

COLLECTIVE WIA INSURANCE
Employee Information


de Goudse
verzekeringen

WGA Shortfall Insurance Extra

Income Protection in the event of occupational disability



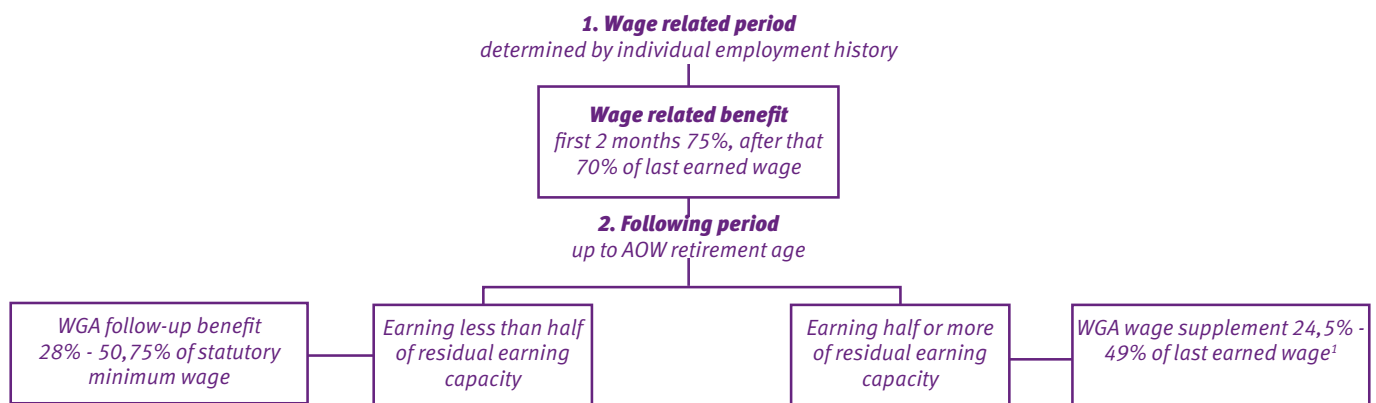
WGA Shortfall Insurance Extra

Income Protection in the event of occupational disability

If you become occupationally disabled to work, due to illness or an accident for example, this can have a huge impact on your income. The WIA (Work and Income Employment Capacity) Act assumes that somebody who is partially incapacitated (category 35% to 80%) is still able to earn a wage. Therefore, you will be assigned WGA-benefit of which the exact amount depends on how much you actually still work. In practice this means that your income will decline if you lose your job or are unable to earn the same as prior to the disability. Sometimes your income may even drop to social assistance level. For this reason your employer is enabling you to take out the WGA Shortfall Insurance Extra. In this leaflet you can read what to expect from this insurance.

Which benefit will I receive from the government?

The first two years of your absenteeism (a large part of) your salary is paid by your employer. This is in accordance with Dutch legislation. After this period you are medically assessed by the Institute for Employee Benefit Schemes (UWV). As long as you are incapacitated for more than 35% but less than 80% you will qualify for a WGA-benefit. There are two different benefit periods: the wage-related benefit period and the period following the first.



What is residual earning capacity?

The part that you are still able to work is known as your residual earning capacity. If, for example, you are 40% incapacitated, the government assumes that you are still able to earn 60% of your prior salary. To qualify for a WGA wage supplement benefit, you must utilize at least half of your residual earning capacity or in other words earn at least 30% of your prior wage.

Which benefit will I receive from the insurance?

Income protection

As long as you are entitled to a WGA-benefit, the WGA Shortfall Insurance will supplement your income to 70% of your last earned wage (maximized to the WIA wage threshold¹). The insurance pays till the policy termination age chosen by your employer.

Bonus payment

In addition the insurance pays a bonus from the moment that you utilize at least 25% of your residual earning capacity. This annual bonus is 10% of your new salary (maximized to the WIA wage threshold¹). So, the more you work, the higher your bonus payment becomes. Right up to the moment that you use your full residual earning capacity. The bonus payment is paid 5 years or until the policy termination age, depending on the choice your employer has made.

Personal WIA-coach

The insurance provides you with more than only financial protection. You also receive coaching from our WIA-coach in case of long term incapacitation. The WIA-coach can explain everything to you about the WIA legislation and will offer you guidance in increasing your earnings, finding other employment or retraining. He can also provide you with insight into your new financial situation.

Sample calculation

Peter is 28 years old when he falls ill. His annual salary at that moment is € 35.000,-. After two years of illness he loses his job due to the fact that there is no replacement work for him at the bakery. Nonetheless his disability to work is assessed at a mere 40% by the UWV. Because he cannot find replacement work very quickly, after the WGA wage related benefit he only receives a WGA follow-up benefit from the government. This follow-up benefit is much lower than the statutory minimum wage.

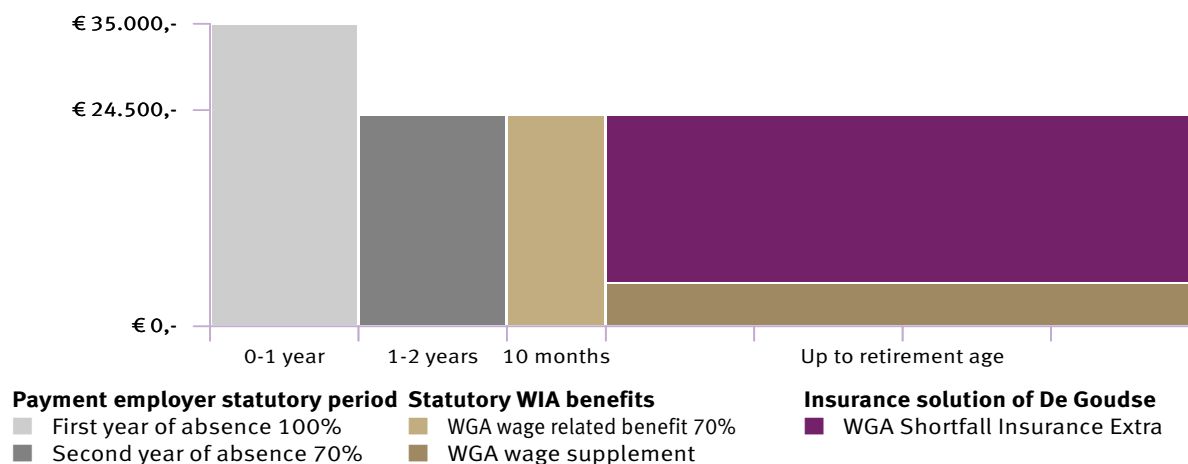
Loss of income

After the wage related benefit Peter receives the follow up benefit of € 5.630,- annually. His loss of income is therefore € 29.370,-. He has to use up his own savings before he receives any social assistance.

Solution

The insurance will supplement Peter's income to 70% of his former wage. His total income therefore increases to € 24.500,- annually.

Peter's Income in the event of disability



Furthermore, the WIA-coach will help him to try to return back to work. If Peter is able to find new employment and to use at least 25% of his residual earning capacity he will also receive a bonus in surplus of the initial insurance payment. The bonus amounts to 10% of his new (maximized) wage. If his new wage increases the bonus will also increase, right up to the moment that he uses his full residual earning capacity.

More information?

Your own calculation?

Your wage, the percentage of your disability to work and your residual earning capacity together determine which benefit(s) you are entitled to both from the government and De Goudse. Our WIA-calculator can provide you with an overview of your own financial situation. Ask your employer for a link to our WIA-calculator if you want to calculate the effect of partial occupational disability on your personal income.

Why is my employer enabling me to take out this insurance?

Through this insurance your employer is offering you financial protection in case of disability. There are no medical tests or health certificates required to participate as long as you apply for the insurance within the stipulated period of time.

When you stop working at your current employer?

When your employment with your current employer stops, your insurance will also be terminated. In case of illness or partially incapacitation at the moment of termination of employment, you do not lose your right to any potential claims. Always check with your new employer if they have an insurance.

Wij zijn ...

Geert Bouwmeester was pas 22 toen hij in 1924 voor zichzelf begon. Een overloop werd ingericht als kantoorruimte en de eerste polissen werden op de fiets rondgebracht. Sindsdien is ons bedrijf enorm gegroeid en is er veel veranderd. Maar ondanks deze groei zijn wij nog steeds een onafhankelijk familiebedrijf en werken we nog steeds vanuit ons ondernemershart.

Verzekeringen voor ondernemers

Wij richten ons vooral op verzekeringen voor ondernemers. Mannen en vrouwen die hard werken aan het succes van hun bedrijf. Die op zoek zijn naar zekerheid en gemak. En naar goede en praktische verzekeringsoplossingen, voor elke fase van hun ondernemerschap.

Onafhankelijke adviseurs

Onze samenleving wordt steeds ingewikkelder. Particulieren en ondernemers hebben behoefte aan iemand die hen kent en een advies geeft dat is afgestemd op hun persoonlijke situatie, wensen en mogelijkheden. Daarom werken wij nauw samen met onafhankelijke adviseurs, die als geen ander in staat zijn om de juiste oplossing samen te stellen.

Uw adviseur