



**[ Care ]**

## **Group Life Insurance**

**Support for families  
when they need it most**



# Take care of your people

Our Group Life Insurance protects your employees' loved ones if an employee dies while working for you. It's a valued and affordable workplace benefit that shows your employees you care.

# What is Group Life Insurance?

Our Group Life Insurance provides an employee's family with a tax-free payment if they die while working for you. It's a simple and affordable workplace benefit that shows your employees you care. As an employer, you decide who to cover and the amount of cover available.

## Key benefits



A tax-deductible  
business expense



No medical  
underwriting  
in most cases



Valued employee benefit  
that helps retain and  
attract employees

## Key features

- Life insurance for two or more employees
- Choice of cover options, either in fixed amounts or multiples of salary
- Cover groups of employees for different benefits
- Employee's family receives a tax-free payment
- Easy to set up with simple yearly accounts
- Bereavement counselling for employee's family and colleagues
- Legal support to help employee's family with any probate issues
- Policies are set up under a discretionary trust, with a Master Trust available for online policies



# How does it work?



# Our cover

As an employer, you can choose who you want to cover in your policy. For example, you might choose to include all permanent employees aged between 16 and 75. You also choose the level of cover available, which can be a fixed amount or multiple of the employee's salary.

## Cover options

<b>Benefit options</b>	<p><b>Multiple of salary</b> You can choose to cover your employees by a multiple of their salary – up to 10 times their salary. For example, if you chose to cover an employee earning £25,000 by a multiple of four, their total benefit would be £100,000.</p> <p><b>Fixed benefits</b> You can set a fixed amount for all employees, regardless of their salary. For example, all of your employees could receive a fixed benefit of £100,000.</p> <p>You can also choose to cover different groups for different benefits. For example, you might want to cover directors for a different amount than the rest of your employees.</p>
<b>Cease age</b>	Flexible up to age 75
<b>Who can be covered</b>	We can cover a wide range of employees, including permanent, part-time, directors, zero-hour contract, fixed-term contract and temporary employees.
<b>Redundancy cover</b>	We can cover any employee who's been made redundant, for a maximum of two years. This cover starts from the date of redundancy.
<b>Underwriting requirements</b>	Most employees can be covered with a simple actively at work requirement and no medical underwriting.
<b>Free cover level</b>	£20,000 per employee covered up to a maximum of £1.25m.

# Trust options

Our Group Life Insurance policies are designed to work with discretionary trusts. There's a number of ways to set up a discretionary trust and we provide a range of template deeds to help you get started.

**Visit our website** to view our template deeds.

## Setting up a discretionary trust

A discretionary trust lets you put money aside for specific beneficiaries. The trust is managed at the trustees' discretion – they will follow the trust 'rules,' which states how and when the beneficiaries will receive the trust income. For Group Life Insurance, the trust income will be the claim payments as and when they're paid into the trust.

### Please note

You should always seek legal advice about which trust is right for your organisation.



## Who can act as the trustees?

If you use a discretionary trust, the trustees could be:

- Your organisation or people in your organisation
- Named individuals
- An independent third party

## Joining our Master Trust

Joining our Master Trust, or using our Excepted Solution Trust

**As an employer, you can:**

- Set up your own trust,
- Use our pre-arranged Master Trust, available through our online platform CLASS, or;
- Use our Excepted Solution Trust which is available on CLASS and non-CLASS business

By joining the Master Trust or using our Excepted Solution Trust, you'll provide valued life benefits for your employees without the extra work of administering a scheme.

Find out about the different types of trust available on **our website**.

# Support services

We believe protection should be more than a financial benefit. That's why we offer a wide range of support services with our cover. These services help support your business and employees, while improving your employee benefits package.

## What's included?

### myStrength

myStrength is your mental wellbeing app, designed to help your employees overcome life's challenges. Support is personalised based on their preferences, helping them to tackle specific issues in their lives.

#### Who can use it?

- All UK-based employees, whether insured or not, and their immediate family members<sup>1</sup> who are aged 16 or over



### Toothfairy

Toothfairy is the UK's first health regulated, smart dental app. Designed by dentists and partnering with real dentists in the UK, Toothfairy provides instant access to advice, guidance, and prescriptions.

#### Who can use it?

- All UK-based employees, whether insured or not



These services are non-contractual benefits provided through Canada Life and can be altered or withdrawn at any time.

<sup>1</sup> Immediate family includes any spouse, partner, parent or sibling living in the same household; any legal dependant under the age of 21 and in full time education; or any other legal dependant who is dependent on the member because of disability.

# Support services

We believe protection should be more than a financial benefit. That's we offer a wide range of support services with our cover. These services help support your business and employees, while improving your employee benefits package.

## What's included?

### Bereavement Counselling

Losing someone close can be devastating – no one should go through it alone. Our bereavement counselling service gives people time and space to talk about their feelings. It provides access to a dedicated helpline and up to four telephone sessions with a qualified counsellor.<sup>1</sup>

#### Who can use it?

- UK-based employees covered by a Group Life Insurance policy, and their immediate family members<sup>2</sup>



### Probate Helpline

When someone dies, you might be in charge of sorting out their estate – their property, money and possessions. It can be confusing, especially if you've never done it before. Our probate helpline puts your employees in touch with the experts who can give advice and financial guidance.

#### Who can use it?

- UK-based employees covered by a Group Life Insurance policy, and their immediate family members<sup>2</sup>



These services are non-contractual benefits provided through Canada Life and can be altered or withdrawn at any time.

<sup>1</sup> Adults (18+) receive, based on clinical assessment, up to 4 structure telephone sessions. Children (under the age of 18) are eligible for a 90-minute session.

<sup>2</sup> Immediate family includes any spouse, partner, parent or sibling living in the same household; any legal dependant under the age of 21 and in full time education; or any other legal dependant who is dependent on the member because of disability.

# Key terms explained

## Medical underwriting

Medical underwriting involves us assessing the health and lifestyle of an employee to check if we can provide cover. A member usually completes a health declaration form as part of this process.

## Eligibility

The eligibility is the group (or groups) of employees you decide to cover. For example 'all permanent employees aged between 16 and 70'. Employees who join your company and meet the eligibility will automatically be covered without any requirements.

## Discretionary entrant

A discretionary entrant is an employee who joins outside of the policy's eligibility or normal joining times. For example, an employee is over the policy's maximum age, but you would like to cover them. This type of cover always needs our agreement and is normally subject to checks, such as medical underwriting.

## Free cover level

The free cover level is the total amount we will cover without the need for medical underwriting. The free cover level applies to normal entrants only (i.e. those joining in line with the agreed eligibility and joining conditions) and not discretionary entrants. You can find your free cover level on your quote.

## Cease age

The age cover ends for your employees.

## Benefit

The amount of money an employee is covered for.

## Trustees

The trustees are appointed by you and can be a group of people, or a company, including your own. They are responsible for administering the policy, identifying the beneficiary for a claim and making payment to the beneficiary when a claim is paid.



# Also worth knowing

## How much does it cost?

Group Life Insurance can cost as little as 1% of your company's salary costs. It's an affordable employee benefit and is deductible as a business expense.

## How do I get a quote?

You can get a quote from an adviser. Once you've discussed your business needs with them, they can email us to get a quote at **groupquotes@canadalife.co.uk**

## What do I need to get a quote?

To get a quote, we'll need the following information:

- Employer details
- The benefits you want to include
- What age the cover should end
- Cover details for individual employees (eg, gender, date of birth, salary, occupation, work location, business travel)

We might need more information if another provider already covers the benefits.

Please send your quote request to **groupquotes@canadalife.co.uk**

## Why do I need a trust?

Group Life Insurance policies must be written under a discretionary trust. You'll also need a trust so we can make a tax-free payment to the employee's family and dependants.

## When will you need medical information?

Although most employees won't need to provide any medical information, we might need it in some cases. Some examples include:

- When an employee has a particularly high level of cover
- There's been an increase in cover for a small number of employees
- You ask to cover an individual employee for a higher benefit or maximum age

This isn't a comprehensive list and there may be other situations where we ask for medical information.



# Get in touch

## Employers

Get a tailored Group Life Insurance quote from an adviser. To find one, visit [Unbiased](#)

## Advisers

Please contact your account manager if you have any questions or queries.

### Contact us

Get in touch with our team and we'll be happy to help.

**0345 223 8000**

Lines are open Monday to Friday  
from 9am to 5pm



Email us  
[groupcsc@canadalife.co.uk](mailto:groupcsc@canadalife.co.uk)



# About us

## We provide support when it's needed most

We are Canada Life, the UK's largest provider of workplace protection. We have over 50 years' experience covering thousands of businesses throughout the UK.

Our mission is to help people when they need it most, so we specialise in three products that help employers do exactly that Life Insurance, Income Protection and Critical Illness cover.

We've grown considerably since we first arrived in the UK in 1903. We now support over 27,500 employers, covering 2.98 million employees for over £353 billion of benefits. This makes us the largest provider of group insurance in the UK.<sup>1</sup>

## Find out more

We are dedicated to helping more employers support their employees when they need it most. Use our website to find out more about our products or contact us on:

**0345 223 8000**

Lines are open Monday to Friday  
from 9am to 5pm



**[www.canadalife.co.uk](http://www.canadalife.co.uk)**



<sup>1</sup> As at 31 December 2022 (Swiss Re Group Watch 2023)

Canada Life Limited, registered in England and Wales no. 973271. Registered office: Canada Life Place, Potters Bar, Hertfordshire EN6 5BA.

CLFIS (UK) Limited, registered in England and Wales no. 04356028 is an associate company of Canada Life Limited.  
Registered Office: Canada Life Place, Potters Bar, Hertfordshire EN6 5BA

Canada Life Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

Canada Life and design are trademarks of The Canada Life Assurance Company.

GRP1367 – 1123R

