



Reference guide

Insurance

Issued on 6 November 2017

The information in this guide is a summary of the important terms and conditions of your insurance and forms part of the Product Disclosure Statement (PDS) for smartMonday PRIME dated 6 November 2017

This information, including terms and conditions, may change from time to time. The latest information is available on our website at smartMonday.com.au/resources.aspx.

If your employer has nominated non-standard insurance cover for your plan, further details of that cover are provided in *Your employer plan summary* (which is included in your *Starter pack*).

Insurance cover is provided through a group insurance policy with AIA Australia Limited (ABN 79 004 837 861 AFSL 230043, 'the insurer') and held by the trustee on your behalf. AIA is the insurer for most employer plans in the fund and has consented to the statements made in this document. Cover is subject to the terms and conditions contained in the policy, the interpretation of which will prevail over any information that may be inconsistent with the PDS, this reference guide, and any other related disclosure or information.

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Death and total and permanent disablement

Automatic cover

The insurance cover in the fund is designed to help ensure you have enough cover to protect you and your family if something goes wrong. We've designed the cover to balance what we think is adequate and affordable levels of cover for the membership with the flexibility to let you tailor it to your particular needs.

Cover is automatically provided to eligible members. Most members are eligible but there may be circumstances where cover won't be provided immediately on joining the fund, or you won't be eligible for the full level of cover (eg if you're a casual employee). On joining the fund, you should take a few minutes to check the following details:



Important information

- > check your *Starter pack* to ensure you have insurance cover
- > check that your occupational factor is appropriate for the type of work that you do
- > read the eligibility section of this document carefully let us know if your employment status changes (eg from casual to permanent, or from a factory job to an office job) because it could have a big impact on your insurance cover. See page 22 on reclassifying your occupation status.

Automatic minimum levels of cover (based on your age)

Age	Death cover	TPD cover
Up to 24	\$294,848	\$419,088
25 to 42	\$419,088	\$419,088
43	\$392,894	\$392,894
44	\$366,701	\$366,701
45	\$340,509	\$340,509
46	\$314,316	\$314,316
47	\$288,122	\$288,122
48	\$261,929	\$261,929
49	\$235,737	\$235,737
50	\$209,544	\$209,544
51	\$188,589	\$188,589
52	\$167,635	\$167,635
53	\$146,681	\$146,681
54	\$125,726	\$125,726
55	\$94,294	\$94,294
56	\$83,818	\$83,818
57	\$73,340	\$73,340
58	\$62,863	\$62,863
59	\$52,385	\$52,385
60	\$41,909	\$41,909
61	\$31,431	\$31,431
62 to 69	\$20,954	\$20,954
70	\$0	\$0

Note:

- > levels are current as the 1 July 2017. The minimum level of cover increases on 1 July each year by the lower of inflation as measured by the increase in the Consumer Price Index (CPI) or 5%.
- > casual employees receive 25% of the automatic death and TPD cover.

Eligibility

To be eligible for the automatic cover you must be under age 65 for death and TPD cover.

You will not be eligible for automatic cover if you:

- have made, been paid or are eligible to be paid a TPD or terminal illness benefit with any other super fund or insurance policy
- have been previously declined or restricted cover as a result of being underwritten by the insurer
- have reduced, or opted out of the applicable component of death or TPD cover
- work in a hazardous/uninsurable occupation. For a list of occupations see the latest *Occupation ratings* guide available at smartMonday.com.au/resources.aspx
- are a member of an 'excluded' employer
- are not an Australian resident, or no longer staying or working in Australia on a valid visa.

Commencement of cover

Automatic cover (up to the Automatic Acceptance Limit) commences on the day you commence employment with the participating employer in this fund. If you're not At Work on the date of commencement, you'll still be covered but your cover will be limited to New Events.

If you join the fund after 120 days of commencing employment, your cover will commence on the date we are advised that you have joined the fund. Cover will be limited to New Events for 2 years from this date.

The At Work requirement

Any New Events cover converts to Full Cover when the At Work requirement is satisfied for 30 consecutive days after the end of the New Events period.

Being 'at work' means you are:

- actively performing all of your normal duties, without limitation or restriction due to injury or sickness, and working normal hours on the day cover is to commence; and
- in the insurer's opinion, not restricted by injury or sickness from being capable of actively performing all of your normal duties on a full-time basis for at least 35 hours per week even though actual employment may be on a full-time, part-time, casual, or contract basis; and
- not in receipt of, or entitled to claim, any income support benefits from any source including but not limited to workers' compensation benefits, statutory transport accident benefits and disability income benefits.

You'll be considered to be At Work if, on the applicable date, as the context requires, you are on employer-approved leave for reasons other than injury or sickness, and not taking into account the leave, able to meet the At Work requirement.

If you're not working, but have been working previously (eg you're a qualified builder and currently unemployed but between jobs), the insurer will assess your At Work status by your capability of performing, for at least 35 hours per week, the duties that you normally complete in your role or previous occupation immediately prior to unemployment.

New Events cover

New Events cover means that you're only covered for an injury or sickness that occurs or becomes apparent after your cover commences or most recently recommences (whichever is the later).

If you're not At Work on the date cover commences then New Events cover will apply until such time as you have satisfied the At Work requirement for 30 consecutive days, after which time your cover will convert to Full Cover.

Cover for members in plans with less than 5 members will be limited to New Events for 2 years.

Employer plan cover

Your employer may nominate a particular level or salary-based formula for the insurance cover in your plan. Your cover for death and TPD cover will be the higher of that cover and the minimum levels provided under automatic cover (see page 2). We review your levels of cover annually on 1 July. We may change your level of cover during the year if there's a change in your occupation classification or your employer advises a new salary (where a salary formula applies), provided you or your employer notify us of the change within 120 days of the change.

When you turn age 65:

- death cover will convert to the higher of your employer plan cover or the minimum level shown on page 2.
- TPD cover will convert to the minimum level of cover.

Automatic acceptance limits (AALs)

AAL is the maximum level of cover that you may be eligible for without needing to provide additional health information. The level is set according to the number of lives insured in your employer plan.

No. of lives insured	AAL
1-4	Minimum level of cover
5-9	\$350,000 (or minimum level of cover for your age)
10-19	\$400,000
20-49	\$550,000
50-99	\$750,000
100-299	\$1,000,000
300-499	\$1,050,000
500-999	\$1,250,000
1000+	Negotiable

Tailoring cover to suit your needs

You can choose the type and level of cover to suit your personal circumstances. If you need advice, speak to your adviser or call us on **1300 880 588** to access our intra-fund advice team.

To change your cover you'll usually need to complete one of the insurance forms available at smartMonday.com.au/resources.aspx or call us.

Additional cover

You can increase, fix your level of cover at a dollar amount, or transfer other cover you may have into the fund. This cover will be known as 'voluntary' cover and will be in addition to any automatic cover you already have. (If you reduce your level of automatic cover then it will become voluntary cover). Unless otherwise stated, for increases to your cover or fixing your cover, you may need to provide additional information about your health and lifestyle.

Insurance limits

The maximum levels of cover you can have in the fund are:

Cover	Limit	
	Aged 16 to 64	Aged 65 to 69
Death	Unlimited	\$2 million
TPD*	\$3 million	Automatic minimum level cover

* Any TPD cover (except automatic Minimum level of cover) that does not reduce with age will reduce linearly each year from age 60 to zero at age 65.

Fast-track your application for additional cover

If you're under age 55, you can complete a *shorter application* form which fast-tracks the approval process.

Forms are available at smartMonday.com.au/resources.aspx.

Short-form applications are subject to the following limits.

Cover	Limit
Death	\$1 million
TPD	\$1 million

Transferring cover into the fund

You can transfer any death and TPD cover that you have in other super funds or policies into the fund.

Transferred cover will be classified as 'voluntary' cover and be in addition to any automatic cover you have in the fund.

Some conditions and transfer limits may apply, so please see the latest *Individual insurance transfer* form available on the website.

Your total cover in the fund following the transfer of cover can't exceed the limits for each type of insurance benefit.

Interim cover (accidental injury cover)

You'll be provided with interim cover while your application for cover or increased cover is being assessed. Accidental injury means a physical injury (which occurs while your policy is in force) that is caused solely and directly by violent, visible, external, and unexpected means that is not traceable, even indirectly, to any pre-existing mental or physical condition.

You'll be covered until:

- > your application is either accepted or rejected by the insurer, or
- > you cancel or withdraw your application, or
- > 90 days from the date we receive your completed application, or
- > your cover would have otherwise ceased.

Exclusions

The following exclusions apply to interim cover:

- > no accidental injury benefit will be payable if death or disability is caused directly or indirectly by you engaging in any sport or pastime where the insurer would not normally cover you on standard rates or terms, and
- > any other excluded events set out in this guide.

Life stages additional cover

Big things happen in life and you might want to consider looking at your level of insurance cover when they happen to you. Personal events like starting a family or buying your first home, or starting your own business. Our life stages cover gives you the opportunity to increase your cover (up to 3 times during your membership) without the need to provide additional health information.

Applying for life stages cover

You'll need to complete a *Life stages cover application form* within 60 days of the personal or business event occurring. The form is available at smartMonday.com.au/resources.aspx and we will require evidence of the event, usually in the form of certified copies of important documents (eg a marriage or birth certificate). See the form for requirements.

Personal events	Cover may be increased by the lesser of:
<ul style="list-style-type: none"> > Marriage > Divorce > Turning 30 > Birth or adoption of a child > Child turning 12, or enrolling in private education 	<ul style="list-style-type: none"> > 25% of your current death/TPD insured amount, and > \$200,000
<ul style="list-style-type: none"> > Commencing a first mortgage or increasing an existing first mortgage for the purpose of building or renovating which is the principal place of residence 	<ul style="list-style-type: none"> > 50% of your current death/TPD insured amount > the amount of the primary mortgage > the amount of the increase of the primary mortgage, and > \$200,000
Business events	
<ul style="list-style-type: none"> > You are a key person* in a business and your financial interest in the business or value to the business, averaged over the last 3 years has increased 	<ul style="list-style-type: none"> > 25% of your current death/TPD insured amount > the increase in the value of your financial interest in the business or value to the business, averaged over the last 3 years, and > \$200,000

*A key person is a working partner, director or significant shareholder.

Loyalty additional cover

It can be difficult to increase your level of insurance cover especially as you get older and start to have a few health issues. That's why after 5 consecutive years of holding death and / or TPD cover in the fund and every 5th anniversary after that, we'll provide you with the opportunity to increase your cover without needing to provide additional health information. You'll be able to increase your cover by the lesser of:

- > 25% of your current insured amount, and
- > \$100,000.

We'll contact you in writing when you're eligible for loyalty cover and let you know what you need to do. You'll have 60 days to take up the offer, and the increase to your cover will commence on the day we accept your application.

Conditions for life stages and loyalty cover

To apply you must:

- > be under 55
- > be At Work on the date of your application
- > not have been off work or restricted from carrying out your current and normal occupation for more than 10 days in the last 12 months for the same medical conditions
- > hold death or TPD cover on standard terms with no loadings, restrictions or exclusions, and
- > not have made, lodged, or be eligible to lodge a claim, or been previously declined cover, with any fund or insurer.

Any increase to your cover will commence on the day we accept your application.

Exclusions for life stages and loyalty cover

The following exclusions or restrictions apply to the amount of additional cover:

- > suicide or attempted suicide within the first 13 months from the date of the increase
- > for TPD cover, TPD directly or indirectly caused by any self-inflicted injury whether sane or insane.

Death cover conditions

Death cover provides for a lump sum insurance benefit to be paid if you die, usually to your beneficiaries or dependants.

Who do you want to leave your benefit to?

The trust deed of the fund requires us to pay the death benefit to 'eligible dependants' (as defined in the superannuation rules), which can be a spouse, child, financial dependant or someone in an interdependency relationship to you. But circumstances and relationships can change over time and you may want a bit more certainty and control about who you want to leave your money to when you die.

Binding death benefit nomination

A binding death benefit nomination is legally binding on the trustee and must be paid according to the wishes you stipulate on your nomination form. Complete and send us the *Binding death benefit nomination* form available on our website.

A binding nomination is generally valid for 3 years.

Non-binding death benefit nomination

A non-binding death benefit nomination is used only as a guide to your wishes on who should receive your benefit payment. It's not legally binding on the trustee, but it can help a lot if it turns out there's a difficult decision for the trustee to make. You can make a non-binding nomination online or by completing the relevant section of a *Change member details* form available on the website.

When death cover ceases

Death cover ceases on the earliest date that any of the following apply:

- > you turn age 70
- > you die
- > you request cancellation of cover in writing
- > 60 days after premium payments cease
- > 60 days after you cease to be a member of the fund
- > the date your TPD benefit is paid or becomes payable (except where death cover is greater than TPD cover, in which case the remaining death cover will continue until the occurrence of any other condition listed here)
- > the date your terminal illness benefit is paid or becomes payable
- > as specified in General conditions on page 22.

Exclusions

In addition to any underwriting exclusions imposed by the insurer, death cover excludes:

- > death from suicide that occurs within 13 months of effecting any voluntary increase in insurance cover.
- > It is only the increased amount that is not payable under these circumstances, and
- > active service in the armed forces of any country or international organisation.

Terminal illness

If you suffer from an illness or have incurred an injury that could result in death within a 24-month period and two registered medical practitioners (one must be a specialist in the area of the illness or injury that you suffer from) certify that despite reasonable medical treatment, it is likely that you have less than 24 months to live you may be eligible to receive your death benefit. Simply lodge a claim while cover is still effective and the policy is still in force.

TPD cover conditions

TPD cover provides for a lump sum insurance benefit to be paid if you become totally and permanently disabled.

For all cover other than automatic cover, if you choose to have TPD which is above your level of death cover, you will pay an additional 20% on the premium rate applying to the amount of TPD cover over death cover.

When TPD cover ceases

TPD cover ceases on the earliest date that any of the following apply:

- you turn 70 for automatic cover, and 65 for any voluntary or fixed cover you have
- you die
- you request cancellation of cover in writing
- 60 days after premium payments cease
- 60 days after you cease to be a member of the fund
- the date your TPD benefit is paid or becomes payable
- the date your terminal illness benefit is paid or becomes payable (except where TPD cover is greater than death cover, in which case the remaining TPD cover will continue until the occurrence of any other condition listed here)
- as specified in General conditions on page 22.

Exclusions

In addition to any underwriting exclusions imposed by the insurer, TPD cover excludes:

- disablement directly or indirectly, wholly or partly caused by intentional self-inflicted injury or any such attempt by you whether sane or insane
- active service in the armed forces of any country or international organisation.

Other information about your TPD benefit

- any TPD cover (except automatic minimum level cover) that does not reduce with age will reduce linearly each year from age 60 to zero at age 65 when cover will cease
- benefits are paid separate to any claim made under your income protection insurance cover (if you have any).

Premium rates for death and TPD

The cost of your insurance is deducted monthly from your account. Costs depend on the annual premium rate for your age and the type of cover you have, the amount of cover, your occupation factor, and additional loadings (if any). See next page.

The annual premium rates shown here:

- represent the cost per \$1,000 of cover
- are inclusive of a 10% administration fee (plus GST) which is payable by you to Aon Hewitt for insurance administration services provided directly by Aon Hewitt. The fee does not form part of the insurance premium payable to the insurer
- do not reflect any occupational factor. If we are not notified of your occupation category, we will apply a 'blue collar' occupation factor to the calculation of your premium. See page 9 for occupation factors.

Age next birthday	Death	TPD
16	0.17	0.11
17	0.24	0.13
18	0.29	0.18
19	0.36	0.21
20	0.38	0.27
21	0.42	0.26
22	0.39	0.24
23	0.36	0.22
24	0.31	0.19
25	0.29	0.18
26	0.27	0.18
27	0.28	0.16
28	0.29	0.16
29	0.29	0.18
30	0.29	0.19
31	0.33	0.18
32	0.34	0.19
33	0.35	0.21
34	0.36	0.22
35	0.40	0.21
36	0.42	0.22
37	0.43	0.27
38	0.47	0.27

Age next birthday	Death	TPD
39	0.51	0.29
40	0.54	0.34
41	0.58	0.37
42	0.66	0.42
43	0.71	0.46
44	0.80	0.53
45	0.88	0.61
46	0.97	0.73
47	1.07	0.88
48	1.21	1.04
49	1.34	1.22
50	1.52	1.44
51	1.69	1.67
52	1.87	2.01
53	2.08	2.44
54	2.31	2.89
55	2.58	3.42
56	2.78	4.08
57	3.07	4.81
58	3.42	5.58
59	3.80	6.44
60	4.20	7.35
61	4.65	8.31
62	5.13	9.44
63	5.63	10.56
64	6.20	11.79
65	6.80	13.15
66	8.12	14.65
67	9.10	16.93
68	10.19	19.53
69	11.42	22.49
70	12.79	25.84

Occupation factors for death and TPD

Occupations are given a risk rating (or factor) according to the type of work performed. The higher the risk of death or injury, the higher the risk factor the insurer will apply to the calculation of insurance costs. See the table below for the different occupational factors.

Some occupations may not be eligible for any insurance cover because the insurer considers them too hazardous.

See the latest *Occupation ratings* guide available on the website smartMonday.com.au/resources.aspx. This guide may be updated by the insurer from time to time.

Occupation category	Description	Factor	
		Death	TPD
Class 1 Professional	Professionals, executives (eg CPA/CA accountant, lawyer, doctor, pharmacist) and senior management (eg CEO, CFO) with tertiary qualifications and high incomes.	0.90	0.85
Class 2 White collar	Office-based with no manual work, eg clerical roles, professional or administrative roles such as architect, accountant, computer analyst, lecturer, social worker, administrator, clerk.	1.00	1.00
Class 3 Grey collar	Primarily non-manual work but may involve light manual duties only, such as hairdresser, shop assistant, florist, cashier, tailor.	1.25	1.50
Class 4 Blue collar	Moderate degree of manual work, or recognised qualified trades such as baker, gasfitter, electrician, mechanic, signwriter, printer, greengrocer.	1.50	2.00
Class 5 Heavy blue collar	Heavy manual work or those with a degree of additional risk of disability, such as boilermaker, gardener, storeman, tyre fitter, welder.	2.00	3.00

Occupation category	Description	Factor
Collective	A collective rating applied to all members in a particular employer plan based on the overall risk rating of the members in the plan.	Negotiated with the employer, if applicable

Default occupation category: 'Blue collar'

If we're not notified of your occupation category, we will apply a 'Blue collar' factor to the calculation of your insurance premium.

For more information on updating your occupation category see page 22. You will need to complete and return the *Reclassify your occupation* form at smartMonday.com.au/resources.aspx.

If at claim time the insurer assesses that you've been working in a 'hazardous' occupation (as set out in the latest *Occupation ratings* guide) and therefore normally not eligible for cover, or one that should have been given a higher risk factor, then additional premiums may be deducted from your benefits and you'll be assessed using the 'Activities of daily working' definition of TPD. On the other hand, if you've been working in a lower risk occupation than what your premium was calculated on, any overpaid premiums may be added to your benefit payment.

Calculating the cost of your insurance

Your annual premium equals:

$$\frac{\text{Amount of cover} \times \text{annual premium rate} \times \text{occupation factor}}{\$1,000}$$

Example: You're turning 42 and working in an occupation rated as 'Blue collar'. Your level of automatic cover for death and TPD will be \$419,088 according to the table on page 2. Your premium for the year would be calculated as:

$$\text{Death cover: } \frac{\$419,088 \times \$0.66 \times 1.50}{\$1,000} = \$414.90$$

$$\text{TPD cover: } \frac{\$419,088 \times \$0.42 \times 2.00}{\$1,000} = \$352.03$$

Total annual premium **\$766.93**

The rates and factors shown are correct at the date of issue. Premiums will be deducted from your account and will be shown on your annual benefit statement, or you can view these details online by logging into your account.

Disability definitions for TPD

If you lodge a TPD claim you will be assessed as follows:

Where you're under age 65 and working at least 15 hours per week and do not have an occupation listed with the Activities of daily working (ADW) definition, you'll be assessed against Part A or B. If you don't satisfy these definitions, you can still be assessed against the Part C definition.

Where you're age 65 or above or working less than 15 hours per week or have an occupation listed with the ADW definition, you'll be assessed against Part B or C.

Part A – Standard definition

As a result of injury or sickness, you:

- have not performed any work for an uninterrupted period of at least 6 consecutive months solely due to the same injury or sickness; and
- are attending and under the regular care and following the advice of a medical practitioner and have undergone all reasonable and usual treatment including rehabilitation for the injury or sickness; and
- after consideration of all the medical evidence and such other evidence as the insurer may require, have become in the opinion of the insurer, incapacitated to such an extent as to render you unable ever again to be gainfully employed in your usual occupation and any other occupation for which you are reasonably suited by education, training or experience.

In determining whether an occupation is reasonably suitable for you, the insurer will consider the skills you may acquire through reasonable retraining taking into account your education, training or experience.

Part B – Irrecoverable loss

You have suffered the permanent loss of:

- the use of two limbs; or
- the sight in both eyes; or
- the use of one limb and sight in one eye.

Where 'limb' means the whole hand or whole foot; and, after considering all of the medical evidence and such other evidence as the insurer may require, you have become, in the opinion of the insurer, as a result of the same injury or sickness, incapacitated to such an extent as to render you unable ever again to be gainfully employed in your usual occupation and any other occupation for which you are reasonably suited by education, training or experience.

Part C – Activities of daily working (ADW)

For a period of 6 consecutive months after the occurrence of the injury or sickness, you have been continuously unable to perform (with or without aids and adaptations*) at least 3 of the following activities, as certified by a medical practitioner:

Mobility: the ability to:

- bend, kneel or squat to pick something up from the floor and straighten up again, and get into and out of a standard sedan car; or
- walk more than 200 metres at a normal pace on a level surface without stopping due to breathlessness as a result of a medical condition or angina.

Vision: the ability to see, such that an ophthalmologist can certify that your visual acuity is better than 6/60 in the better eye or a visual field of greater than 10 degrees (ie not legally blind).

Lifting: the ability to lift (from bench height) and carry 5 kg weight a distance of 10 metres and place the item back down at bench height.

Communicating: the ability to:

- speak with sufficient clarity such you can hold a conversation with another person in a quiet room in your first language. This involves understanding a simple message and relaying that message to another person; or
- hear such that an audiologist can certify that you have a hearing ability of less than or equal to 40db in the better ear (averaged over the frequencies 0.5, 1, 2 and 3 KHz) in an audiometry test.

Manual dexterity: the ability to use:

- at least 1 hand to pick up and/or manipulate small objects such as picking up a coin from desk height, using cutlery or fastening buttons; or
- a pen, pencil or keyboard to write a short note that can be understood by another person in your first language, and after consideration of all the medical evidence and such other evidence as the insurer may require, you have become, in the opinion of the insurer, incapacitated to such an extent as to render you unlikely ever to be able to perform any 3 of the above activities.

In addition to the above, the insurer, after considering all relevant evidence which is reasonably available, then determines that you will be unlikely ever to be gainfully employed in any occupation for which you are reasonably suited by education, training or experience.

Where you are unable to perform one or more of the above activities upon the date cover commenced, that activity shall not be taken into consideration during the TPD assessment.

* Aids and adaptations refers to equipment or fixtures to assist you without the assistance of another person to carry out the activities.

Occupations listed with the 'Activities of daily working' (ADW) definition for TPD

If an occupation is listed with an ADW definition for TPD, the occupation factor associated with the death cover component will also apply to the TPD cover. For example, the occupation factor used to calculate TPD insurance premiums for an Abattoir Worker would be Heavy Blue (HB) and the occupation factor for an Air Traffic Controller would be White Collar (W).

Occupation	Death	TPD
Abattoir Worker	HB	ADW
Air Traffic Controller	W	ADW

Occupation category	Code
Professional	P
White Collar	W
Grey Collar	G
Blue Collar	B
Heavy Blue Collar	HB

The following occupations are listed with an ADW definition for TPD. This list is taken from the *Occupation ratings* guide current at the time of publication. The guide is available on our website at smartMonday.com.au/resources.aspx and may be updated by the insurer from time to time.

Occupation	Death	TPD
Abattoir Worker	HB	ADW
Actor	W	ADW
Air Traffic Controller	W	ADW
Airline Industry [pilot/crew]	W	ADW
Ambulance Officer	HB	ADW
Antenna Erector [up to 10m]	HB	ADW
Armed Services/Force [Not Pilots & Special Forces]	HB	ADW
Asphalt Layer	HB	ADW
Assembly Line Worker	HB	ADW
Author	W	ADW
Backhoe Operator	HB	ADW
Beach Patrol Lifeguard	HB	ADW
Blacksmith	HB	ADW
Bob Cat Operator	HB	ADW
Bookmaker	W	ADW
Brewery Worker	HB	ADW
Brick Cleaner	HB	ADW
Builder's Labourer	HB	ADW

Occupation	Death	TPD
Car Park Attendant	G	ADW
Carpet/Floor Covering Layer	HB	ADW
Cement renderer	HB	ADW
Cleaner [Factory/Defence Base]	HB	ADW
Concrete Layer/Labourer	HB	ADW
Courier [Bicycle]	HB	ADW
Courier [Motor Cycle]	HB	ADW
Crane Driver	HB	ADW
Cray Fisherman	HB	ADW
Deckhand	HB	ADW
Detention Centre Worker [includes manager/officer]	HB	ADW
Disc Jockey	HB	ADW
Docker/Stevedore/ Waterside Worker	HB	ADW
Drillers [Water/Oil/Mineral]	HB	ADW
Driver [Armoured car]	HB	ADW
Driver [Coach/Truck – long distance, >500km radius]	HB	ADW
Driver [Construction equipment]	HB	ADW
Driver [Crane]	HB	ADW
Driver [Earthmoving equipment]	HB	ADW
Driver [Tow truck]	HB	ADW
Driver [Train]	B	ADW
Electrical Linesman/Power Lines [up to 10m]	HB	ADW
Entertainer	W	ADW
Factory Hand/Worker	HB	ADW
Farrier	HB	ADW
Fireman	HB	ADW
Floor Sander	HB	ADW
Foundry Worker	HB	ADW
Fruit Picker	HB	ADW
Garbage Collector	HB	ADW
Golf Professional	G	ADW
Grave Digger	HB	ADW
Gym [Instructor]	G	ADW
Handyman	HB	ADW
Home Duties [full time]	G	ADW
Horse Breeder	G	ADW

Occupation	Death	TPD
Horse Riding Instructor	HB	ADW
Horse Trainer	G	ADW
Insulation Contractor/Installer [not asbestos]	HB	ADW
Jackeroo	HB	ADW
Jockey [Horse Racing/Trotting]	HB	ADW
Journalist [Freelance]	W	ADW
Machine Operator [factory]	HB	ADW
Marine/Shipping – Crew	HB	ADW
Marine/Shipping – Dockworkers	HB	ADW
Massage Therapist/Masseur	G	ADW
Meat Packer	HB	ADW
Merchant Seamen	HB	ADW
Military Personnel [All ranks – not Pilots & Special Forces]	HB	ADW
Mining [Surface Worker – no explosives]	HB	ADW
Model	W	ADW
Musician	G	ADW
Nurse [Royal Flying Doctor Service]	HB	ADW
Oil and Gas Industry Worker [Onshore – not office]	G	ADW
Painter [Over 10m]	HB	ADW
Parking Attendant	G	ADW
Paver	HB	ADW
Photographer [Hazardous eg Aerial, War, News, etc.]	G	ADW
Pilot [Commercial]	W	ADW
Plant Operator	HB	ADW
Police	G	ADW
Porter	HB	ADW
Powder Controller	HB	ADW
Presenter [Television & Radio]	W	ADW
Prison Officer/Warden	HB	ADW
Process Worker/Operator	HB	ADW
Property Developer [no manual work]	W	ADW
Quarry Worker	HB	ADW
Radio Announcer/Disc Jockey	W	ADW
Railway Maintenance/Track Laying Worker	HB	ADW
Removalist	HB	ADW

Occupation	Death	TPD
Re-stumper	HB	ADW
Rigger	HB	ADW
Roadie/Stage Hand [bands]	HB	ADW
Roof Plumber/Tiler/Worker	HB	ADW
Sandblaster	HB	ADW
Sawmill Worker	HB	ADW
Scaffolder [up to 10m]	HB	ADW
Scrap Metal Dealer	HB	ADW
Seasonal Worker	HB	ADW
Security Guard	HB	ADW
Shearer/Shearing Contractor	HB	ADW
Shunters [Railway]	HB	ADW
Slaughterman	HB	ADW
Sports Coach [Professional]	G	ADW
Sportsperson [Professional]	G	ADW
Stable Hand	HB	ADW
Station Hand	HB	ADW
Steel Erector/Fixer	HB	ADW
Stockman	HB	ADW
Stone Mason	HB	ADW
Strapper [Horse Racing/Trotting]	HB	ADW
Street Cleaner	HB	ADW
Student	W	ADW
Tanner	HB	ADW
Teacher [Dance]	G	ADW
Tennis Coach	G	ADW
Tiler/Slater [Roof]	HB	ADW
Traffic Controller	HB	ADW
Tree Feller/Surgeon	HB	ADW
Wrecker [Building]	HB	ADW

Income protection

Income protection cover

If you're temporarily unable to work because of an injury or sickness, income protection insurance is there to help you cope financially and support you in your return to work.

A monthly benefit is paid if you meet the definition of totally disabled (or partially disabled, after a period of total disability). You'll receive up to 75% of your pre-disability income or the amount insured, whichever is the lesser, subject to the applicable waiting period and benefit period on your cover.

Automatic cover

Cover is automatically provided to eligible members:

- 75% of salary (or \$4,000 per month where your employer hasn't provided us with your salary information)
- waiting period – 90 days
- benefit period – up to 2 years.

Eligibility

Generally, to be eligible for automatic cover you must be:

- under age 50
- gainfully employed for at least 15 hours per week
- employed with a participating employer that has at least 5 eligible employees in the plan.

You're not eligible for automatic cover if you:

- are a casual employee.
- have made a claim under this policy
- have made, been paid or are eligible to be paid a TPD or terminal illness benefit with any super fund or insurance policy
- have been declined or restricted cover as a result of being underwritten by the insurer
- work in a hazardous/uninsurable occupation. For a list of occupations see the latest *Occupation ratings* guide available at smartMonday.com.au/resources.aspx
- are a 'defined benefit' member.

Even if you're not eligible for automatic cover, you may still be able to apply for income protection as 'voluntary' cover, but the insurer will need some additional health information from you before they can assess your application. See the next page for information on how to apply.

Commencement of cover

Your cover commences on the day you commence employment with the participating employer in this fund.

If you're not At Work on the date of commencement, you'll still be covered but your cover will be limited to New Events.

If you join the fund after 120 days of commencing employment, your cover will commence on the date we receive the first SG contribution from your employer, and cover will be limited to New Events for 2 years from this date.

New Events cover

This means you're only covered for an injury or sickness that occurs or becomes apparent after your cover commences or most recently recommences (whichever is the later).

Any New Events cover converts to Full Cover when you've satisfied the At Work requirement for 30 consecutive days after the end of the New Events period.

The At Work requirement is described on page 3.

Employer plan cover

Your employer may nominate a particular level or formula for the income protection insurance in your plan. Alternatively your employer may decide to provide cover outside of the fund (eg through an external policy). Details of your cover in the fund will be included in your *Starter pack*. Some eligibility conditions may differ from the standard automatic cover.

Check you're covered

Check your *Starter pack* to ensure you have insurance cover. It's also important to check that your occupational factor is appropriate for the type of work you do.

The cost of insurance and cancelling your cover

- The cost of your insurance cover depends on the premium rates for your age, the type and amount of your cover, and your occupation factor. Costs will be deducted from your account from the time you join the fund.
- Make sure your account balance is sufficient to support the cost of your cover. We may cancel your insurance if your balance gets too low, but we'll write to you before doing this.
- You can cancel your cover at any time by contacting us, however be aware that future applications for cover may require you to provide health information.

Automatic acceptance limits (AALs)

An AAL is an amount of cover that applies without needing to provide health information, and depends on the number of lives insured in your employer plan. To be eligible for the AAL your employer needs to let us know that you have joined the plan and you must be under age 65.

No. of lives insured	AAL (per month)
5–9	\$5,000
10–19	\$6,000
20–49	\$8,000
50–99	\$10,000
100–199	\$11,000
200–299	\$12,000
300–499	\$13,000
500–999	\$15,000
1,000+	Negotiable

Tailoring cover to suit your needs

If you want to apply for cover or make changes you'll usually need to complete one of the forms available on the website smartMonday.com.au/resources.aspx, or call us.

Depending on the nature of the change, you may need to provide additional information about your health and lifestyle.

In choosing your waiting period, you may want to consider your leave entitlements with your employer (eg sick leave, annual leave, long service leave). You may wish to seek advice or call us on **1300 880 588**. Choosing a longer waiting period can lower the cost of your cover, but may leave you short on income during this period if you don't have any other income to support you. You can choose from the following waiting periods:

- > 30 days
- > 60 days
- > 90 days

You can choose from the following maximum benefit periods:

- > Up to 2 years
- > Up to 5 years
- > to age 65

Choosing a shorter benefit period can lower the cost of your cover, but may leave you short on income once the benefit period runs out.

See page 16 for more information on the waiting period and benefit period.

Applying for cover

You may want to apply for cover if you're not eligible for automatic cover in the fund. You can apply for cover if you're under the age of 65. Your cover will be classified as 'voluntary' cover to distinguish it from standard automatic cover.

If you're under 55, complete a *short-form application* form which will fast-track the process. Short-form applications are subject to the limits described on the form.

Transferring cover into the fund

You can apply to transfer income protection cover that you have with other super funds or insurers into the fund.

Some conditions and transfer limits may apply so please see the latest *Individual insurance transfer* form available on our website.

Interim cover (accidental injury cover)

While your application for cover is being assessed you'll be provided with accidental injury cover of up to \$15,000 per month. Accidental injury means a physical injury (which occurs while your policy is in force) that is caused solely and directly by violent, visible, external, and unexpected means that is not traceable, even indirectly, to any pre-existing mental or physical condition.

You'll be covered until:

- > your application is either accepted or rejected by the insurer, or
- > you cancel or withdraw your application, or
- > 90 days from the date we receive your completed application, or
- > your cover would have otherwise ceased.

The maximum benefit period and waiting period for accidental injury cover will be the same as those being applied for.

Exclusions

The following exclusions apply to interim cover:

- > no accidental injury benefit will be payable if disability is caused directly or indirectly by you engaging in any sport or pastime where the insurer would not normally cover you, and
- > any other excluded events set out in this guide.

Disability definitions for income protection

These are the definitions we apply to assess whether you are eligible to receive the income protection benefit.

Total disability - Standard Definition

Applies where you've been working 15 hours or more on average per week in the 3 months (or less if you've been employed for less) immediately prior to disablement.

You are totally disabled if you've been off work due to injury or sickness for at least 7 out of 12 consecutive days during the waiting period and that, solely due to the injury or sickness, you are:

- unable to perform at least one Important Duty* of your usual occupation,
- not engaged in any occupation (whether paid or unpaid),
- under the regular care, attendance, and following the advice of a registered medical practitioner.

Total disability - Alternative Definition

Applies where you've been working less than 15 hours on average per week in the 3 months (or less if you've been employed for less) immediately prior to disablement.

You are totally disabled if you've been off work due to injury or sickness for at least 7 out of 12 consecutive days during the waiting period and, solely by sickness or injury in the insurer's opinion after considering all medical evidence, you are continuously and totally unable to perform (with or without aids and adaptations†) at least 3 of the following activities of daily working as certified by a medical practitioner:

Mobility: the ability to:

- bend, kneel or squat to pick something up from the floor and straighten up again, and get into and out of a standard sedan car; or
- the ability to walk more than 200 metres at a normal pace on a level surface without stopping due to breathlessness as a result of a medical condition or angina.

Vision: the ability to see, such that an ophthalmologist can certify that your visual acuity is better than 6/60 in the better eye or a visual field of greater than 10 degrees (ie not legally blind).

* 'Important Duty' means a duty involving at least 20% of overall occupational tasks responsible for generating at least 20% of your pre-disability income.

† Aids and adaptations' refers to equipment or fixtures to assist you without the assistance of another person to carry out the activities.

Lifting: the ability to lift (from bench height) and carry a 5kg weight a distance of 10 metres and place the item back down at bench height.

Communicating: the ability to:

- speak with sufficient clarity such that you can hold a conversation with another person in a quiet room in your first language. This involves understanding a simple message and relaying that message to another person; or
- hear such that an audiologist can certify that the Member has a hearing ability of less than or equal to 40db in the better ear (averaged over the frequencies 0.5, 1, 2 and 3 KHz) in an audiometry test.

Manual dexterity: the ability to use:

- at least one hand to pick up and/or manipulate small objects such as picking up a coin from desk height, using cutlery or fastening buttons; or
- a pen, pencil or keyboard to write a short note that can be understood by another person in your first language.

Where you are unable to perform one or more of the listed activities on the commencement date of your cover that activity won't be taken into consideration during the assessment.

Where the Alternative Definition is no longer supported, however medical evidence, in the insurer's opinion, confirms that you are still unable to perform at least one Important Duty* of your usual occupation, benefit payments will continue where you attend a rehabilitation program with a goal of returning to work. Benefit payments will continue until the earlier of the date that you:

- return to work in a partial capacity;
- return to full-time work;
- refuse to continue to participate in the rehabilitation program; or
- the rehabilitation program ceases.

Partial disability

The insurance benefit will be paid if, after being assessed as totally disabled, you continue to be partially disabled beyond the waiting period (because of the same injury or sickness). Partially disabled means you are:

- unable to perform at least one Important Duty* of your usual occupation, but have returned to work in your usual occupation or another occupation;
- earning an income from your usual occupation or another occupation which is less than 75% of your monthly pre-disability income; and
- under the regular care, attendance, and following the advice of a registered medical practitioner.

How does the income protection benefit work?

If your claim is approved, income protection benefits will be paid monthly in arrears, after the waiting period ends. Your benefit payments cease on the earliest date that you:

- reach age 65 (or 70, where approved)
- die
- no longer satisfy the definitions of total disability or partial disability, or
- reach your maximum benefit period.

Calculating your monthly income benefit

You'll receive up to 75% of your pre-disability income or the amount insured, whichever is the lesser. Your benefit is also subject to the maximum of \$30,000 per month, or \$10,000 per month if you're age 65 or older.

Income is defined as the annual salary or wage paid by your employer, and reported to us, immediately before the disability (total or partial), plus any regular fees, regular commission, regular bonuses, regular overtime and fringe benefits averaged over the last 12 months immediately before the disability, if your employer reports these to us.

Please note that the salary your employer reports to us may not include all the components of your salary as defined.

We'll deduct insurance premiums based on whatever salary amount is reported to us.

If you are self-employed, a working director, or a partner in a partnership, income is defined as the income generated by the business or practice due to your personal exertion or activities, less your share of necessarily incurred business expenses (before tax) for the 12 months immediately before the disability (total or partial).

Waiting period

The waiting period is the number of days which must elapse before your income protection benefit starts to accrue. It commences when you're first examined and certified by a medical practitioner as totally disabled in relation to a condition that gave rise to your claim and you've ceased work due to that condition.

Returning to work during the waiting period

You can return to work performing your usual duties during the waiting period for up to:

- 10 days where the waiting period is 60 or 90 days
- 5 days where the waiting period is 30 days without recommencing the waiting period. Where this happens, the waiting period will be extended by the number of days you're at work.

Benefit period

The benefit period is the maximum period during which your income protection benefits will be paid. Your benefits for partial disability during the period will generally be proportionately less than your benefits for total disability.

See page 17 for information on offsets that may apply which would reduce your insured benefit.

Claims escalation benefit

Where you have a maximum benefit period of 5 years or to age 65, your benefit will increase annually with inflation by the lower of 5% or the increase in the Consumer Price Index (CPI) subject to the maximum monthly benefit payable. This will occur one year after your benefit payments commence and annually thereafter.

Rehabilitation expense benefit

If during your benefit period you attend a rehabilitation program which includes a 'return to work' plan approved by the insurer, the cost of that program will be paid by the insurer to the program provider.

Expenses will relate to rehabilitation programs with the aim of rehabilitating you to return to your pre-disability occupation or to retrain you into another occupation.

Recurrent disability benefit

If, within the first 12 months of returning to work in your normal pre-disability capacity following a claim, you suffer a recurrence of the same or related disability which caused the claim, it will be treated as the same claim. This means that no waiting period will apply, and the benefit period will be reduced by however long the first claim period was. For example, if you received benefits for 6 months (on a 2 year benefit period) and then you have a recurrence of the same injury 3 months after returning to work, then your remaining benefit period on that claim will be 18 months.

If, after 12 months of returning to work you suffer a recurrence of the same or related disability that caused a previous claim, then that claim will be treated as a new and separate claim, and a new waiting period and benefit period will apply.

Where a claim has been paid for the maximum 2 or 5 year benefit period, no further payments will be made and no further claims will be accepted for the same or related disability unless you return to full time work and have been fully undertaking all of the important income producing duties of your occupation for at least 12 months following the previous claim.

Death while on claim

If you die while you're receiving a monthly benefit, an additional lump sum equal to 3 total disability monthly benefit payments will be paid.

Income protection conditions

Benefit offsets

If any other benefits are payable to you for loss of income, your insurance benefit payments may be reduced so that the total of benefits paid from all sources does not exceed 75% of your pre-disability income. Income from other sources includes:

- workers' compensation
- motor accident compensation
- social security benefits
- any payments received in respect of any other legislation relating to loss of income due to injury or sickness
- income protection insurance benefits from other policies
- any paid sick leave entitlements
- other ongoing income generated from ownership in a business or practice, and
- ongoing payments from an employer (eg annual leave, long service leave).

Cover to age 70

(Only available to white collar and professional occupation categories)

You can apply to extend your cover to age 70 if you're 63 and still gainfully employed for at least 15 hours per week in each and every normal working week.

Your benefit period will be a maximum of 2 years, and payments will cease on the earlier of 2 years or age 70. The maximum monthly benefit from age 65 is \$10,000.

The cost of your cover will be based on the rates shown in the table on the next page.

You won't be eligible for continuation of cover if you're:

- self-employed, a contractor or a casual worker, or
- entitled to receive or have previously received income protection benefits through the fund.

When cover ceases

Your cover will cease on the earliest date that any of the following apply:

- you turn age 65 (age 70, where approved)
- you die
- you request cancellation of cover in writing
- 60 days after premium payments cease
- the date you cease employment with your employer and do not transfer to the retained division (see page 23)
- you cease to be a member of the fund.

Exclusions

Income protection insurance does not cover any injury or sickness arising from:

- intentionally self-inflicted injury, sickness, or attempted suicide or self-destruction whether sane or insane
- uncomplicated or normal pregnancy, childbirth or miscarriage
- declared or undeclared act of war or military action
- active service in the armed forces of any country or international organisation
- any underwriting exclusions imposed by the insurer.

Premium rates—benefit payment period up to 2 years

The cost of your insurance is deducted monthly from your account. Costs depend on the annual premium rate for your age, the amount of the benefit, the benefit period and waiting period you have chosen, your gender, your occupation factor, and additional loadings (if any).

The annual premium rates shown here:

- represent the cost of your insurance (per \$100 of monthly benefit)
- are inclusive of a 10% administration fee (plus GST) which is payable by you to Aon Hewitt for insurance administration services provided directly by Aon Hewitt. The fee does not form part of the premium payable to the insurer
- do not reflect any occupational factor. If we're not notified of your occupation category, we will apply a 'blue collar' occupation factor to the calculation of your premium. See page 21 for occupation factors.

Premium rates—benefit period up to 2 years

Age next birthday	Waiting period					
	30 days	60 days	90 days	30 days	60 days	90 days
	Male			Female		
16	2.57	1.73	0.92	3.85	2.60	1.37
17	2.57	1.73	0.92	3.85	2.60	1.37
18	2.57	1.73	0.92	3.85	2.60	1.37
19	2.57	1.73	0.92	3.85	2.60	1.37
20	2.57	1.73	0.92	3.85	2.60	1.37
21	2.57	1.73	0.92	3.85	2.60	1.37
22	2.61	1.74	0.92	3.91	2.61	1.37
23	2.64	1.76	0.93	3.97	2.65	1.39
24	2.69	1.79	0.94	4.02	2.70	1.42
25	2.72	1.82	0.94	4.08	2.72	1.42
26	2.74	1.82	0.93	4.11	2.73	1.39
27	2.70	1.83	0.90	4.06	2.76	1.35
28	2.70	1.76	0.88	4.06	2.65	1.30
29	2.71	1.75	0.84	4.07	2.63	1.26
30	2.73	1.76	0.82	4.09	2.65	1.25
31	2.79	1.78	0.82	4.17	2.66	1.25
32	2.84	1.81	0.82	4.26	2.73	1.25
33	2.93	1.88	0.85	4.38	2.81	1.28
34	3.04	1.94	0.88	4.56	2.91	1.31
35	3.18	2.02	0.92	4.76	3.04	1.38
36	3.34	2.13	0.98	5.01	3.19	1.46
37	3.46	2.22	1.03	5.20	3.34	1.54
38	3.66	2.36	1.10	5.49	3.54	1.65
39	3.87	2.49	1.19	5.80	3.75	1.80

Age next birthday	Waiting period					
	30 days	60 days	90 days	30 days	60 days	90 days
	Male			Female		
40	4.08	2.65	1.28	6.10	3.97	1.92
41	4.31	2.83	1.40	6.46	4.22	2.09
42	4.60	3.03	1.54	6.90	4.56	2.30
43	4.90	3.26	1.70	7.35	4.90	2.54
44	5.22	3.51	1.89	7.83	5.27	2.83
45	5.58	3.79	2.09	8.37	5.67	3.13
46	5.99	4.11	2.34	8.99	6.17	3.49
47	6.40	4.45	2.61	9.60	6.67	3.91
48	6.87	4.82	2.91	10.29	7.24	4.36
49	7.37	5.25	3.26	11.04	7.88	4.90
50	7.92	5.71	3.65	11.89	8.55	5.48
51	8.42	6.16	4.06	12.63	9.22	6.09
52	9.08	6.71	4.55	13.63	10.06	6.83
53	9.79	7.33	5.12	14.69	10.99	7.66
54	10.56	8.01	5.72	15.84	12.01	8.57
55	11.40	8.78	6.43	17.12	13.17	9.63
56	12.47	9.71	7.27	18.71	14.55	10.90
57	13.37	10.64	8.16	20.06	15.98	12.24
58	14.65	11.69	9.12	21.98	17.53	13.69
59	15.92	12.84	10.20	23.88	19.27	15.31
60	17.30	14.12	11.42	25.97	21.18	17.11
61	18.60	15.31	12.60	27.88	22.97	18.89
62	20.26	16.85	14.06	30.37	25.27	21.07
63	20.26	16.36	13.26	30.37	24.54	19.88
64*	12.74	10.84	7.69	19.10	16.25	11.54
65*	4.99	3.38	1.87	7.48	5.08	2.80

* See page 17 'Cover to age 70'.

Premium rates—professional and white collar—2 year benefit payment period

64	22.03	18.08	14.80	32.42	26.20	21.25
65	23.98	19.98	16.54	34.58	28.00	22.72
66	26.12	22.09	18.46	36.94	29.88	24.21
67	28.51	24.42	20.56	39.55	31.83	25.75
68	31.17	26.88	22.72	42.42	33.76	27.09
69	27.39	22.45	18.37	36.85	27.53	21.09
70	12.07	8.34	5.97	16.28	10.24	6.71

Premium rates—benefit payment period up to 5 years

The cost of your insurance is deducted monthly from your account. Costs depend on the annual premium rate for your age, the amount of the benefit, the benefit period and waiting period you have chosen, your gender, your occupation factor, and additional loadings (if any).

The annual premium rates shown here:

- represent the cost of your insurance (per \$100 of monthly benefit)
- are inclusive of a 10% administration fee (plus GST) which is payable by you to Aon Hewitt for insurance administration services provided directly by Aon Hewitt. The fee does not form part of the premium payable to the insurer
- do not reflect any occupational factor. If we're not notified of your occupation category, we will apply a 'blue collar' occupation factor to the calculation of your premium. See page 21 for occupation factors.

Premium rates—benefit payment period up to 5 years

Age next birthday	Waiting period					
	30 days	60 days	90 days	30 days	60 days	90 days
	Male			Female		
16	3.18	2.19	1.43	4.78	3.28	2.15
17	3.18	2.19	1.43	4.78	3.28	2.15
18	3.18	2.19	1.43	4.78	3.28	2.15
19	3.18	2.19	1.43	4.78	3.28	2.15
20	3.18	2.19	1.43	4.78	3.28	2.15
21	3.18	2.19	1.43	4.78	3.28	2.15
22	3.13	2.12	1.45	4.69	3.18	2.17
23	3.09	2.06	1.46	4.62	3.09	2.19
24	3.04	2.01	1.47	4.56	3.01	2.20
25	3.02	1.97	1.49	4.52	2.94	2.25
26	3.00	1.92	1.47	4.49	2.89	2.20
27	3.02	1.92	1.45	4.52	2.88	2.18
28	3.08	1.92	1.44	4.60	2.90	2.16
29	3.15	1.96	1.45	4.72	2.93	2.17
30	3.25	1.99	1.46	4.88	3.00	2.19
31	3.38	2.06	1.48	5.07	3.08	2.22
32	3.54	2.12	1.52	5.29	3.18	2.28
33	3.72	2.21	1.57	5.57	3.31	2.35
34	3.92	2.31	1.63	5.89	3.47	2.44
35	4.16	2.44	1.71	6.24	3.66	2.54
36	4.43	2.57	1.79	6.63	3.87	2.67
37	4.72	2.74	1.89	7.08	4.11	2.84
38	5.04	2.92	2.01	7.56	4.39	3.02

Age next birthday	Waiting period					
	30 days	60 days	90 days	30 days	60 days	90 days
	Male			Female		
39	5.40	3.13	2.16	8.10	4.70	3.24
40	5.81	3.37	2.34	8.70	5.06	3.49
41	6.24	3.64	2.53	9.36	5.46	3.80
42	6.71	3.93	2.75	10.07	5.91	4.13
43	7.24	4.28	3.03	10.84	6.43	4.53
44	7.80	4.67	3.34	11.70	7.01	5.00
45	8.42	5.11	3.70	12.63	7.66	5.54
46	9.10	5.61	4.11	13.64	8.40	6.16
47	9.84	6.16	4.58	14.75	9.24	6.88
48	10.65	6.78	5.15	15.97	10.17	7.71
49	11.53	7.48	5.76	17.29	11.22	8.65
50	12.49	8.27	6.49	18.75	12.42	9.73
51	13.56	9.17	7.30	20.35	13.74	10.96
52	14.73	10.16	8.22	22.09	15.24	12.34
53	16.01	11.28	9.30	24.01	16.91	13.94
54	17.43	12.53	10.48	26.13	18.79	15.72
55	18.99	13.92	11.82	28.48	20.88	17.73
56	20.72	15.48	13.99	31.08	23.22	20.99
57	22.64	17.21	15.83	33.97	25.83	23.76
58	24.79	19.16	17.75	37.19	28.74	26.64
59	27.20	21.33	19.94	40.80	32.00	29.93
60	29.91	23.75	21.79	44.87	35.64	32.67
61	31.12	24.60	21.35	46.69	36.89	32.03
62	30.38	23.91	19.65	45.57	35.85	29.47
63	28.28	21.93	16.91	42.44	32.91	25.37
64*	20.35	14.71	12.89	30.52	22.04	19.34
65*	10.73	6.30	4.58	16.08	9.45	6.89

* See page 17 'Cover to age 70'.

Premium rates—benefit payment period up to age 65

The cost of your insurance is deducted monthly from your account. Costs depend on the annual premium rate for your age, the amount of the benefit, the benefit period and waiting period you have chosen, your gender, your occupation factor, and additional loadings (if any).

The annual premium rates shown here:

- represent the cost of your insurance (per \$100 of monthly benefit)
- are inclusive of a 10% administration fee (plus GST) which is payable by you to Aon Hewitt for insurance administration services provided directly by Aon Hewitt. The fee does not form part of the premium payable to the insurer
- do not reflect any occupational factor. If we're not notified of your occupation category, we will apply a 'blue collar' occupation factor to the calculation of your premium. See page 21 for occupation factors.

Premium rates—benefit payment period to age 65

Age next birthday	30 days	Waiting period				
		60 days Male	90 days	30 days	60 days Female	90 days
16	5.02	3.91	3.12	7.54	5.89	4.69
17	5.02	3.91	3.12	7.54	5.89	4.69
18	5.02	3.91	3.12	7.54	5.89	4.69
19	5.02	3.91	3.12	7.54	5.89	4.69
20	5.02	3.91	3.12	7.54	5.89	4.69
21	5.02	3.91	3.12	7.54	5.89	4.69
22	4.99	3.82	3.01	7.47	5.74	4.52
23	4.96	3.74	2.91	7.43	5.62	4.36
24	4.94	3.67	2.82	7.40	5.52	4.22
25	4.94	3.63	2.74	7.40	5.44	4.11
26	4.96	3.60	2.69	7.43	5.38	4.02
27	5.04	3.61	2.66	7.57	5.42	4.00
28	5.20	3.67	2.67	7.79	5.49	4.01
29	5.39	3.76	2.71	8.08	5.64	4.07
30	5.65	3.89	2.78	8.47	5.84	4.16
31	5.96	4.06	2.87	8.93	6.08	4.29
32	6.46	4.69	3.27	9.69	7.03	4.91
33	6.90	4.97	3.43	10.34	7.44	5.15
34	7.39	5.28	3.62	11.10	7.93	5.43
35	7.98	5.66	3.84	11.97	8.49	5.78
36	8.63	6.09	4.12	12.93	9.13	6.18
37	9.35	6.58	4.45	14.01	9.88	6.65
38	10.24	6.82	4.60	15.36	10.22	6.89
39	11.12	7.42	5.01	16.70	11.13	7.52

Age next birthday	30 days	Waiting period				
		60 days Male	90 days	30 days	60 days Female	90 days
40	11.99	8.10	5.49	17.98	12.16	8.24
41	13.16	8.85	5.99	19.74	13.29	8.99
42	14.17	9.62	6.62	21.25	14.43	9.93
43	15.54	10.56	7.35	23.30	15.83	11.02
44	16.53	11.38	8.01	24.80	17.06	12.03
45	17.57	12.01	8.75	26.35	18.01	13.15
46	18.82	13.20	9.78	28.21	19.81	14.67
47	20.33	14.51	10.91	30.48	21.75	16.37
48	21.91	15.92	12.07	32.87	23.89	18.10
49	23.57	17.45	13.46	35.35	26.18	20.18
50	25.30	19.11	14.97	37.94	28.66	22.46
51	26.81	20.87	16.45	40.21	31.30	24.70
52	28.64	22.51	18.21	42.97	33.75	27.33
53	30.52	24.45	20.09	45.79	36.67	30.13
54	32.44	26.48	22.06	48.66	39.72	33.09
55	34.40	28.57	23.37	51.60	42.87	35.08
56	36.37	30.72	24.88	54.55	46.07	37.31
57	37.45	31.93	26.54	56.18	47.90	39.81
58	38.29	32.88	28.29	57.44	49.31	42.45
59	39.20	33.98	29.75	58.80	50.98	44.64
60	38.07	32.04	27.53	57.11	48.07	41.30
61	31.12	28.26	25.04	46.69	42.39	37.56
62	29.58	27.19	24.20	44.38	40.78	36.30
63	28.28	24.52	22.01	42.44	36.76	33.02
64*	20.33	16.91	14.15	30.48	25.37	21.21
65*	10.66	7.04	5.09	15.98	10.57	7.63

* See page 17 'Cover to age 70'.

Occupation factors for income protection

Occupations are given a risk rating (or factor) according to the type of work performed. The higher the risk of death or injury, the higher the risk factor the insurer will apply to the calculation of insurance costs. See the table below for the different occupation categories.

Some occupations may not be eligible for any insurance cover because they're just considered too hazardous.

This is up to the insurer to make this determination. See the latest *Occupation ratings* guide available on the website smartMonday.com.au/resources.aspx. This guide may be updated by the insurer from time to time.

Occupation category	Description	Factor
Class 1 Professional	Professionals, executives (eg CPA/CA accountant, lawyer, doctor, pharmacist) and senior management (eg CEO, CFO) with tertiary qualifications and high incomes.	0.90
Class 2 White collar	Office-based with no manual work, eg clerical roles, professional or administrative roles such as architect, accountant, computer analyst, lecturer, social worker, administrator, clerk	1.00
Class 3 Grey collar	Primarily non-manual but may involve light manual duties only, such as hairdresser, shop assistant, florist, cashier, tailor	1.35
Class 4 Blue collar	Moderate degree of manual work, or recognised qualified trades, such as baker, gasfitter, electrician, mechanic, printer, signwriter, greengrocer	1.75
Class 5 Heavy blue collar	Heavy manual work or those with a degree of additional risk of disability, such as boilermaker, gardener, storeman, tyre fitter, welder.	3.00
Collective	A collective rating applied to all members in a particular employer plan based on the overall risk rating of the members in the plan.	Negotiated with the employer, if applicable

Default occupation category: 'Blue collar'

If we're not notified of your occupation category, we will apply a 'Blue collar' factor to the calculation of your insurance premium.

For more information on updating your occupation category see page 22. You'll need to complete and return the *Reclassify your occupation* form at smartMonday.com.au/resources.aspx.

If at claim time the insurer assesses that you have been working in a 'hazardous' or 'uninsurable' occupation (as set out in the latest *Occupation ratings* guide) you will not be eligible for automatic cover. If you have received cover in error, cover will be cancelled from commencement and premiums will be refunded to you. On the other hand, if you've been working in a lower risk occupation than what your premium was calculated on, any overpaid premiums may be added to your benefit payment.

Calculating the cost of your insurance

Your annual premium equals:

$$\frac{\text{Monthly benefit}}{\$100} \times \text{annual premium rate} \times \text{occupation factor}$$

Example: You're a female turning 40 and working in an occupation rated as 'grey collar'. You have chosen income protection cover with a waiting period of 30 days and a benefit period of up to 5 years. If you're injured and unable to work, you want to receive a monthly benefit payment of \$1,800 (which is 75% of your normal monthly salary).

Your annual premium would be calculated:

$$\frac{\$1,800}{\$100} \times \$8.70 \times 1.35 = \mathbf{\$211.41}$$

The rates and factors shown are correct at the date of issue. Premiums will be deducted from your account and will be shown on your annual benefit statement, or you can view these details online by logging into your account.

General conditions

Reclassifying your occupation status

From time to time your employment circumstances may change. eg You change from casual to permanent full-time work. Or you might change roles from a labor-intensive factory role to an office-based management role.

It's important that your employer notifies us of any change within 120 days so that we can update your cover. Speak to your employer's HR department in the first instance, or call us if you need help.

Any increase in cover will be subject to being At Work on the date of reclassification. If you're not At Work, New Events cover will apply until such time as you are At Work for 30 consecutive days, from which time the New Events cover restriction will no longer apply.

If we're not notified of your change within 120 days, any increase or other change in your cover will not apply until the following 1 July.

Worldwide cover

You are covered if you travel overseas, provided you haven't moved overseas permanently.

If you're not an Australian resident (eg working here on a temporary working visa), then you're only covered for a maximum of 3 months while overseas.

The insurer may require you to return to Australia (at your own expense) for the assessment of a claim.

Duty of disclosure

Before you enter into a contract of life insurance you have a duty under the *Insurance Contracts Act 1984* to disclose to the insurer every matter that you know or could reasonably be expected to know, which is relevant to the insurer's decision whether to accept the risk of insurance and, if so, on what terms.

You have the same duty to disclose those matters to the insurer until the insurer agrees to provide the insurance and before you renew, extend, vary or reinstate your cover.

You don't need to tell us anything that:

- > reduces the risk we insure you for; or
- > is common knowledge; or
- > the insurer knows or should know as an insurer; or
- > the insurer waives your duty to disclose.

If you don't tell the insurer something that you know, or could reasonably be expected to know, may affect the insurer's decision to provide the insurance and on what terms, this may be treated as a failure to comply with your duty of disclosure.

If you fail to comply with your duty of disclosure and the insurer would not have entered into the contract on any terms, if the failure had not occurred, the insurer may avoid the contract within 3 years of entering into it. If your non-disclosure is fraudulent, the insurer may avoid the contract at any time.

An insurer who is entitled to avoid a contract of life insurance may, within 3 years of entering into it, elect not to avoid it but to reduce the sum that you would have been insured for in accordance with a formula that takes into account the premium that would have been payable if you had disclosed all relevant matters to the insurer.

Economic or trade sanctions

If you have a trade or economic sanction placed against you then you will not be eligible for insurance cover and would not be paid out on any claim received on or after that date. The insurer could be exposed to penalties or restrictions if cover was provided to a sanctioned person.

Privacy

For information about your privacy as it relates to insurance arrangements with the insurer, AIA Australia, their privacy statement is available on their website aia.com.au.

Insurance when you cease employment

Retaining your account in the fund

If we're notified by your employer that your employment has ceased and your account balance is more than \$5,000 you'll still be able to maintain your membership in smartMonday PRIME. Any death and TPD insurance cover will continue and premiums will be calculated using the same occupation category. You must advise us if your occupation category changes.*

Your account will take on a 'retained' status reflecting that you've left your employer and we will make the following changes to your insurance:

- your death cover will become fixed at the level of cover that day, and will cease at age 70
- your TPD cover will become fixed at the level of cover that day, and reduce linearly to zero between the ages of 60 and 65, when it will cease
- any income protection cover will cease effective the date you cease employment. You can apply to continue your cover if you notify us within 60 days of leaving your employer, and the insurer approves your request. Let us know by calling **1300 880 588** or completing the *Continuation of income protection insurance* form at smartMonday.com.au/resources.aspx.

The cost of insurance may increase. We'll write to you informing of these changes and anything further that you need to do if you want to change or cancel your cover.

It's important to note that your insurance cover will only continue if you remain an Australian resident or are staying or working in Australia on a valid visa.

Duplicated cover

If you do happen to commence employment with another participating employer in smartMonday PRIME, you'll only be eligible for a single amount of automatic cover. We'll contact you if this is situation occurs.

* If a higher-risk or hazardous occupation applies at the time a claim is made, the insurer may decline your claim or reduce your benefit. Alternatively, additional premiums may be deducted from any benefit paid.

Transferring to the Aon Eligible Rollover Fund

If you cease employment, and your account balance is less than \$5,000, we'll transfer your balance to the Aon Eligible Rollover Fund. We'll write to you before we do this and give you some options if you want to stay in smartMonday PRIME.

On transferring to the Eligible Rollover Fund:

- all of your insurance cover will cease, and
- you'll no longer be a member of smartMonday PRIME.

Leave without pay

Death and TPD cover continues while you're on approved leave without pay as long as the premium continues to be paid. Where the disability occurs after 24 months of approved leave without pay, your TPD claim will be assessed against the 'Activities of daily working' definition of TPD.

If you have income protection, you're covered during periods of leave without pay (including maternity/paternity leave) for periods of up to 24 months, as long as the premium continues to be paid. There must be documented evidence of an agreed return to work date and you must return to work within 30 days of the agreed date, or cover will cease. You can apply to extend cover beyond 24 months subject to approval by the insurer.

Making a claim

Our claims process

If you need to make a claim, it's likely to be a difficult and emotional time for you. We're there to help you through this period, so the best thing to do is call us on 1300 880 588 and we'll get the ball rolling. We'll do our best to ensure you've got the support you need and your claim is processed as quickly and efficiently as possible.

Our insurer AIA Australia has a simple claims philosophy – *"Helping people when they need it most"*

AIA Australia assesses each case individually and looks for ways to pay the claim promptly, not avoid it. They understand that when it comes to claims processing, timeliness and accuracy are critical to getting the experience right for you.

Rehabilitation

A safe and speedy return to work is usually the best outcome for your physical and mental wellbeing.

During the early stages of your income protection claim, we'll work with the insurer to assess your suitability for their range of rehabilitation options which includes things like physical conditioning or workplace retraining programs, counselling, and short courses to develop new skills.

It's completely up to you if you want to participate in rehabilitation. AIA Australia's rehabilitation program is provided in addition to any monthly income protection benefit you receive.

If you want to make your own arrangements (subject to approval by the insurer), the costs will be paid by the insurer to the provider of the program. See the rehabilitation expense benefit on page 16.



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It all adds up



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Smart easy actions



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Brighter futures
Someday starts today

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