

Group Life

For further information about **Group Life** or any other product included within this booklet call BHSF today on **0121 629 1266** or visit **www.bhsf.co.uk**



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Group Life

A community-rated approach to death in service benefit providing a no-fuss administration process and real value for money for the employer.



Group Life

Help when it is needed most

One thing certain in life for all of us is that one day it must come to an end. With almost every employee having loved ones who depend on them in one way or another, this statement of fact is something that weighs on their mind increasingly as they get older. Whilst most employees can make simple and effective provisions themselves, many rely on the cover provided by their employer.

Typically the provision of death in service cover for employees has been provided alongside traditional defined benefit pension schemes. In recent years many employers have discontinued such schemes, leaving their employees without cover. Another key reason for the decline of death in service benefit has been the recent shift towards a much more SME-based workforce. It is often difficult for the hard-pressed SME to find either the resource or the time to provide this valued benefit.

Typical market approach

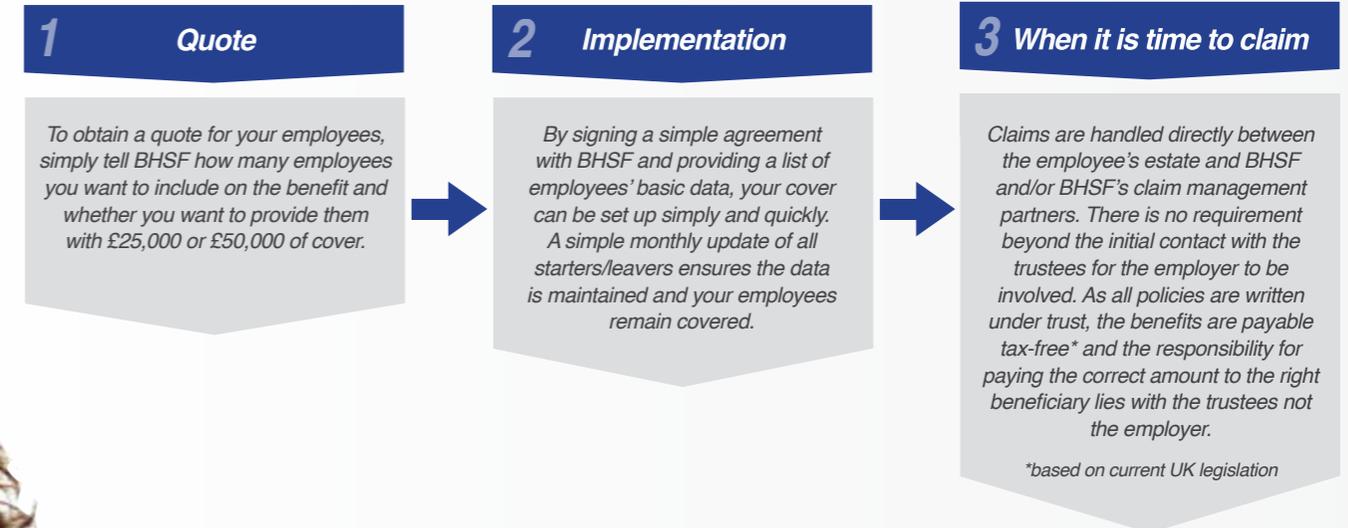
The route to death in service benefit has typically been through the employer's insurance brokers who have been charged with reviewing the market for a quote. The process is often a complicated one and calls for a large amount of data such as company details, employee details, occupational data and information on long-term absenteeism to be assembled to allow the broker to accurately inform the insurer of the risk they are asking them to take.

Our approach

In BHSF's experience many SMEs do not provide a death in service benefit either because of the costs involved, uncertainties around such costs or indeed the sheer man hours required to go through the quotation process. In combining BHSF's buying power and its not-for-profit ethos, BHSF has been successful in designing a community-rated approach to death in service benefit, which provides the SME with clarity of pricing, a simple no-fuss administration process and of course real value for money.



How Group Life works - in three easy steps



Choose from either £25,000 or £50,000 benefit level

Important Information	
Exclusions	Age restrictions
<p>There is an exclusion for individual employees in terms of pre-existing conditions, which applies to conditions from which the employee was suffering, or was aware of, at the time the insurance was put in place and which later directly contributed to their death. For a full list of exclusions, please see the Group Life Assurance application form.</p>	<p>The policy is designed to cover all employees aged between 18 and 70 years. There is, however, a reduction in the sum insured payable for employees over the age of 65; the sum insured reduces by 50% on the employee's 65th birthday and by a further 10% on each birthday after that, with cover ceasing completely on their 70th birthday.</p> <p>Cover for employees over 70 years of age will be individually considered on receipt of an application and will be subject to full medical disclosure and acceptance by the underwriter.</p>

Clear and simple cover for your employees

Setting up a Group Life or death in service scheme for your employees via BHSF could not be simpler. There are two levels of cover to choose from, either £25,000 or £50,000, with premiums payable annually or monthly in advance.

Covered employees

You will need to tell BHSF which employees you would like to cover. This must be done on the basis of fixed criteria and cannot be done for individual selected employees. For example, you may choose to cover all employees on a certain grade, who have completed a particular length of service with the company. Alternatively, you may want to put in place a scheme that covers everybody employed at a particular site or indeed every employee of the company. By providing an accurate description of employees to be covered, BHSF can ensure cover is in place if and when it is needed.

High-earning individuals who have substantial pension funds over £1m and who do not want this benefit to form part of their lifetime allowance should seek independent advice before taking out this cover.

Monthly updates

BHSF will ask you to provide an update each month of any new employees you wish to add to the scheme, and those who have left the company and need to be removed. This update can be provided electronically and ensures the right cover is in place for the right people, as well as allowing BHSF to offer a continuation cover to employees who have left your service and therefore lost the cover you previously provided.

Trust arrangements

The Group Life policy is written under a Master Trust Arrangement in order to give maximum protection to you and your employees. The trust provision ensures that the Group Life policy is not treated as a benefit in kind for taxation purposes and that any benefits payable under the company's policy are free from taxation at the point of payment. The trustees also carry the responsibility for ensuring that benefits are payable to the entitled beneficiaries, thus protecting the employer from any claims by the deceased employee's estate.

Topping up

BHSF's Group Life proposition is designed for those who currently have no provision in place and should not be provided in addition to existing death in service cover. The product can be used for those employees who do not currently have cover, even when other colleagues are covered under a separate scheme.

Working with an insurance broker

If you have appointed a broker to help with your benefits provision, BHSF would be more than happy to work with them in support of your company and your employees.

This Group Life Assurance is provided by BHSF and is underwritten by Syndicate 779.

When it comes to employee benefits, one size rarely fits all.

Whilst BHSF genuinely believes that the Group Life proposition will be ideal for very many employers, BHSF also understands that you may have employees with special requirements or that you may already have a complex scheme in place. In such situations, or for employers whose business is in one of the very few excluded categories, BHSF will of course be happy to approach its underwriters and other market sources to obtain the most competitive quote for you.

Simply call BHSF on 0121 629 1266



Why choose BHSF?

Established in 1873, BHSF is a forward-thinking provider of health insurance and employee benefit solutions. As a not-for-profit organisation, BHSF has no one to serve but its customers and is therefore able to plough value back into its products. Responsible and dedicated, BHSF has a strong CSR ethos and is committed to providing excellent customer service. BHSF is accredited by IIP and ISO 9001:2008.

BHSF continually strives to better its offering, and through a wealth of experience and constant innovation, can offer clients the latest products and tailor-made solutions.

Working with over 3,000 corporate clients nationwide and with over 400,000 people insured through 230,000 policies, BHSF prides itself on providing affordable products and services that help both individuals and companies manage their health and wellbeing needs.

Our Vision:

To excel as a provider of healthcare insurance, HR support, occupational health services, and employee benefits.

Our Mission as a not-for-profit business:

- To maximise customer satisfaction, value and quality
- To encourage every team member to realise their full potential
- To achieve excellence in operations and business development
- To secure competitive advantage by innovation

Our Values:

- We provide excellent value, consistent with prudence, and serve customers to an outstanding level
- We treat others properly in accordance with our Code of Business Ethics
- We recognise our obligations to all our stakeholders and we share our success through community action and support

By choosing BHSF, you will be choosing a long-term benefits provider who will work with you every step of the way to achieve what ultimately contributes to the ongoing success of your organisation.



How else can BHSF help you?

Benefits Booklets

BHSF's Benefits Booklets contain a range of BHSF products, additional schemes and benefit packages. Benefits Booklets can be produced with a branded cover or be totally bespoke, depending on your requirements.

Group Life Assurance

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Flexsme

Flexsme is BHSF's low-cost online employee benefits system designed within a secure framework to serve the needs of the HR department, payroll department and most of all the employees themselves.

Salary sacrifice

BHSF is able to help with setting up salary sacrifice schemes such as childcare vouchers, cycle-to-work programmes and other initiatives.

Employee Assistance Programme

Employee Assistance Programmes (EAPs) provide an early source of practical and emotional support for employees facing issues in their home or work life, assisting employers with their duty of care.

Health cash plans

The health cash plan enables employees to receive cash payments towards everyday healthcare costs, from 'off-the-shelf' voluntary or employer-funded cash plans to tailored corporate cash plans that reflect your company's needs.

Occupational health services

BHSF Occupational Health provides contract and stand-alone occupational health services. Through instant access to its occupational health telephone helpline, BHSF Occupational Health can support HR and line-managers, giving them instant advice and access to a range of 'menu' services.

Health screening

BHSF can supply a range of on-site health screening options, which give an in-depth analysis of employee health and wellbeing. BHSF can support on-site programmes for any size organisation.

Network Benefits

Network Benefits is an online service offering retail discounts, entertainment offers, family days out and much more. In these days where giving extra salary can prove difficult, helping the employee's pay packet go further is the next best thing.

Insurance services

BHSF also offers Plan4Life Cancer Cover, Care4 life insurance, travel insurance, personal accident insurance and pet insurance. For further information about any of these services please call BHSF today.