10	32.64	20.32	25.40
64	33.29	41.61	21.29	26.60	15.82	19.78
65	14.72	18.39	7.92	9.90	5.03	6.28

Premium rates continued...

Income protection

Personal Division – Rates of Premium continued

If you are not considered an *employer sponsored member* then you will be a *personal member*.

Age Next Birthday	Personal division IP cover: 5 year benefit - Female only					
	30 Day Waiting Period		60 Day Waiting Period		90 Day Waiting Period	
	Non Smoker	Smoker	Non Smoker	Smoker	Non Smoker	Smoker
16	6.04	7.56	2.94	3.68	1.89	2.35
17	6.04	7.56	2.94	3.68	1.89	2.35
18	6.04	7.56	2.94	3.68	1.89	2.35
19	6.04	7.56	2.94	3.68	1.89	2.35
20	6.04	7.56	2.94	3.68	1.89	2.35
21	5.87	7.35	2.85	3.57	1.80	2.26
22	5.98	7.47	2.89	3.62	1.84	2.30
23	6.07	7.60	2.94	3.68	1.85	2.33
24	6.18	7.72	2.99	3.73	1.90	2.37
25	6.28	7.86	3.04	3.78	1.93	2.40
26	6.38	7.98	3.08	3.87	1.95	2.44
27	6.58	8.22	3.23	4.04	2.09	2.60
28	6.86	8.56	3.38	4.22	2.18	2.73
29	7.16	8.95	3.53	4.42	2.29	2.85
30	7.53	9.42	3.69	4.62	2.37	2.97
31	7.97	9.97	3.87	4.82	2.45	3.07
32	8.46	10.57	4.05	5.07	2.54	3.18
33	9.01	11.27	4.27	5.33	2.65	3.32
34	9.61	12.03	4.50	5.63	2.78	3.47
35	10.27	12.83	4.78	5.99	2.92	3.65
36	10.97	13.71	5.09	6.37	3.09	3.88
37	11.74	14.68	5.46	6.81	3.32	4.13
38	12.56	15.69	5.84	7.31	3.57	4.45
39	13.43	16.79	6.31	7.86	3.87	4.82
40	14.35	17.93	6.79	8.48	4.22	5.27
41	15.33	19.17	7.35	9.20	4.63	5.78
42	16.37	20.46	7.97	9.96	5.09	6.36
43	17.49	21.85	8.66	10.81	5.62	7.05
44	18.65	23.30	9.41	11.76	6.23	7.80
45	19.88	24.85	10.24	12.79	6.91	8.65
46	21.17	26.47	11.14	13.91	7.66	9.57
47	22.56	28.19	12.11	15.14	8.50	10.62
48	24.01	30.02	13.18	16.48	9.41	11.76
49	25.56	31.97	14.34	17.91	10.42	13.01
50	27.22	34.04	15.57	19.46	11.50	14.37
51	28.97	36.23	16.89	21.12	12.65	15.82
52	30.85	38.57	18.32	22.90	13.90	17.38
53	32.86	41.08	19.86	24.80	15.24	19.06
54	35.01	43.78	21.47	26.83	16.66	20.82
55	37.35	46.68	23.19	28.98	18.16	22.70
56	39.86	49.82	25.01	31.27	19.72	24.66
57	42.56	53.18	26.95	33.69	21.36	26.73
58	45.49	56.86	28.98	36.23	23.09	28.86
59	48.68	60.87	31.15	38.90	24.85	31.06
60	52.19	65.23	33.34	41.68	26.59	33.22
61	52.32	65.41	32.82	41.02	25.89	32.33
62	48.25	60.31	29.78	37.24	23.22	29.04
63	42.03	52.54	25.29	31.60	19.37	24.20
64	31.87	39.84	18.29	22.86	13.54	16.91
65	13.98	17.46	6.74	8.43	4.25	5.33

Premium rates continued...

Income protection

Personal Division – Rates of Premium continued

If you are not considered an *employer sponsored member* then you will be a *personal member*.

Age Next Birthday	Personal division IP cover to age 65 years benefit - Female only					
	30 Day Waiting Period		60 Day Waiting Period		90 Day Waiting Period	
	Non Smoker	Smoker	Non Smoker	Smoker	Non Smoker	Smoker
16	10.61	13.28	6.19	7.73	4.24	5.31
17	10.61	13.28	6.19	7.73	4.24	5.31
18	10.61	13.28	6.19	7.73	4.24	5.31
19	10.61	13.28	6.19	7.73	4.24	5.31
20	10.61	13.28	6.19	7.73	4.24	5.31
21	10.22	12.78	5.93	7.41	4.05	5.07
22	10.57	13.23	6.13	7.66	4.19	5.24
23	10.95	13.66	6.33	7.92	4.32	5.41
24	11.30	14.13	6.53	8.17	4.45	5.57
25	11.65	14.55	6.74	8.41	4.58	5.73
26	12.03	15.02	6.93	8.67	4.73	5.89
27	12.55	15.68	7.37	9.20	5.08	6.36
28	13.18	16.48	7.78	9.72	5.41	6.76
29	13.91	17.41	8.18	10.25	5.68	7.10
30	14.77	18.46	8.62	10.77	5.93	7.41
31	15.72	19.65	9.07	11.34	6.18	7.72
32	16.74	20.93	9.54	11.91	6.41	8.02
33	17.87	22.34	10.06	12.58	6.68	8.36
34	19.10	23.85	10.62	13.29	7.00	8.73
35	20.38	25.49	11.25	14.08	7.35	9.18
36	21.76	27.18	11.96	14.94	7.77	9.71
37	23.19	28.98	12.73	15.92	8.26	10.31
38	24.69	30.86	13.60	16.99	8.85	11.04
39	26.25	32.82	14.53	18.16	9.51	11.88
40	27.85	34.82	15.57	19.46	10.27	12.84
41	29.49	36.88	16.69	20.86	11.15	13.94
42	31.18	38.98	17.91	22.37	12.13	15.18
43	32.87	41.09	19.21	24.00	13.23	16.53
44	34.59	43.25	20.58	25.74	14.42	18.03
45	36.30	45.37	22.05	27.57	15.72	19.63
46	38.00	47.50	23.58	29.47	17.07	21.34
47	39.68	49.60	25.15	31.43	18.51	23.14
48	41.32	51.66	26.75	33.42	20.01	25.01
49	42.92	53.65	28.36	35.45	21.54	26.94
50	44.46	55.58	29.96	37.45	23.07	28.86
51	45.92	57.40	31.52	39.39	24.60	30.73
52	47.29	59.10	33.01	41.26	26.04	32.56
53	48.53	60.65	34.40	43.00	27.42	34.26
54	49.63	62.03	35.65	44.56	28.66	35.81
55	50.55	63.21	36.73	45.91	29.72	37.13
56	51.28	64.11	37.57	46.96	30.55	38.19
57	51.68	64.59	38.07	47.58	31.06	38.83
58	51.61	64.52	38.10	47.61	31.16	38.92
59	50.94	63.68	37.58	46.98	30.70	38.35
60	49.54	61.93	36.34	45.44	29.61	37.00
61	47.18	58.95	34.25	42.82	27.73	34.65
62	43.50	54.38	31.07	38.84	24.89	31.10
63	37.89	47.36	26.35	32.95	20.75	25.94
64	28.73	35.91	19.03	23.80	14.50	18.12
65	12.60	15.75	6.98	8.72	4.57	5.71



Contact us

t 1300 134 337

e members@australianethical.com.au

w australianethical.com.au

p Locked Bag 20013, Melbourne VIC 3001
