

Aegon WIA-Excedentverzekering (WIA Top-up insurance)

Product information for employers

What is this insurance for?

Do you have employees who earn more than the income limit up to which social security contributions are payable (SSC income limit)? If so, you should be aware that the WIA benefit that they receive in the case of occupational disability covers only the part of the wage up to the SSC income limit. As a result, your employees may be faced by a drop in income. For these employees, you can take out the Aegon WIA top-up insurance. This insurance means that your employees on WIA benefit receive a supplement to their income, so that their income is maintained.

What are you insuring?

You are insuring employees on WIA benefit against a drop in income. The insurance is paid out for as long as the WIA benefit continues.

Which wage are you insuring?

You can opt to insure the uniform wage of your employees. The uniform wage is the wage of your employees on which you pay wage tax and premiums. Another possibility is to insure the uniform wage without the additional tax liability for a company car or the pensionable pay of your employees.

What is your insured amount?

You determine yourself the amount that you insure per employee. The insured amount is always a percentage of the wage above the SSC income limit. A maximum of € 325,000 applies. You can choose from several percentages:

- 70% of the wage above the SSC income limit up to and including a wage of € 325,000.
- 75% of the wage above the SSC income limit up to and including a wage of € 325,000. There is a possibility to increase this by 5% of the wage up to and including the SSC income limit.
- 80% of the wage above the SSC income limit up to and including a wage of € 325,000. There is a possibility to increase this by 10% of the wage up to and including the SSC income limit.

What will Aegon pay if your employees have a WIA benefit?

There are two versions of the Employee Insurance Agency (UWV) WIA benefit: the IVA benefit and the WGA benefit. The benefit version partly determines what we pay out to your employees.

Your employees receive an IVA benefit

Employees who are occupationally disabled for more than 80%, and for whom no full or partial recovery is expected in the next few years, receive an IVA benefit. In that case, we pay the insured amount for these employees.

Your employees receive a WGA benefit

Employees who are partially occupationally disabled or fully disabled, but for whom full or partial recovering is possible in the next few years, receive a WGA benefit. In the case of these employees, we first assess to what extent they are occupationally disabled according to the Employee Insurance Agency. If your employees are partially disabled, we pay out part of the insured amount. The amount we pay depends on the occupational disability percentage. All percentages are stated in the benefit table below.

The occupational disability percentage is:	The benefit payment percentage is:
35% - 45%	40%
45% - 55%	50%
55% - 65%	60%
65% - 80%	72,5%
80% or more	100%

If you also have indexation cover, we increase the benefit payment every year. We do so on 1 January in accordance with the Statistics Netherlands (CBS) wage index.

Up until when do your employees receive a benefit payment?

As long as your employees are receiving a WIA benefit, they will receive a benefit payment from us. However, an end-date does apply. They are three possibilities:

- An agreed age limit stated on the policy;
- The state pension age of your employees up to a maximum of 70;
- The standard retirement age of 68.

How does Aegon pay out the benefit?

Your employees are still in your service:

You as the employer will receive the monthly benefit payment from us. We always pay in arrears. We transfer the amount to you as a gross amount. You then pay the net amount to your employees. You therefore withhold the taxes and premiums yourself.

Your employees have left your service:

Your former employees receive a monthly benefit payment from us. This is a net amount that we pay in arrears. In this case, we withhold the taxes and premiums.

In what cases do employees not receive a benefit payment?

In a number of cases, your employees will not receive a benefit payment.

- Your employees have waived this insurance and signed a statement to that effect.
- Your employees are not or no longer entitled to a WGA or IVA benefit. However, there is a possible exception. Have we agreed a fixed age limit for this insurance that is later than the state pension age, and were your former employees entitled to a WIA benefit up until the state pension age? If so, the benefit payment will continue until the agreed age limit.
- Your employees have a WGA benefit and have not cooperated or cooperated sufficiently with their reintegration.
- Your employees have reached the agreed age limit. This age limit is stated on the policy.
- Your employees are retiring at an earlier age than the age limit agreed with you.
- You have not paid the premium and you are temporarily not insured as a result.

The insurance ceases. For how long does the benefit payment continue?

If the insurance ceases, because, for instance, you terminate it or because the end-date has been reached, the benefit payment and our service provision will continue. For this to apply, the first day of occupational disability must be before the end-date of the insurance and before the date of leaving service. We will then pay out as if the insurance was still continuing.

Do my employees have to have a medical examination?

We accept your employees without asking any questions about their medical condition. There is one exception. If employees opt not to participate, they sign a waiver for this purpose. If employees nevertheless decide to participate at a later stage, the medical condition is assessed. If your employees were already occupationally disabled before the insurance took effect, we insure these employees for the salary that they are still earning.

How do we help you?

You can rely on our help in various situations. Read below what you can expect from us in each situation:

You receive help during reintegration

Reintegrating quickly is vital. That is why our case managers are ready to help you and your employees during the reintegration process. You can turn to them if you have any question and they will help your employees to start work again. They always take into account the talents of your employees and the possibilities.

You receive legal aid

Despite your best expectations, you may suddenly be faced by a legal dispute. In such cases too, we consider it important to assist you. We therefore offer you legal aid in the following cases:

- You have a legal dispute with the Employee Insurance Agency regarding the implementation of the Dutch Eligibility for Permanent Incapacity Benefit (Restrictions) Act (Wet verbetering poortwachter), the Dutch Sickness Benefits Act (Ziektewet) or the Dutch Work and Income (Capacity for Work) Act (WIA).
- You have a legal dispute with an employee regarding his or her occupational disability. This employee is entitled to continued payment of the wage. For every case of occupational disability, you are entitled to legal advice on one occasion each year.
- Through the fault of someone else, an employee can no longer work and that other person is therefore legally liable. In that case, the wage and reintegration costs, as well as the benefits paid to your employee can be recovered from that other person. That also includes the costs of the legal proceedings. This is the case only if it has actually been established that the other person is legally liable.

Who offers the advice and the legal assistance?

To help you in the case of a legal dispute, we engage service provider SRK Rechtsbijstand. SRK is an independent and specialised provider of legal aid. We guarantee that SRK will meet its obligations.

How do you calculate the premium?

Your premium consists of two elements: the total of the insured amounts of your employees and an annual premium rate. To calculate this annual premium rate, we take into account:

- Your employees' wages.
- Your business activities and the work performed.
- The number of employees who became subject to the WIA in previous years.
- The gender and age of your employees.

What if your employees pay all or part of the premium themselves?

You can make arrangements with your employees regarding the repayment of the premium. You withhold all or part of the premium from the gross wage. You do not pay wage tax, social insurance contributions or employee insurance premiums on this amount.

When do you not need to pay a premium?

There are two cases in which you do not need to pay a premium for your employees:

- If your employees are already receiving a WGA or IVA benefit, you do not need to pay a premium for them at that time.
- You no longer need to pay a premium from two years before the employees reach the agreed age limit.

Is the WIA top-up insurance covered by the Dutch Pensions Act (Pensioenwet)?

The WIA top-up insurance is covered by the Dutch Pensions Act. Your employees therefore receive a letter from us when one of the following situations occur:

- When the insurance takes effect.
- Every year in which the insurance continues.
- If you have not paid the premium. If you have still not paid the premium after the following three months, we can terminate your insurance.
- If the insurance for your employees ceases.

What are the advantages of the Aegon WIA top-up insurance?

The Aegon WIA top-up insurance is an excellent supplement to the employment conditions of your employees. This will distinguish you from other employers. Furthermore, for some collective agreements and/or pension schemes, this insurance is obligatory. It also means that you meet the requirements of good employment practice. You demonstrate that even after two years of sickness or occupational disability, you continue to take care of your staff.

The Aegon WIA top-up insurance allows you to meet such requirements. The premium is also tax deductible for you as an entrepreneur. If your employees contribute to the premium, part of this premium is tax deductible for them too. These are just a few of the advantages.

We list the other advantages below:

- The premium for the WIA top-up insurance is often less expensive than insurance arranged by employees themselves.
- You no longer need to pay a premium for your employees from two years before the age limit is reached.
- If your employees are entitled to a WIA benefit payment, you do not need to pay a premium.
- No health questions are asked for the acceptance of employees.
- A high maximum insured wage of € 325,000.
- The possibility to include the state pension age (maximum of 70) as the age limit in the insurance policy.
- You have several possibilities for the insured amount and the wage.
- If your cover also includes indexation, we will increase the benefit payment with retroactive force up to the first day of occupational disability. This will take place annually on the basis of the Statistics Netherlands wage index.
- We realise that the reintegration of employees can be quite complicated in practice, which is why we offer support to you as an employer. We help you to use the capacities and possibilities of your occupationally disabled employees to best effect.
- You receive legal aid.
- You can bring the WIA top-up insurance into line with the occupational retirement pension.

Do you have any questions?

Please contact your advisor.