

PUTTING THE ABILITY BACK INTO DISABILITY



HOW DISABILITY IS DEFINED

The disability definitions determine the extent of cover provided. Different definitions can be selected for the initial and extended periods and are given below.

Initial 24-Month Period

OWN OCCUPATION: For this period, disability is considered to be a condition in which, in the opinion of Metropolitan, the member is totally incapable of earning an income from his or her occupation.

Extended Period

Two options are available:

ALTERNATIVE OCCUPATION: Disability is considered to be a condition in which, in the opinion of Metropolitan, the member is totally incapable of earning an income from any other occupation for which he or she is qualified or could become qualified, taking into account the member's knowledge, training, education, ability and experience.

OR

ANY OCCUPATION: Disability is a condition in which, in the opinion of Metropolitan, the member is totally incapable of earning an income in any occupation.

Waiting Period

The disability benefit is payable after a waiting period of 3, 6, or 12 months from the date of disablement.

Employer's Waiver of Premiums

The disability benefit can be increased, subject to a maximum, to include the employer's contributions for retirement and risk benefits. This means that the employer does not have to pay these premiums for a member who is no longer on the payroll.

Escalations

To counter the effect of inflation, the scheme may provide for the disability benefit to be increased annually. Various options are available and the rate chosen will be specified in the policy document.

INCOME CONTINUATION BENEFIT



Together we can

METROPOLITAN
EMPLOYEE BENEFITS



Metropolitan Life Limited is an
authorised Financial Services Provider.

Further Information

Contact the Metropolitan Employee Benefits

Contact Centre on 0860 103 260

www.meteb.co.za

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METROPOLITAN'S

INCOME CONTINUATION
BENEFIT DISABILITY LIFESTYLE INSURANCE

Disability can strike anyone at any time, and the effects can have far-reaching consequences. For an employee who is unable to continue working because of disability, the loss of income is even more crushing. Renowned for its sound risk management, Metropolitan has created a disability benefit called Income Continuation Benefit. This product allows employers to fulfil their financial obligations to their employees and gives disabled people new hope in following as normal a life, financially, as possible. Metropolitan's Income Continuation Benefit is suitable for all small, medium and large companies.

**Preferred Providers of Risk Benefits**

In the business of insuring against risk for well over a century, Metropolitan has become known for their:

- sound experience in the management of risk;
- expertise in disability assessment practices; and
- first-rate administration and service levels.

Advantage for Employers

The opportunity to provide a meaningful benefit to disabled members, thereby relieving them of any further financial obligation.

Advantage for Members

Peace of mind that, in the event of their disability, they will continue to receive a regular income, thereby allowing them to meet their and their families' financial obligations.

How Income Continuation Benefit Works

Income Continuation Benefit is an insured scheme that pays a member a regular monthly income in place of earnings lost during his or her total disablement, whether temporary or permanent. Payment ends if the member recovers, dies or reaches normal retirement age, whichever is the soonest. The amount of the benefit is based on a scale related to the member's salary and is subject to a maximum that varies from time to time

