

AustralianSuper Select for Bis employees

About this employee booklet

The information in this employee booklet forms part of the Product Disclosure Statement for AustralianSuper Select prepared on 3 September 2022.

It's specific to permanent employees of Bis Industries Limited, Bis Quarries Pty Ltd and Jaxam Engineering Pty Ltd, as the contributing employers (referred to as Bis in this booklet). Information about fees and costs paid as a member of AustralianSuper Select, including how and when they're paid, have been published in the *AustralianSuper Select Product Disclosure Statement*.

If you're an existing AustralianSuper member and not in AustralianSuper Select for Bis employees, please refer to the relevant Product Disclosure Statement for your plan.

If you're a casual or contract employee you're not eligible to join AustralianSuper Select. Please speak to your employer to discuss your options.



Types of insurance cover

AustralianSuper provides the following types of insurance cover*:

Types of insurance cover	
Death	Can help ease financial stress by paying a lump sum to your beneficiaries if something happens to you.
Total & Permanent Disablement (TPD)	Can provide a lump sum if you become totally and permanently disabled and can no longer work.
Income Protection	Can provide monthly payments to help you get by if you become ill or injured (at work or outside of work) and can't work temporarily.

If you have Death or TPD cover you're also covered for terminal illness. This can help ease some of the financial stress if you're suffering from a terminal medical condition.

Your insurance cover

Your super account comes with basic insurance cover which is arranged by your employer (see the Basic cover section). This cover provides a basic level of protection if you die or become ill or injured.

Any basic cover you pay for will start automatically if you're 25 or older; and your super balance reaches \$6,000; and you've received an employer super contribution after your super balance first reaches \$6,000 (age limits and other conditions apply).

You can apply to start your basic cover earlier, without providing detailed health information, by completing the *Start your basic cover* form you received with your welcome letter (conditions apply).

See the *Insurance in your super* guide for Select members at australiansuper.com/bis for details and examples of when cover starts.

Important information



There are many circumstances that may affect your insurance cover. See the *Insurance in your super* guide for Select members at australiansuper.com/bis for more information about your AustralianSuper Select insurance. It details terms and conditions about insurance including your eligibility for cover, how much you can apply for, when it starts and stops, active employment, limited cover and exclusions, your insurance options, and what happens if you leave your Select employer.

Your eligibility to claim for benefits will be determined by the Insurer in line with our insurance policy terms and conditions.

* AustralianSuper insurance is provided by TAL Life Limited (the Insurer) ABN 70 050 109 450, AFSL 237848.

Cost of your cover

You pay the cost of your cover which is deducted monthly from your super account. Your first payment may be higher than your ongoing monthly payments. This is because it includes insurance costs from the date your cover started to the date of your first payment deduction (which may be for a period that's longer than a month).

Insurance costs include stamp duty charges and costs incurred by the Trustee for administering insurance arrangements.

Basic cover

Eligible permanent employees will receive a basic level of insurance cover with a Professional category work rating. Basic cover is salary-based and your employer informs us of your salary to calculate your cover (age limits apply). Your basic Death and TPD cover amounts will change from month to month depending on your salary and your length of service to age 65.

The type of basic cover you're eligible for depends on your employment and insurance category as shown in the table below. The insurance category you're in is determined by your employer. If you're unsure which category you're in, please ask your employer.

Use the Bis Select insurance calculator to work out how much basic cover you could get and the cost of it at australiansuper.com/bis

		Category 1 (Closed)		Category 2 (Open)	
Category description		Permanent employees at 31 October 2020 with previous Bis insurance cover specified below*		New permanent employees from 1 November 2020 and permanent employees at 31 October 2020 with previous Bis insurance cover specified below†	
Cover type	Death and TPD	Income Protection	Death and TPD	Income Protection	
Basic cover design	18% x your salary‡ x future service§ to age 65 or \$1M (whichever is lower).	75% of monthly salary‡ or \$12,000 a month (whichever is lower). Your Income Protection has a benefit payment period up to two years and a 90 day waiting period.	15% x your salary‡ x future service§ to age 65 or \$1M (whichever is lower).	75% of monthly salary‡ or \$12,000 a month (whichever is lower). Your Income Protection has a benefit payment period up to two years and a 90 day waiting period.	
Age basic cover ends#	Cover ends at age 65.	Cover ends at age 70.	Cover ends at age 65.	Cover ends at age 70.	

* Your previous Bis Death and TPD cover at 31 October 2020 was greater than 15% x your salary x future service to age 65 or you had fixed Death and TPD cover.

† Your previous Bis Death and TPD cover at 31 October 2020 was less than or equal to 15% x your salary x future service to age 65.

‡ Salary is generally your annual (before-tax) salary, excluding employer super contributions. For more details see the *Insurance in your super* guide for Select members at australiansuper.com/bis

§ Future service is defined as the number of complete years and months until you turn 65. A partial month is rounded up to the nearest whole month.

Cover can stop for many reasons. For a list of events that may make cover stop, see the *Insurance in your super* guide for Select members at australiansuper.com/bis

When your basic cover changes in line with your salary

Your employer will tell us if there's a change to your salary. When your basic cover is salary-based, the amount and cost of it will increase or decrease automatically in line with your salary. It can increase up to the automatic limits shown in the table below without you having to provide additional health information:

Automatic limits	
Death and TPD cover	Income Protection
\$1M	\$12,000 a month

We'll write to you about your options if your basic cover has reached the automatic limit(s). To increase your basic cover in line with your salary above the automatic limits, you'll need to provide detailed health information for the Insurer to consider.

Change your cover anytime

You can cancel, change or apply for insurance anytime by logging into your account or completing the *Change your insurance* form at australiansuper.com/select

The cost of any additional cover you apply for will be paid by you and deducted monthly from your super account.

For more information about changing or cancelling your cover, see the *AustralianSuper Select Product Disclosure Statement* at australiansuper.com/select and the *Insurance in your super* guide for Select members at australiansuper.com/bis



About work ratings

As a member of AustralianSuper Select, you have both an **individual** work rating and a **category** work rating. These work ratings are used to calculate the cost of your cover.

Your category work rating is unique to your Select employer and only applies while you're their employee.

If your category and individual work ratings are different, we'll apply the less expensive work rating to calculate the cost of your cover. This is your **applied** work rating.

Check your applied work rating by logging into your account. Apply to change your individual work rating by completing the *Change my individual work rating* form available at australiansuper.com/select

Individual work rating

Your individual work rating is **Blue Collar** unless you're eligible to change to White Collar or Professional and your application is approved by the Insurer.

Insurance cover with a Blue Collar work rating is the most expensive.

Category work rating

Your category work rating is **Professional** and applies only while you're an employee of Bis.

What happens if you leave your Select employer

If you leave Bis your account will move from Select to AustralianSuper Plan. You'll keep the same amount of cover you already have when you move to AustralianSuper Plan and it will become fixed cover (if eligible). Your Income Protection waiting period will change to 60 days. You'll pay the cost of your total cover which will be deducted monthly from your super account.

Your category work rating will no longer apply, and the cost of your cover will be based on your age, level of cover and your individual work rating. We'll write to you if this happens.

Changing your individual work rating

If you think you might be eligible for an individual work rating that's White Collar or Professional, you can apply to change it. If you're eligible, you could pay less for your cover:

- while you're in Select if the individual work rating that applies to you is the less expensive work rating than your category work rating, and
- if you leave Bis and keep your cover when you move from Select to AustralianSuper Plan.

You can't change your category work rating because it's arranged by your employer.

To learn more, see the *Changing jobs? Take AustralianSuper with you* section in the *Insurance in your super* guide for Select members at australiansuper.com/bis



To learn more about checking your eligibility and applying to change your individual work rating, see the *Insurance in your super* guide for Select members at australiansuper.com/bis



Weekly cost for \$10,000 of Death and TPD cover

The cost of basic Death and TPD cover for Bis employees in Select is based on age and a Professional category work rating.

Professional work rating		
Age	Death (\$)	TPD (\$)
15-18	0.050	0.035
19	0.051	0.035
20	0.051	0.035
21	0.051	0.035
22	0.052	0.035
23	0.052	0.035
24	0.054	0.036
25	0.055	0.032
26	0.056	0.034
27	0.058	0.036
28	0.060	0.038
29	0.062	0.043
30	0.064	0.046
31	0.066	0.051
32	0.069	0.057
33	0.072	0.063
34	0.075	0.070
35	0.079	0.077
36	0.084	0.086
37	0.089	0.095
38	0.094	0.105
39	0.099	0.117
40	0.107	0.130
41	0.113	0.145
42	0.121	0.160
43	0.130	0.178
44	0.141	0.198
45	0.152	0.219
46	0.164	0.244
47	0.178	0.271
48	0.194	0.301
49	0.212	0.335
50	0.232	0.372
51	0.254	0.412
52	0.280	0.458
53	0.309	0.513
54	0.342	0.579
55	0.379	0.660
56	0.421	0.756
57	0.470	0.867
58	0.526	0.988
59	0.590	1.140
60	0.662	1.199
61	0.746	1.451
62	0.843	1.721
63	0.920	1.974
64	0.957	2.264
65	0.994*	n/a
66	1.031*	n/a
67	1.068*	n/a
68	1.106*	n/a
69	1.143*	n/a

Calculating the weekly cost of Death and TPD cover



1. Divide the amount of cover you have, or wish to apply for, by \$10,000.
2. Then multiply by the weekly cost for \$10,000 of Death or TPD cover for your age and a Professional work rating.

Example (Professional work rating):

Sally is 31 and has a Professional work rating.

She has \$500,000 of Death cover and \$500,000 of TPD cover.

To work out the weekly cost of her Death cover:

$$\frac{500,000}{10,000} \times 0.066 = 3.30$$

The cost of Sally's Death cover is \$3.30 a week.

To work out the weekly cost of her TPD cover:

$$\frac{500,000}{10,000} \times 0.051 = 2.55$$

The cost of Sally's TPD cover is \$2.55 a week.

Calculating the weekly cost of Income Protection



1. Divide the amount of cover you have, or wish to apply for, by \$100.
2. Then multiply by the weekly cost (see page 5) for \$100 a month of Income Protection for a Professional work rating, your age, waiting period and benefit payment period.

Example (Professional work rating):

Sally is 31. She has \$6,200 a month of Income Protection with a benefit payment period up to two years, a 90 day waiting period and a Professional work rating.

To work out the weekly cost of her Income Protection:

$$\frac{6,200}{100} \times 0.038 = 2.356$$

The cost of Sally's Income Protection is \$2.36 a week.

* Cost for fixed Death cover only. Salary-based Death cover ends at age 65. See the *Insurance in your super* guide for Select members at australiansuper.com/bis for more information.

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.

Weekly cost for \$100 a month of Income Protection

The cost of basic Income Protection for Bis employees in Select is based on age, a Professional category work rating, a 90 day waiting period and a benefit payment period up to two years.

Professional work rating									
Age	Benefit payment period								
	Up to two years			Up to five years			Up to age 65		
	Waiting period								
	30 days (\$)	60 days (\$)	90 days (\$)	30 days (\$)	60 days (\$)	90 days (\$)	30 days (\$)	60 days (\$)	90 days (\$)
15-17	0.044	0.014	0.012	0.110	0.076	0.063	0.298	0.218	0.193
18-20	0.044	0.014	0.012	0.109	0.076	0.063	0.298	0.218	0.193
21	0.044	0.017	0.014	0.111	0.077	0.064	0.306	0.223	0.198
22	0.045	0.019	0.016	0.113	0.078	0.065	0.314	0.229	0.203
23	0.046	0.021	0.018	0.115	0.079	0.066	0.322	0.235	0.208
24	0.047	0.024	0.021	0.117	0.081	0.067	0.331	0.241	0.213
25	0.049	0.026	0.025	0.120	0.083	0.069	0.341	0.249	0.221
26	0.051	0.029	0.025	0.121	0.084	0.070	0.348	0.253	0.224
27	0.053	0.031	0.027	0.123	0.085	0.070	0.356	0.257	0.228
28	0.056	0.035	0.030	0.126	0.086	0.072	0.365	0.262	0.233
29	0.058	0.038	0.032	0.128	0.088	0.073	0.375	0.267	0.237
30	0.061	0.042	0.035	0.132	0.090	0.075	0.387	0.274	0.243
31	0.064	0.046	0.038	0.137	0.092	0.076	0.402	0.283	0.251
32	0.067	0.051	0.042	0.141	0.095	0.079	0.419	0.293	0.260
33	0.072	0.055	0.046	0.148	0.099	0.082	0.438	0.305	0.270
34	0.075	0.060	0.051	0.155	0.104	0.086	0.461	0.320	0.283
35	0.079	0.065	0.055	0.163	0.109	0.090	0.485	0.336	0.298
36	0.084	0.070	0.059	0.171	0.115	0.095	0.511	0.354	0.314
37	0.089	0.075	0.062	0.181	0.122	0.101	0.538	0.374	0.332
38	0.095	0.080	0.066	0.192	0.130	0.108	0.567	0.396	0.351
39	0.101	0.086	0.072	0.204	0.139	0.116	0.597	0.420	0.372
40	0.107	0.092	0.076	0.217	0.150	0.124	0.629	0.446	0.395
41	0.114	0.098	0.083	0.231	0.161	0.134	0.662	0.474	0.420
42	0.121	0.106	0.088	0.247	0.175	0.145	0.697	0.504	0.447
43	0.129	0.113	0.094	0.265	0.189	0.157	0.732	0.536	0.475
44	0.138	0.121	0.102	0.284	0.206	0.171	0.769	0.570	0.505
45	0.147	0.129	0.108	0.305	0.225	0.186	0.806	0.605	0.536
46	0.157	0.139	0.115	0.329	0.245	0.203	0.845	0.641	0.568
47	0.168	0.148	0.123	0.354	0.268	0.222	0.883	0.678	0.601
48	0.180	0.158	0.132	0.382	0.293	0.243	0.921	0.716	0.634
49	0.192	0.169	0.141	0.412	0.320	0.266	0.958	0.752	0.667
50	0.206	0.180	0.166	0.446	0.350	0.291	0.993	0.788	0.698
51	0.221	0.193	0.170	0.483	0.383	0.318	1.026	0.821	0.727
52	0.237	0.206	0.174	0.523	0.418	0.347	1.056	0.850	0.754
53	0.254	0.220	0.184	0.567	0.457	0.379	1.081	0.875	0.775
54	0.273	0.236	0.197	0.615	0.499	0.414	1.100	0.894	0.792
55	0.294	0.251	0.211	0.666	0.543	0.451	1.111	0.905	0.802
56	0.316	0.268	0.223	0.723	0.591	0.491	1.113	0.907	0.804
57	0.339	0.286	0.238	0.785	0.643	0.533	1.103	0.898	0.796
58	0.365	0.305	0.254	0.856	0.700	0.581	1.083	0.877	0.777
59	0.393	0.325	0.271	0.932	0.762	0.632	1.045	0.842	0.746
60	0.423	0.346	0.289	0.974	0.778	0.646	0.986	0.788	0.698
61	0.456	0.369	0.308	0.891	0.704	0.584	0.903	0.713	0.632
62	0.492	0.393	0.328	0.779	0.604	0.502	0.789	0.612	0.543
63	0.530	0.418	0.358	0.623	0.471	0.391	0.631	0.477	0.422
64	0.572	0.446	0.371	0.396	0.281	0.233	0.401	0.285	0.252
65	0.618	0.474	0.405	n/a	n/a	n/a	n/a	n/a	n/a
66	0.667	0.505	0.420	n/a	n/a	n/a	n/a	n/a	n/a
67	0.720	0.537	0.448	n/a	n/a	n/a	n/a	n/a	n/a
68	0.728	0.542	0.452	n/a	n/a	n/a	n/a	n/a	n/a
69	0.473	0.353	0.372	n/a	n/a	n/a	n/a	n/a	n/a

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.

Useful things you should know

Limited cover and full cover

Limited cover means you don't have full cover and you won't be covered for any pre-existing illnesses or injuries you had before you got your cover. Limited cover may last for different lengths of time and applies to all cover types, including Death cover. You'll be covered for an illness that becomes apparent, or an injury that occurs on or after the date that your cover starts, restarts or increases.

Full cover means your cover is not limited cover. You're covered for both pre-existing and new illnesses or injuries, unless exclusions apply.

To learn more and understand other circumstances for limited cover see the *Limited cover* section in the *Insurance in your super* guide for Select members at australiansuper.com/bis



Claiming on your cover

Your eligibility to claim for benefits will be determined by the Insurer in line with our insurance policy terms and conditions. The table below provides handy details if you need to make a claim.

	Death	TPD	Income Protection*	Terminal Illness
When making a claim, does it matter whether I'm employed or unemployed at the date of death, injury or illness?	✗	✓	✓	✗
Is basic cover provided if I've previously made a claim for TPD or terminal illness?	✓ Limited cover [†] will apply	✓ Limited cover [†] will apply	✓ Limited cover [†] may apply	✓ Limited cover [†] will apply
Is there a waiting period before a claim can be paid?	✗	✓ 3 months	✓ Basic cover has a 90 day waiting period	✗
Are pre-existing medical conditions covered (provided limited cover doesn't apply [†])?	✓	✓	✓	✓

* If you have Income Protection and are eligible to make a claim, your benefit payments may be reduced by income you receive from other sources. See the *Insurance in your super* guide for Select members at australiansuper.com/bis for examples.

† See the Limited cover and full cover section above to understand what this means for you.



How to claim

We're here to help guide you (and the beneficiaries of members who've passed away), through the process of making a claim.

To talk about a possible claim, call us on **1300 667 387** from 8:30am to 5pm AEST/AEDT weekdays.



Can I nominate beneficiaries?

Nominate who will receive your super if you pass away. This is an important decision and will tell us who you want your super account balance and insurance to be paid to.

To make a binding nomination complete a valid *Binding death nomination* form available at australiansuper.com/forms



What if I change my super fund?

To find out if you have insurance with another fund, log into your account and go to *Consolidate and find your super*. It's important to know that if you want to transfer insurance cover to AustralianSuper, you'll need to do this before you combine your super. That's because combining your super into your AustralianSuper account doesn't automatically transfer any insurance you have with your other super fund/s. See the *Applying for an insurance transfer* fact sheet at australiansuper.com/select for step-by-step instructions on how to apply.

Contact us

Call **1300 667 387** (8.30am to 5pm AEST/AEDT weekdays)

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