

GROUP INSURANCE

How it Works Flexible Benefits

Adding new members

Irrespective of whether a core / default benefit is provided, the policy must have a clearly defined eligibility and entry criteria for new employees.

However, we understand that it is not always possible for flexible benefits to be selected in advance of the date of an individual becoming first eligible so will look to treat core / default benefit and an individual's flexible benefit selection differently.

Core / default benefit

Given these are automatically provided for all eligible members, our expectation is that the cover will commence on the date the individual becomes first eligible. This would include any benefits insured under our Temporary Cover policy terms.

We may not be able to provide cover without further requirements if it is not provided from the date when first eligible.

Flexible benefit selections

Irrespective of whether a core / default benefit is provided, an individual will still have a set date based on the agreed eligibility, when they are deemed to have their first opportunity to select flexible benefits.

However, in order for this first selection to take place we normally allow an agreed entry window, usually three months, after the date the individual first became eligible.

If a first selection is not made in the entry window the policy will usually restrict when and what benefits can be selected at a later date.

Unless otherwise agreed, cover for any flexible benefits will usually commence on the first day of the month after the selection has been made. This includes any benefits provided under our temporary cover terms.

Cover ceasing

An individual's cover will cease in the same circumstances as it would under our standard policies. For example: attaining the agreed cease age, on ceasing to be employed or ceasing to satisfy the agreed eligibility.

Additional reasons for cover ceasing

It may be appropriate, on a flexible benefits policy, to impose additional reasons why the cover will cease. These may include:

- deselection of benefits
- flexible benefit premiums not being paid
- period of temporary cover, if appropriate, expires and no benefit has been formally accepted (usually where a core / default benefit is not provided)
- when a partner or child is insured that no longer satisfies the agreed policy definition

Notes:

Cover will normally cease for an individual immediately, even if premiums have been paid for a full month.

Useful information can be found in the following documents

(Click below to view)

Adding an individual
on to a Policy

Life Assurance

Income Protection

Critical Illness

When does cover stop
for individuals

Life Assurance

Income Protection

Critical Illness

Contact us



E-mail flex@canadalife.co.uk



Telephone 0117 9164284 (Monday to Friday 9 am - 5 pm)
Fax 01707 671180



Canada Life
Group Insurance

Our forms are available to download from our website: www.canadalife.co.uk/group

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

CLFIS (UK) Limited, registered in England 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 Limited
3 Rivergate, Temple Quay, Bristol BS1 6ER
Telephone 0345 223 8000