



HvA JobService B.V.

WIA (Work and Income (Capacity for Work) Act) Invalidity pension with Nationale-Nederlanden for HvA JobService staff

This collective insurance policy has been specially put together for HvA JobService B.V. staff who have an income higher than the maximum annual wage threshold (2019: €55,927). It offers insurance with fair conditions at reasonable premiums.

Aim of the insurance

The aim of this insurance is to cover part of the shortfall if your income drops due to illness or injury.

What is insured?

Your employer is legally obliged to pay your wages during the first two years of illness. You can see in your employment contract how much you will be paid during this period.

If you are still incapacitated for work after two years, you will be entitled to a state benefit under the terms of the WIA (Work and Income (Capacity for Work) Act). This is a maximum of 70% of the maximum annual wage threshold if you are entitled to a benefit under the WGA (Return to Work (Partially Disabled Persons) Scheme), and 75% if you are entitled to a benefit under the IVA (Fully Disabled Persons Income Scheme).

If the WGA benefit is less than 70%, the shortfall up to 70% is covered under the collective WGA shortfall insurance.

The maximum annual amount you will receive (from the WGA benefit and payment from the WGA shortfall insurance if applicable) is €39,148.90 (70% of €55,927), and the annual benefit paid under the IVA is €41,945.25 (75% of €55,927). This means you will still have a shortfall of 30% (WGA benefit) or 25% (IVA benefit) for the part of your salary below €55,927, and a shortfall of 100% of your salary above €55,927.

HvA JobService offers you the opportunity to take out a WIA insurance for the part of your salary above the maximum salary. This insurance is with Nationale-Nederlanden.

What can you insure?

This insurance pays out an extra allowance of 70% of the part of your income that exceeds the maximum annual wage threshold. This means that the shortfall for the part of your salary above the maximum annual wage threshold is no longer 100%, but a minimum of 30% (if you are fully incapacitated for work).

Maximum insured salary

The maximum salary that can be insured has been set at €250,000.

Determining the amount of the allowance

If, and for as long as, you are entitled to WIA invalidity benefit, the annual allowance will be:

- 35-45%: 40% of the insured invalidity pension;
- 45-55%: 50% of the insured invalidity pension;
- 55-65%: 60% of the insured invalidity pension;
- 65-80%: 72.5% of the insured invalidity pension;
- 80-100%: 100% of the insured invalidity pension.



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The degree of invalidity is determined by UWV (Employee Insurance Agency). Nationale-Nederlanden will set the allowance in line with this invalidity percentage. You will be fully exempted from contributions while you are receiving this allowance.

Premiums

The premium percentage is 3.15% of the invalidity pension being insured.

The premium is not age-related, so it will not rise as you grow older.

The level of premiums in the collective contract has been frozen until 01-01-2020. The insurance company will review the premiums for a 3-year period every three years, on the basis of loss statistics and the risk being undertaken.

Example of calculation for allowance and premium based on full incapacity for work

Pensionable salary	€	80,000	
A maximum of 70% of which is insured	€	55,927.00	
WIA benefit	€	24,073.00	-/-
WIA invalidity pension to be insured	€	16,851,10	
Annual premium	€	530.81	

What are the fiscal consequences?

The premium is tax deductible, giving an immediate tax benefit.

The premium will be deducted from your nett salary on your wage slip.

Basic principles of the insurance

- Voluntary collective insurance;
- The premium is paid by you in full;
- The annual premium will be paid by your employer in advance, and the repayments deducted from your wages.
- The insurance is based on your annual pensionable salary;
- Easy acceptance;
- Any allowance paid is treated as taxable income;
- Any benefit paid out will be annually index-linked by 3%. This covers annual rises in the cost of living.

In view of new legislation, please take note of the following:

You will be automatically registered for this insurance. If you do **not** want to take part in this scheme, please complete and sign the attached waiver and hand it in to your employer.

If you do not reply within two weeks, we will assume that you wish to take part in this insurance scheme.

If you are already fully or partly incapacitated for work when you join the insurance scheme, the insurance will only cover you for your remaining capacity to work. If you are fully incapacitated for work and have not completed a waiver, the insurance cover will start once you have been fully fit for work for four weeks.