



The notable changes from the previous policies that are contained in the new policy are as follows:

1. In schedule 1 there is a definition of 'remuneration' which clearly determines what constitutes remuneration in order to avoid anti-selection against the insurer, and there is a definition of 'risk salary' to clearly determine what part of 'remuneration' constitutes 'risk salary' for purposes of the policy;
2. Schedule 3 provides specific conditions in terms of which a 'contract worker' may be insured under the policy;
3. Minor additions have been made to certain terms and conditions applicable to the flexible death benefit in schedule 5, primarily to provide clarity without affecting the legitimacy of a claim;
4. Where an insured person's benefit entitlement is not limited to the free cover limit in the following instances:
  - for the first three months after becoming an insured person for the first time; and
  - for the first three months after receiving an increase in his/her risk salary where the free cover limit is exceeded for the first time,a claim for a benefit will only be considered if the event giving rise to the claim is as a result of an accident;
5. The contribution waiver benefit, defined in schedules 7 and 8, which is payable while a disabled person is in receipt of an income disability benefit, has been amended to -
  - cater also for situations where only members contribute to the pension or provident fund and not the employer, so that a portion of the members' contributions to the pension or provident fund may be insured during disability; and
  - be payable only to the pension or provident fund and not to the employer, in order to avoid the contribution waiver benefit being deemed to be a fringe benefit and consequently taxable in the hands of a disabled employee in terms of the latest amendments to the income tax legislation.
6. A premium waiver benefit is defined in schedules 7 and 8 to clearly distinguish the premiums that are payable for the unapproved insurance from the contributions that are payable to the pension or provident fund while a disabled person is in receipt of an income disability benefit. The premium waiver benefit is payable to the pension or provident fund for onward transmission to the relevant insurers.
7. The period of seven days immediately after contracting a critical illness during which an insured person may not die as a result of contracting the critical illness in order to qualify for the benefit, has been increased to fourteen days. Refer to the definition of 'survival period' in clause 11.1.
8. Throughout the document the exclusion clauses regarding claims that arise as a result of war, riots and strikes etc. have been updated in accordance with the insurers' experiences in this regard.
9. If an insured person, by virtue of his/her employment with another employer, becomes entitled to two of the same benefits from the same insurer, the total benefit payable by the insurer in terms of the respective group policies will be limited to the largest of the maximum amounts that the insurer is prepared to pay in terms of the respective group policies. This does not apply in the case of the insured person's own death benefits.

10. If an insured person receives an income disability benefit in terms of the policy, the rules that apply to the benefits that remain applicable to him/her in terms of the policy while he/she is disabled have been amended as follows:
- The applicable benefits will change in accordance with any changes in terms of the policy to the same benefits of the group of employees of the to which the insured person belonged immediately before the commencement of his/her disability;
  - No increases will be allowed to the flexible amount of his/her death benefits, if applicable;
  - No new disability benefits will be allowed in terms of the policy;
  - No increases will be allowed to existing lump sum disability benefits for which he/she is insured in terms of the policy.
  - The critical illness benefit will remain applicable to an insured person, provided that his/her disability is not as a result of a critical illness.

Refer to clause 17.4(2).