



Group Income Protection Product Comparison

Group Income Protection | Advisers' Guide

Full Product Details are provided in our GIP Technical Guide, which covers standard GIP and Capital Option, and in our separate Technical Guides for Pay Direct and Dual Benefit.

Product Design	Pay Direct	Standard Protection	Capital Option	Dual Benefit
Who is the policyholder?	The employer	The employer	The employer	The employer
Who pays the premium?	The employer	The employer	The employer	The employer
Who decides on the amount of benefit per employee?	The employer	The employer	The employer	The employer
Who are all benefits paid to?	The employer, unless after a claim is admitted, the employer asks us to pay benefit to the employee after they have left service	The employer	The employer	The employer, or if the Pay Direct option has been selected, after a claim is admitted the employer asks us to pay benefit to the employee after they have left service
Can an employee select when and how benefits are paid?	No, only the employer can make this decision	No, only the employer can make this decision	No, only the employer can make this decision	No, only the employer can make this decision
What is the maximum period that can be selected for income benefit?	To age 70	To age 70	5 years (options for 2, 3, 4 or 5 years) to a maximum age of 70	5 years (options for 2, 3, 4, or 5 years) to a maximum age of 70
What is the shortest period that can be selected for income benefit?	2 years	2 years	2 years	2 years
What is the maximum income benefit per annum?	£350,000	£350,000	£350,000	£350,000
Can employer pension fund and national insurance contributions be insured?	Yes, but payments cease if income paid direct to former employee	Yes	Yes, for duration of income benefit period only	Yes, for duration of income benefit only, but payments cease if income paid direct to former employee

Product Design	Pay Direct	Standard Protection	Capital Option	Dual Benefit
Is an additional lump sum provided?	No	No	Yes, maximum of 9 x basic income benefit up to an absolute cash limit of £1,000,000 payable at the end of the income benefit period (subject to the member continuing to be incapacitated)	Yes, the amount will be a lump sum, calculated as 2 times pre-incapacity earnings, up to a maximum benefit of £120,000 payable at the end of the income benefit period (subject to the member satisfying the Serious Illness definition)
Is there additional business benefit payable?	No	No	No	Yes, a benefit of 50% of pre-incapacity earnings (to a maximum of £10,000 per month) is payable for 6 months. Payments begin on the first regular benefit payment date after the claimant has been receiving basic income benefit for 1 full calendar month.
Can income benefit increase in payment?	Yes, various options to allow indexation	Yes, various options to allow indexation	Yes, various options to allow indexation	Yes, various options to allow indexation
What definitions of incapacity are available? (For full descriptions of the definitions of incapacity, please refer to the technical guides).	<ul style="list-style-type: none"> • Generic Occupation Cover • Combination Cover* 	<ul style="list-style-type: none"> • Current Occupation Cover • Combined Cover** • Alternative occupation cover • Objective Cover 	<ul style="list-style-type: none"> • Current Occupation Cover (only for 3, 4 & 5 year income benefit periods) • Combined Cover** • Alternative occupation cover • Objective Cover 	<ul style="list-style-type: none"> • Current Occupation Cover • Combined Cover** • Alternative occupation cover • Objective Cover • Generic Occupation Cover • Combination Cover*
Does the employee have to remain on payroll for benefit to be paid?	No, once claim admitted, employer can ask for income benefit to be paid directly to former employee	Yes, unless we agree to do so on a non-contractual basis outside the policy	Yes, for the limited duration of the income benefit period only	Yes, for the limited duration of the income benefit period only unless Pay Direct option selected, then once claim admitted the employer can ask for income benefit to be paid directly to former employee
Unum LifeWorks Employer & Employee Assistance Programme included at no extra cost?	Yes	Yes	Yes	Yes

*Combination Cover (current occupation cover followed by generic occupation).

**Combined Cover (current occupation cover followed by alternate occupation).



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