

AHCPS & VOA Income Continuance Plan

Review 2019

Reduction
in cost of membership

NEW
enhancements to
the plan

Highest ever
plan membership



Member update

The AHCPS & VOA Income Continuance Plan is exclusively available to members of the Association of Higher Civil and Public Servants (AHCPS) and the Veterinary Officers Association (VOA).

The plan is typically reviewed every three to five years. This year, Cornmarket, the AHCPS and the VOA carried out a comprehensive review involving all insurers in the Group Protection market in Ireland. Following this, the AHCPS and the VOA agreed to retain New Ireland as the insurer of the plan, as they provided the most competitive rate and benefits for members.

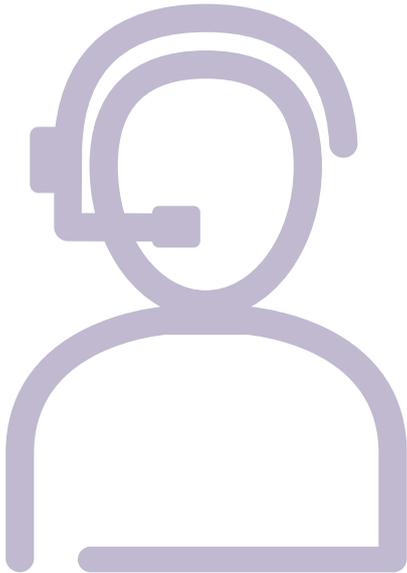
The 2019 review brings great news for members:

- ✓ **Reduced** cost of membership for the next 5 years
- ✓ **Enhanced** Ceasing Ages
- ✓ **Decrease** in Claims Medical Review Term

All of the changes outlined in this booklet are effective from 1st October 2019 and are intended to apply until the next review of the plan which is scheduled for on or after 1st October 2024. Read on to find out more.

The Plan in action*

The true value of the plan can be seen in the **vital benefits** that it pays out to members and their families.



2,045

Members currently
in the plan†

100%

of Disability Benefit claims
have been paid since 2014

**Over
€785,000**

Paid in Disability Benefit
since 2014

*Source: Claims: New Ireland, August 2019. †Membership: Cornmarket, August 2019.

A reminder of your benefits



Disability Benefit

up to 75% of salary less any other income that you may be entitled to (e.g. half pay, Ill Health Early Retirement Pension, Temporary Rehabilitation Remuneration, State Illness Benefit or State Invalidity Pension).

This is a short summary of the key benefits available to you as a member of the plan. For the full terms and conditions of each benefit, a new plan summary booklet will be available at cornmarket.ie/ahcps and cornmarket.ie/voa in due course.



Great News

Reduction in Cost of Membership

The great news for members is that the cost of plan membership will reduce from **0.60% to 0.57%** of gross salary from 1st October 2019 for the next 5 years.

The breakdown of the new rate is as follows:

	Current Rate	New Rate
Total Gross Rate	0.60%	0.57%
Total Net Rate**	0.36%	0.34%

**Assuming you are paying income tax at 40%. If you are paying income tax at 20% the new net premium is 0.46%. Includes 1% Government Levy.

Tax Relief

You can claim income **tax relief** on the Disability Benefit element of your plan premiums. On your payslip the gross amount appears, however the net cost to you will be significantly less.

Here are some examples of the new weekly cost, after income tax relief is applied:

Income	Weekly Gross Cost	Weekly Net Cost at 40% income tax*
€60,000	€6.55	€3.93
€70,000	€7.65	€4.59
€80,000	€8.74	€5.24

If you are paying by Salary Deduction tax relief will be applied automatically.

If you pay by Direct Debit you can claim tax relief by submitting details to your Tax Office.

*If you are paying income tax at 40% your net premium rate will be 0.34%.

More Great News - Enhancements to the Plan

✓ **Enhanced Ceasing Ages**

From 1st October 2019, the ceasing ages of the plan will be enhanced as outlined in the table below.

Date joined Public Sector	Ceasing age	Additional criteria
Before 1st January 2013	65th birthday	n/a
On or after 1st January 2013	66th birthday	If you were born before 1st January 1955
	67th birthday	If you were born between 1st January 1955 and 31st December 1960
	68th birthday	If you were born on or/after 1st January 1961

✓ **Decrease in Claims Medical Review Term**

Disability Benefit claimants admitted by New Ireland, which are in payment for at least 6 years will not be subject to medical review and will be paid until ceasing age.*

This period was previously 10 years.

*Terms and conditions apply.

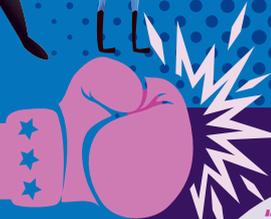


Prostate & Breast Health Assessment & Education

For more information visit cornmarket.ie/pink-blue-power

Our fight against cancer

Eligible members will be invited to book a **once-off appointment** with an expert doctor for a clinical breast or prostate exam and education on the signs and symptoms of breast and prostate cancer. Invites will be sent nationwide before the next review of the scheme.



Here's what participants had to say*:

"It saved my life as it picked up breast cancer early and I was treated, without pink power my story **would have been very different."**

"They found something abnormal during the assessment. Its early and hopefully caught in time."

"I required surgery so the campaign was of great benefit to me. So thank you! **Literally saved my life."**

Important: While some participants are diagnosed with breast/prostate cancer, this is not a screening programme. The assessment only reflects a point in time. If you have signs and/or symptoms that are concerning or may indicate cancer, now or in the future, please consult with your own GP without delay. Do not wait for a Pink or Blue Power appointment.

*Source: Cornmarket survey of INMO, TUI and Fórsa members, 2018 - 2019.

We're here to help you

You're in good hands. Cornmarket's Claims Team is dedicated to representing you in all interactions with the Insurer.

But don't just take our word for it. Here's what three claimants have to say about the service they received*:

"When ill and unable to work, you are so vulnerable. Everything was handled efficiently and with tact and respect."

"Everything in relation to the claims process was explained in a very compassionate way, most helpful, and nothing was a problem. Follow-ups were timely and beneficial."

"Was paying it for years never thinking I'd actually need it. So happy I have it now!"

*Source: Cornmarket Claims Survey, July 2017 – December 2018.



(01) 408 4018



spsclaims@cornmarket.ie

We're here to help you

To speak to a member of our team about a query or a claim:

Phone: **(01) 408 6280**

Queries: **spsadmin@cornmarket.ie**

Claims: **spsclaims@cornmarket.ie**

This document is designed as a quick reference only to the benefits of the plan and the main changes arising from the 2019 plan review. Terms and conditions apply. Benefits and claims are subject to underwriting and acceptance by New Ireland. The master policy document (No. V000069E) is definitive in all matters of interpretation and entitlements to benefits. Members of the plan may request a copy of the policy document from Cornmarket Group Financial Services Ltd. The information herein is based upon our current understanding of Revenue law and practice as at August 2019.

Christchurch Square, Dublin 8 Tel: (01) 408 6280 Web: cornmarket.ie

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