INSURANCE IN YOUR SUPER

Money when it matters most

Effective 3 September 2021
With insurance through your super you can protect your income and prepare for the future.

We use our size and scale to provide the best possible insurance cover for members. Over the past 10 years, we’ve processed over $3.78 billion across more than 60,800 claims* to help members and their families.

You can have peace of mind knowing we’ve got you covered when you need it most.

* Claims figures as at 30 June 2021.

Access your account on the go
Check your insurance details (or change your insurance) on the go with the AustralianSuper mobile app.
Get the app in three easy steps

1. **Set up your online account** - you’ll need to visit australiansuper.com/register

2. **Download the mobile app** - you’ll need to visit the App Store or Google Play to do this.

3. **Log in** – you can log in with the same username and password as your online account.
What’s in this guide

You’ll find the things you need to know to help you make decisions about your insurance.

About this guide
This guide contains important information about your insurance cover through AustralianSuper. It provides general information only. It doesn’t take into account your financial situation or specific needs. Please read this guide carefully because it’s important that you fully understand the terms and conditions before you apply for or change your insurance cover. It provides details of the terms and conditions you need to satisfy when applying for or changing your insurance cover for Death, Total & Permanent Disablement (TPD) or Income Protection.

The information in this guide is only a summary of the main features of the insurance policy terms. If there are any differences between the information in this guide and the terms of the policy, the policy will apply. Your eligibility to claim for benefits will be determined by the Insurer in line with our insurance policy terms and conditions. You can ask for a copy of the actual insurance policy documents if you require complete details of the policy terms and conditions. Copies of the policy documents are available from AustralianSuper on request.

Stay up to date with your insurance
We review our insurance yearly to ensure that the cost and amount of cover provided to members is the best possible value, now and in the future.
As part of this review the cost of your insurance cover may change (increase or decrease), and there could also be changes to our terms and conditions.
If the cost of your cover increases, or if we make any changes to the terms and conditions that negatively impact your cover, we’ll let you know.
To stay up to date with your insurance cover and related policies you can download our most recent guide, available at australiansuper.com/InsuranceGuide

How to use this guide

Are you a new member?
You may automatically get insurance when you join AustralianSuper. If not, you can apply anytime. Find out about the basic cover we offer on page 7.

Not sure which plan or division you’re in?
Log into your account and go to My insurance. The name of your plan or division is under My insurance details.

Have your circumstances changed?
Go to page 24 to find out how to change your cover to suit your needs.

Have you been ill or injured?
If you’re seriously ill or injured, you’ll get a case manager who will look after your claim from start to finish. Find out more on page 31.

AustralianSuper insurance is provided by TAL Life Limited (the Insurer) ABN 70 050 109 450 AFSL 237848.
Why you need cover

Help build a secure future for you and your family. Having the right death and disability insurance cover can give you peace of mind that you’ll have an income when you need it.

Money when it matters

Most people need insurance and being able to provide a future income is their biggest asset. So just like your car or home, you should protect it.

If you were injured or ill and couldn’t work, would you be able to pay your bills? For how long could you manage without an income? You may not be able to rely on sick pay, savings, the help of family, or workers compensation to get by.

Very few of us could say that we don’t need any cover at all – and most of us need more cover than we think.

Cover outside of work

Workers compensation payments vary from state to state. They can help when injuries and illnesses arise from the workplace but accidents can happen at any time.

When you have cover with AustralianSuper you’re covered 24 hours a day, seven days a week, not just when you’re at work.

Do you need cover and how much?

When making this decision think about now and the future:

› the day-to-day expenses that your salary covers (such as bills, food, transport)
› all your debts – mortgages, credit cards, personal loans
› how much income you and your family need to live comfortably
› the future costs of care and education for your children or anyone you support financially.

Our insurance calculator can help you work out how much cover you need and the cost of it. Visit australiansuper.com/InsuranceCalculator

Why AustralianSuper?

We’ve built our insurance for everyday Australians

We recognise how important it is to have insurance cover. That’s why we work hard to keep costs down and provide affordable cover for our members.

› We work with the Insurer to negotiate discounted bulk insurance rates for members.
› We run only to benefit members, so you only pay for what it costs to provide your insurance.
› Your insurance costs (also called premiums) are deducted from your super account each month, not your take-home pay. So payments are hassle free.

Accessing the benefits of insurance

Caroline knew she’d be unable to work after planned surgery. Learn how she accessed her Income Protection australiansuper.com/caroline
Cover you get when you join
Basic cover

Also referred to as default cover, AustralianSuper automatically provides most members with basic Death, Total & Permanent Disablement (TPD) and Income Protection cover with their super account. Basic cover is age-based and is designed to provide a minimum amount of cover for changing needs as you get older.

You should read the Public Sector Division Product Disclosure Statement at australiansuper.com/PDS for specific details about your basic cover.

The cost of your basic cover is based on your age and deducted monthly from your super account. The cost of Income Protection also depends on your work rating* (see page 12 for more details).

› See page 16 for Income Protection costs and page 18 for Death and TPD cover costs.
› You basic cover may be limited cover – see page 20 for details.
› For information on when your cover starts see page 9.

Types of cover available for members

**Income Protection**

Income Protection can help if you become ill or injured (at any time) and can’t work temporarily†. It can provide monthly payments to help you get by while you’re not earning your regular salary. We offer benefit payment periods of up to: two years, five years or age 65. Benefits are paid monthly in arrears.

› Is available from age 15 up to age 70.
› You can apply for age-based or fixed cover.
› The amount you can apply for is limited to the lower amount of $30,000 a month, or 85% of your monthly (before-tax) salary, excluding employer super contributions.
› Your benefit payment period is up to two years. You can apply for a longer payment period which will cost more (see page 16 for costs) and will require detailed health information for the Insurer to consider.
› Your waiting period is 60 days. You can change it to 30 days (see page 25 for details). A shorter waiting period will cost more (see page 16 for costs).

**Total & Permanent Disablement (TPD) cover**

TPD cover can pay you a lump sum if you become totally and permanently disabled and no longer able to work†. It can help cover the costs of rehabilitation, debt repayments and the future cost of living.

› Is available from age 15 up to age 65.
› You can apply for age-based, age based + extra (fixed) or fixed cover.
› The maximum amount of cover you can have is $3 million (see page 25 for details).

**Death cover**

Death cover can help ease financial stress by paying a lump sum to your beneficiaries if you die*. 

› Is available from age 15 up to age 70.
› You can apply for age-based, age based + extra (fixed) or fixed cover.
› There is no limit on the amount of Death cover you can have (see page 25 for details).

See page 38 for details on beneficiaries and how to nominate.

* Your Income Protection work rating is Blue Collar when you join unless you apply to change it.
† Eligibility to claim for benefits will be determined by the Insurer in line with our policy terms and conditions.

Terminal illness

If you have Death or TPD cover with us and you have a terminal medical condition, you may be eligible to receive a terminal illness benefit payment. A terminal illness benefit payment can help ease some of the financial stress if your suffering from a terminal medical condition. You may also be able to access your super account balance (see page 36 for details).
Age-based cover
The level of cover you get is based on your age. This means the amount of cover you get and the cost of it changes as you get older. See page 15–18 for age-based cover amounts and costs.

Age-based Death cover with no changes
At aged 20: $0
At aged 30: $178,000
At aged 40: $160,000

Age-based + extra (fixed) cover
You can top up age-based Death and/or TPD cover with extra (fixed) cover*. Your age-based cover will continue to change as you get older, but your extra (fixed) cover amount will stay the same, unless you change it. The total cost will generally increase as you get older.

Age-based Death cover with $50,000 extra (fixed) cover
At aged 20: $50,000 ($0 + $50,000)
At aged 30: $228,000 ($178,000 + $50,000)
At aged 40: $210,000 ($160,000 + $50,000)

Fixed cover
The total amount of cover you have stays the same unless you change it and generally the cost of it increases as you get older.

Fixed Death cover
At aged 20: $178,000
At aged 30: $178,000
At aged 40: $178,000

Cover design is available for that type of cover
x Cover design is not available for that type of cover

* If you’re under 25 and apply for age-based + extra fixed cover, the age-based cover won’t start until you turn 25 for that cover type (if you’re eligible).
† If you apply for a total amount of fixed cover, you won’t have age-based cover.
When your cover starts

The table below shows when your cover will start depending on your age and whether you’re eligible. Basic cover can only be provided 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.

<table>
<thead>
<tr>
<th>When will my cover start?</th>
<th>Public Sector Division</th>
</tr>
</thead>
</table>
| Basic cover               | If you’re eligible, your basic cover will start on the latest of these dates:  
› the date you started working for your employer, or  
› the beginning of the period of your first employer super contribution (after your super balance first reaches $6,000), or  
› the date your super balance first reaches $6,000, or  
› the date you turned 25 (as long as you’re receiving employer contributions).  
Cover can’t start more than 120 days before we receive the first employer super contribution after your balance first reaches $6,000. |

Applying for cover through the new member insurance offer

If you apply for the new member insurance offer or choose to start your cover even if your balance hasn’t reached $6,000, your cover can start if you’re receiving employer contributions, on the latest of these dates:  
› the date you started working for your employer, or  
› the date your application is accepted by the insurer, or  
› the beginning of the period of your first employer super contribution.  
Cover can’t start more than 120 days before we receive the first employer super contribution. Any age-based cover you apply for can only start once you turn 25 (if you’re eligible).

Applying for cover anytime

If you apply for cover and your application is accepted by the insurer, the cover you applied for will start if you’re receiving employer contributions, on the latest of these dates:  
› the date you started working for your employer, or  
› the date your application is accepted by the insurer, or  
› the beginning of the period of your first employer super contribution.  
Cover can’t start more than 120 days before we receive the first employer super contribution. Any age-based cover you apply for can only start once you turn 25 (if you’re eligible).

Example 1

› Alan is 26, has $5,600 in his super account so his basic cover hasn’t started yet.  
› He started working for his employer on 1 June 2021 and is receiving employer super contributions.  
› His account balance reaches $6,000 on 27 July 2021.  
› His first employer contribution after reaching a balance of $6,000 is received on 29 August 2021 for the period 1 July 2021 – 31 July 2021.

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Started job with current employer</td>
<td>1 June 2021</td>
</tr>
<tr>
<td>Beginning of the period of first employer contribution after balance reaches $6,000</td>
<td>1 July 2021</td>
</tr>
<tr>
<td>120 days before we received first employer contribution</td>
<td>1 May 2021</td>
</tr>
<tr>
<td>Date super balance reached $6,000</td>
<td>27 July 2021</td>
</tr>
</tbody>
</table>

Alan’s basic cover starts on 27 July 2021 – the date his balance reaches $6,000 (which is the latest of these dates).

Example 2

› Jane is 28 and she joins AustralianSuper on the same day she started working for her employer on 7 April 2021.  
› Her first employer contribution is received on 4 May 2021 for the period 7 April 2021 – 30 April 2021.  
› She applies for basic cover to start through the new member insurance offer and her application is accepted on 15 May 2021.

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Started job with current employer</td>
<td>7 Apr 2021</td>
</tr>
<tr>
<td>Beginning of the period of first employer contribution</td>
<td>7 Apr 2021</td>
</tr>
<tr>
<td>Application for basic cover to start accepted</td>
<td>15 May 2021</td>
</tr>
<tr>
<td>120 days before we received first employer contribution</td>
<td>4 Jan 2021</td>
</tr>
</tbody>
</table>

Jane’s basic cover starts on the latest date of the above events – 15 May 2021.
Are you under 25?

Basic (age-based) Death, TPD and Income Protection cover can only be provided 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.

This is to help reduce the chance of your super balance being eaten away by insurance costs while you’re starting out in the workforce or working part time while you’re studying for example.

If you don’t cancel or change your insurance beforehand, at age 25 (if you’re eligible) you’ll get*:
› Income Protection: $1,900 a month
› Death cover: $116,000
› TPD cover: $48,000.

We’ll write to you before your cover starts. If we’re not receiving employer contributions for you, age-based cover won’t start until we are. Your new cover may be limited cover.

For more information about when cover starts, see page 9.

Want cover now?

There are circumstances where you may need cover earlier. You might think about applying for cover before you turn 25 if you:
› rely on your income to pay living expenses such as rent, bills and food
› have debts such as a mortgage, student loan, personal loan, credit card or car payments
› need to provide for children or anyone else you support financially
› have a job where there’s a higher chance of injury than normal
› participate in sports competitively or as a hobby.

If you need cover and you’re 15 or over you can apply for it anytime. If you apply for total fixed cover, you will not have age-based cover and the amount of cover you have will stay the same unless you change it. If you apply for extra (fixed) Death and/or TPD cover, the age-based cover component will start when you turn 25 (if you’re eligible).

See page 8 for your cover design options.

To find how to apply for more cover or change your cover, see pages 25 and 26.

If you apply to make any changes to your basic cover and your application is accepted, your extra (fixed) or fixed cover will start automatically (if you’re receiving employer contributions into your super account), even if you haven’t turned 25 and/or your super balance hasn’t reached $6,000. This means that the cost of your cover will start to be deducted monthly from your super account from the later of the date your application is accepted and the date your cover starts.

If you don’t want your cover to start at 25

If you don’t want cover to automatically start when you’re eligible, you can opt out by cancelling your cover. If you cancel your cover you might not be able to get cover later. That’s because you’ll need to reapply and provide detailed health information for our Insurer to consider.

Use the app, log into your account and go to My insurance then the Change my insurance button (you will be redirected to the Insurer’s website) or complete the Cancel your insurance form at australiansuper.com/InsuranceForms

* Figures are based on the current age-based cover amounts. When you turn 25 the latest cover amounts, costs and insurance terms and conditions will apply.
New member insurance offer

What is the new member insurance offer?
It's the opportunity to apply to start your basic cover* and/or apply for additional cover without having to provide detailed health information for the Insurer to consider.

How do I take up this offer?
You have 120 days from the date on your welcome letter to take up this offer and there are three ways to apply:
1. when you join online at australiansuper.com/join, or
2. by completing the Set up your account form you receive with your welcome letter, or
3. by using the app or logging into your account and going to My insurance, then Change my insurance.

Important information
› Before you apply for additional cover, read about your cover design options on page 8.
› If you apply for additional cover, it will be limited cover for at least two years (see page 20 for more information about limited cover).
› Your application is subject to the terms and conditions for the new member insurance offer.
› If you’re aged 65–69, you can apply to start your basic Income Protection, but you can’t apply for additional Income Protection through the new member insurance offer.

To be eligible to take up the new member insurance offer you must apply for it first before making any other changes to your insurance.
Changes include:
› cancelling any of your cover
› applying to transfer your cover from another provider
› changing your Income Protection work rating
› changing your Income Protection waiting period or benefit payment period, or
› changing the amount or type of your cover.
If you make any of these changes you won’t be eligible.

New member insurance offer cover limits

<table>
<thead>
<tr>
<th>Types of cover</th>
<th>Total cover you can apply for with no health questions</th>
<th>Total cover that you can apply for with a few health questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Death or TPD</td>
<td>Up to $600,000</td>
<td>Up to $1 million (cover above $600,000 will be capped at the lower of $1 million or 10 times your salary†)</td>
</tr>
<tr>
<td>Income Protection</td>
<td>Up to $10,000 a month or 85%‡ of your monthly salary* (whichever is lower)</td>
<td>Up to $20,000 a month or 85%‡ of your monthly salary* (whichever is lower)</td>
</tr>
</tbody>
</table>

Important information
› For more information about when cover starts see page 9 and see page 15 for basic cover costs.
› Salary is your annual (before-tax) salary, excluding employer super contributions.
› If you receive an Income Protection benefit payment, it will be no more than 85% of your salary even if your insured amount is higher (see page 33 for more details).

If you apply to make any changes to your basic cover and your application is accepted, your extra (fixed) cover or fixed cover will start automatically (if you’re receiving employer contributions into your super account), even if you haven’t turned 25 and/or your super balance hasn’t reached $6,000.
Any age-based cover you’re eligible for won’t start until you’re 25.
This means that the cost of your cover will start to be deducted monthly from your super account from the later of the date your application is accepted and the date your cover starts.
Income Protection work ratings

What is a work rating?
A work rating classifies the usual activities of your job into one of three ratings: Blue Collar, White Collar or Professional. Your work rating is one of the factors that determines how much you pay for Income Protection.

When you join AustralianSuper and have Income Protection, you pay what it costs to provide you with cover based on our default rating, Blue Collar. Our default rating is Blue Collar because our membership demographic is wide due to all Australians being welcome to join AustralianSuper.

A Blue Collar work rating means your Income Protection is the most expensive.

However, you could pay less for your Income Protection if you’re eligible for a White Collar or Professional work rating and your application to change your work rating is accepted.

This table provides a description of each work rating, so you can work out which one is right for you.

<table>
<thead>
<tr>
<th>Work rating</th>
<th>Blue Collar</th>
<th>White Collar</th>
<th>Professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Description</td>
<td>Blue Collar is our default work rating. This work rating will automatically be applied to your Income Protection. It will remain your work rating unless you apply for a White Collar or Professional work rating and your application to change your work rating is accepted. A Blue Collar work rating is suitable if: › you spend less than 80% of your job doing clerical or administrative activities in an office-based environment; and/or › you’re exposed to unusual workplace hazards (some examples of unusual work hazards include working underground, working underwater, working at heights or working in the air).</td>
<td>You can apply for a White Collar work rating if: › you spend more than 80% of your job doing clerical or administrative activities in an office-based environment, or › you’re a professional using your university qualification in a job that has no unusual work hazards (some examples of unusual work hazards include working underground, working underwater, working at heights or working in the air).</td>
<td>You can apply for a Professional work rating if: › you spend more than 80% of your job doing clerical or administrative activities in an office-based environment, or › you’re a professional using your university qualification in a job that has no unusual work hazards (some examples of unusual work hazards include working underground, working underwater, working at heights or working in the air) AND you’re earning $100,000 or more a year from your job AND you have a university qualification or you have a management role in your company.</td>
</tr>
<tr>
<td>Cost of cover</td>
<td>Most expensive</td>
<td>Less expensive</td>
<td>Least expensive</td>
</tr>
</tbody>
</table>

Could you pay less for your Income Protection?
If the usual activities of your job match the descriptions for White Collar or Professional, you may be eligible to pay less for your Income Protection if you apply, and are accepted, for one of these work ratings.

Check if you may be eligible to apply for a different Income Protection work rating by answering a few questions.

Go to australiansuper.com/WorkRatingTool
Changing your work rating
If you're eligible to change your work rating, there are two ways to apply:
› by using the app or logging into your account and going to My insurance, then Change my insurance, or
› by completing the Change your work rating form at australiansuper.com/InsuranceForms

If your application for a White Collar or Professional work rating is accepted by the Insurer, we'll confirm your new Income Protection work rating and the new cost of your Income Protection in writing.
Your work rating will be checked by the Insurer if you make an Income Protection claim. If they decide you weren't eligible for the work rating you applied for, you may have to pay the difference in insurance costs and your work rating may change.

Nina could save $46 on the cost of her Income Protection

Nina is 35 years of age and has Income Protection through her super. She has $3,000 a month of Income Protection with a two year benefit payment period and a 60 day waiting period.
Based on her age and a Blue Collar work rating, Nina currently pays $130 a year for her Income Protection.
The usual activities of Nina’s job are conducted in an office-based environment and she isn’t exposed to any unusual work hazards.

After answering a few questions on our Work Rating Tool, Nina learns she could apply to change her work rating from Blue Collar to White Collar.
She applies to change her work rating to White Collar by logging into her online account and submitting an application.
Her application is approved by the insurer and the cost of her Income Protection is reduced to $84 a year (from the date it is approved).

Example of cost of Income Protection for different work ratings

<table>
<thead>
<tr>
<th>Work Rating</th>
<th>Yearly Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue Collar</td>
<td>$130</td>
</tr>
<tr>
<td>White Collar</td>
<td>$84</td>
</tr>
<tr>
<td>Professional</td>
<td>$64</td>
</tr>
</tbody>
</table>

Yearly cost at age 35 for $3,000 a month of Income Protection with a benefit payment period of up to two years and a 60 day waiting period.
Cover amounts and costs
# Age-based cover amounts

This table shows the level of Income Protection, Death and TPD cover provided based on your age.

<table>
<thead>
<tr>
<th>Age</th>
<th>Income Protection a month ($)</th>
<th>Death cover ($)</th>
<th>TPD cover ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-24</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>1,900</td>
<td>116,000</td>
<td>48,000</td>
</tr>
<tr>
<td>26</td>
<td>2,000</td>
<td>132,000</td>
<td>52,000</td>
</tr>
<tr>
<td>27</td>
<td>2,200</td>
<td>147,000</td>
<td>56,000</td>
</tr>
<tr>
<td>28</td>
<td>2,300</td>
<td>161,000</td>
<td>58,000</td>
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<td>29</td>
<td>2,400</td>
<td>175,000</td>
<td>61,000</td>
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<td>30</td>
<td>2,500</td>
<td>178,000</td>
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<td>31</td>
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<td>17,000</td>
</tr>
<tr>
<td>51</td>
<td>3,000</td>
<td>72,000</td>
<td>15,000</td>
</tr>
<tr>
<td>52</td>
<td>2,900</td>
<td>63,000</td>
<td>13,000</td>
</tr>
<tr>
<td>53</td>
<td>2,900</td>
<td>54,000</td>
<td>11,000</td>
</tr>
<tr>
<td>54</td>
<td>2,900</td>
<td>46,000</td>
<td>10,000</td>
</tr>
<tr>
<td>55</td>
<td>2,800</td>
<td>37,000</td>
<td>9,000</td>
</tr>
<tr>
<td>56</td>
<td>2,800</td>
<td>30,000</td>
<td>7,000</td>
</tr>
<tr>
<td>57</td>
<td>2,800</td>
<td>22,000</td>
<td>6,000</td>
</tr>
<tr>
<td>58</td>
<td>2,800</td>
<td>15,000</td>
<td>6,000</td>
</tr>
<tr>
<td>59</td>
<td>2,700</td>
<td>9,000</td>
<td>6,000</td>
</tr>
<tr>
<td>60</td>
<td>2,700</td>
<td>9,000</td>
<td>5,000</td>
</tr>
<tr>
<td>61-63</td>
<td>2,600</td>
<td>9,000</td>
<td>5,000</td>
</tr>
<tr>
<td>64</td>
<td>2,500</td>
<td>9,000</td>
<td>5,000</td>
</tr>
<tr>
<td>65-66</td>
<td>2,400</td>
<td>9,000</td>
<td>0*</td>
</tr>
<tr>
<td>67</td>
<td>2,300</td>
<td>9,000</td>
<td>0*</td>
</tr>
<tr>
<td>68-69</td>
<td>2,200</td>
<td>9,000</td>
<td>0*</td>
</tr>
</tbody>
</table>

* If you were born before 1 January 1953 and had TPD cover on 27 October 2017, your TPD cover can continue until you turn 70.

TPD cover is not available after age 64 for all other members.

† As long as you haven’t changed your cover or it hasn’t stopped since 26 October 2018.

The cost of your insurance is paid from your super account each month. You can log into your account anytime to change your cover and see how much is deducted from your super balance.

Insurance costs are quoted gross of tax. AustralianSuper claims a tax deduction on the cost of insurance and passes the benefit onto members that have insurance. The benefit of the tax deduction for insurance costs are provided back to members’ individual accounts by reducing the contribution tax amount calculated.

### Were you born on or between 27 October 1995 and 26 October 1998?

If you were a member on 26 October 2018 with age-based cover, below is the amount of cover you have.

<table>
<thead>
<tr>
<th>Age</th>
<th>Death cover ($)</th>
<th>TPD cover ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>66,000</td>
<td>33,000</td>
</tr>
<tr>
<td>23</td>
<td>82,000</td>
<td>38,000</td>
</tr>
<tr>
<td>24</td>
<td>100,000</td>
<td>44,000</td>
</tr>
</tbody>
</table>

### Multiple of age-based cover

On 28 October 2017 we made some changes to our insurance and some members have a multiple of age-based Death or TPD cover.

If you have a multiple, your cover amount follows the age-based scale at a level lower or higher than basic cover (depending on your multiple). To check whether you have a multiple of cover log into your account and go to My insurance.

You can apply to change your cover anytime to make sure your insurance suits your needs. For example, remove your multiple, apply for more cover or change to fixed cover. Apply online or use the Change your insurance form at australiansuper.com/InsuranceForms

### Insurance calculator

You can use our online insurance calculator to work out how much cover you need and to find out the cost of each cover type you have.

You’ll need to know your cover details, which include your:

- Income Protection work rating,
- cover amounts, and
- Income Protection waiting and benefit payment periods.

You can use the app or log into your account and go to My insurance. Once you have looked up your cover details go to australiansuper.com/InsuranceCalculator
The cost of Income Protection

How much you'll pay for Income Protection depends on your age, Income Protection work rating, waiting period, benefit payment period and cover amount.

Use the formula on page 17 and the costs below to calculate the total cost of your Income Protection (age-based benefit payment period and cover amount.

### Weekly cost (in dollars) for $100 a month of Income Protection

<table>
<thead>
<tr>
<th>Age</th>
<th>Blue Collar work rating</th>
<th>White Collar work rating</th>
<th>Professional work rating</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Benefit payment period</td>
<td>Benefit payment period</td>
<td>Benefit payment period</td>
</tr>
<tr>
<td></td>
<td>Up to 2 years</td>
<td>Up to 5 years</td>
<td>Up to 5 years</td>
</tr>
<tr>
<td></td>
<td>Waiting period (days)</td>
<td>Up to 2 years</td>
<td>Up to 5 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Waiting period (days)</td>
<td>Up to 5 years</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Up to 65 years</td>
<td></td>
</tr>
<tr>
<td>21-25</td>
<td>0.052</td>
<td>0.071</td>
<td>0.163</td>
</tr>
<tr>
<td>26-30</td>
<td>0.031</td>
<td>0.042</td>
<td>0.092</td>
</tr>
<tr>
<td>31-35</td>
<td>0.021</td>
<td>0.029</td>
<td>0.055</td>
</tr>
<tr>
<td>36-40</td>
<td>0.012</td>
<td>0.016</td>
<td>0.030</td>
</tr>
<tr>
<td>41-45</td>
<td>0.007</td>
<td>0.009</td>
<td>0.017</td>
</tr>
<tr>
<td>46-50</td>
<td>0.004</td>
<td>0.005</td>
<td>0.010</td>
</tr>
<tr>
<td>51-55</td>
<td>0.002</td>
<td>0.003</td>
<td>0.004</td>
</tr>
<tr>
<td>56-60</td>
<td>0.001</td>
<td>0.001</td>
<td>0.001</td>
</tr>
</tbody>
</table>

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.
Calculating the weekly cost of cover

1. Divide the amount of Income Protection you have, or wish to apply for, by 100.

2. Then multiply by the cost of cover based on your age, Income Protection work rating, waiting period and benefit payment period (from the tables on page 16).

Example:
Sam is aged 31. He wants to apply for $3,500 a month of Income Protection based on a benefit payment period of up to two years, a 60 day waiting period and a Blue Collar Income Protection work rating.

\[
\frac{3,500}{100} \times 0.058 = 2.03
\]

The cost of his cover is $2.03 a week.

The cost of your insurance is paid from your super account each month. You can use the app or log into your account anytime to change your cover and see how much is deducted from your super balance.
The cost of Death and TPD cover

How much you’ll pay for Death and TPD cover depends on your age and cover amounts.

Weekly cost (in dollars) for $10,000 of Death and TPD cover

Use the costs below to calculate the total cost of your cover (age-based, age-based + extra (fixed) or fixed cover).

<table>
<thead>
<tr>
<th>Age</th>
<th>Death</th>
<th>TPD*</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>0.063</td>
<td>0.059</td>
</tr>
<tr>
<td>16</td>
<td>0.062</td>
<td>0.059</td>
</tr>
<tr>
<td>17</td>
<td>0.062</td>
<td>0.059</td>
</tr>
<tr>
<td>18</td>
<td>0.062</td>
<td>0.059</td>
</tr>
<tr>
<td>19</td>
<td>0.063</td>
<td>0.059</td>
</tr>
<tr>
<td>20</td>
<td>0.063</td>
<td>0.060</td>
</tr>
<tr>
<td>21</td>
<td>0.063</td>
<td>0.060</td>
</tr>
<tr>
<td>22</td>
<td>0.065</td>
<td>0.060</td>
</tr>
<tr>
<td>23</td>
<td>0.065</td>
<td>0.060</td>
</tr>
<tr>
<td>24</td>
<td>0.067</td>
<td>0.060</td>
</tr>
<tr>
<td>25</td>
<td>0.068</td>
<td>0.054</td>
</tr>
<tr>
<td>26</td>
<td>0.069</td>
<td>0.055</td>
</tr>
<tr>
<td>27</td>
<td>0.071</td>
<td>0.055</td>
</tr>
<tr>
<td>28</td>
<td>0.074</td>
<td>0.056</td>
</tr>
<tr>
<td>29</td>
<td>0.077</td>
<td>0.059</td>
</tr>
<tr>
<td>30</td>
<td>0.079</td>
<td>0.060</td>
</tr>
<tr>
<td>31</td>
<td>0.082</td>
<td>0.064</td>
</tr>
<tr>
<td>32</td>
<td>0.086</td>
<td>0.071</td>
</tr>
<tr>
<td>33</td>
<td>0.089</td>
<td>0.078</td>
</tr>
<tr>
<td>34</td>
<td>0.095</td>
<td>0.085</td>
</tr>
<tr>
<td>35</td>
<td>0.099</td>
<td>0.095</td>
</tr>
<tr>
<td>36</td>
<td>0.104</td>
<td>0.108</td>
</tr>
<tr>
<td>37</td>
<td>0.109</td>
<td>0.119</td>
</tr>
<tr>
<td>38</td>
<td>0.112</td>
<td>0.131</td>
</tr>
<tr>
<td>39</td>
<td>0.119</td>
<td>0.147</td>
</tr>
<tr>
<td>40</td>
<td>0.127</td>
<td>0.161</td>
</tr>
<tr>
<td>41</td>
<td>0.138</td>
<td>0.180</td>
</tr>
<tr>
<td>42</td>
<td>0.148</td>
<td>0.201</td>
</tr>
<tr>
<td>43</td>
<td>0.157</td>
<td>0.223</td>
</tr>
<tr>
<td>44</td>
<td>0.174</td>
<td>0.247</td>
</tr>
<tr>
<td>45</td>
<td>0.189</td>
<td>0.275</td>
</tr>
<tr>
<td>46</td>
<td>0.205</td>
<td>0.306</td>
</tr>
<tr>
<td>47</td>
<td>0.222</td>
<td>0.338</td>
</tr>
<tr>
<td>48</td>
<td>0.242</td>
<td>0.369</td>
</tr>
<tr>
<td>49</td>
<td>0.265</td>
<td>0.407</td>
</tr>
<tr>
<td>50</td>
<td>0.290</td>
<td>0.449</td>
</tr>
<tr>
<td>51</td>
<td>0.318</td>
<td>0.500</td>
</tr>
<tr>
<td>52</td>
<td>0.349</td>
<td>0.560</td>
</tr>
<tr>
<td>53</td>
<td>0.385</td>
<td>0.604</td>
</tr>
<tr>
<td>54</td>
<td>0.427</td>
<td>0.701</td>
</tr>
<tr>
<td>55</td>
<td>0.474</td>
<td>0.824</td>
</tr>
<tr>
<td>56</td>
<td>0.526</td>
<td>0.942</td>
</tr>
<tr>
<td>57</td>
<td>0.587</td>
<td>1.063</td>
</tr>
<tr>
<td>58</td>
<td>0.655</td>
<td>1.159</td>
</tr>
<tr>
<td>59</td>
<td>0.736</td>
<td>1.338</td>
</tr>
<tr>
<td>60</td>
<td>0.827</td>
<td>1.406</td>
</tr>
<tr>
<td>61</td>
<td>0.908</td>
<td>1.702</td>
</tr>
<tr>
<td>62</td>
<td>0.947</td>
<td>2.147</td>
</tr>
<tr>
<td>63</td>
<td>0.987</td>
<td>2.463</td>
</tr>
<tr>
<td>64</td>
<td>1.026</td>
<td>2.903</td>
</tr>
<tr>
<td>65</td>
<td>1.067</td>
<td>3.281*</td>
</tr>
<tr>
<td>66</td>
<td>1.106</td>
<td>3.709*</td>
</tr>
<tr>
<td>67</td>
<td>1.146</td>
<td>4.191*</td>
</tr>
<tr>
<td>68</td>
<td>1.186</td>
<td>4.738*</td>
</tr>
<tr>
<td>69</td>
<td>1.225</td>
<td>5.353*</td>
</tr>
</tbody>
</table>

* Costs shown for TPD after age 64 only apply if you were born before 1 January 1953 and already had TPD cover on 27 October 2017. TPD cover is not available after age 64 for all other members.

Total weekly costs are quoted gross of tax. Costs are rounded for disclosure purposes.
Active employment, limited cover and standard exclusions
### Active employment, limited cover and full cover

<table>
<thead>
<tr>
<th>What is active employment?</th>
<th>What is limited cover?</th>
<th>What is full cover?</th>
</tr>
</thead>
</table>
| **Active employment** means you’re:  
  › employed or self-employed, and  
  › capable of doing the normal duties of your job for at least 30 hours a week (even if you’re not working 30 hours a week).  
If you make a claim, active employment may be checked by the Insurer to determine if you had full cover or limited cover on the date of disablement. | **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. See table below and on page 21 for details of circumstances when limited cover applies and for how long. | **Full cover** means your cover isn’t limited cover. You’re covered for both pre-existing and new illnesses or injuries, unless exclusions apply. |

### When is your insurance limited cover? How long will limited cover last? When will you have full cover?

| Your basic cover is limited cover if when it starts (including when you turn 25 and age-based cover starts) or restarts:  
  › You haven’t been in active employment for 60 consecutive days ending on the date that your basic cover starts or restarts.  
  › You’ve been unable to work because you’re ill or injured, for 10 or more consecutive days in the 12 months immediately prior to when your basic cover starts or restarts.  
  › Your basic cover starts or restarts. | Any basic cover that starts within two years after the date you joined AustralianSuper, will be limited cover for at least until the end of two years from the date you joined us.  
If basic cover starts after two years from the date you joined AustralianSuper, this limited cover condition will not apply. | Once you’ve completed 60 consecutive days of active employment your cover will no longer be limited cover and full cover will start on the following day. |

| Your basic cover is limited cover if:  
  › You become a member of AustralianSuper more than six months after starting employment with your employer (with whom you’re employed by at the time you join us).  
  › The above doesn’t apply and the first day of the period of the first employer super contribution made for you is more than six months since you started employment with your employer (and you were entitled to receive employer super contributions for the six-month period).  
  › At the end of the two year limited cover period, you must have been in active employment for 60 consecutive days, ending on the last day of the period, for full cover to start the following day.  
  › Otherwise limited cover will continue beyond the two year period until you’ve been in active employment for 60 consecutive days, and full cover will start the following day. | Basic cover is limited cover for at least two years from when it restarts.  
At the end of the two year limited cover period, you must have been in active employment for 60 consecutive days, ending on the last day of the period, for full cover to start the following day.  
Otherwise limited cover will continue beyond the two year period until you’ve been in active employment for 60 consecutive days, and full cover will start the following day. |  |

| You get additional cover without providing detailed health information for the Insurer to consider when you:  
  › Join AustralianSuper and apply for more cover through the new member insurance offer (see page 11)  
  › Increase your cover using AustralianSuper’s Life Events cover (see page 26)  
  › You move (from another AustralianSuper plan or division) to AustralianSuper Select and you get more cover, but didn’t answer ‘no’ to the Personal Statement questions we sent to you as part of the offer. | Limited cover will apply for at least two years and start from the date your cover increases. Limited cover will only apply to any additional cover you get.  
At the end of the two year limited cover period, you must have been in active employment for 60 consecutive days, ending on the last day of the period, for full cover to start the following day.  
Otherwise limited cover will continue beyond the two year period until you’ve been in active employment for 60 consecutive days, and full cover will start the following day. |  |

| Your cover is limited cover if on the date your cover starts or restarts, you’re getting or entitled to get, income support payments from any source.  
Examples of income support payments are workers’ compensation, statutory transport accident payments and disability insurance payments.  
At the end of the two years, you must have been in active employment for 60 consecutive days, ending on the last day of the period, for full cover to start the following day.  
Otherwise limited cover will continue beyond the two year period until you’ve been in active employment for 60 consecutive days, and full cover will start the following day. | Limited cover will apply from when your basic cover starts or restarts and to any cover you get without providing detailed health information for the Insurer to consider.  
Limited cover will continue to apply for at least two years from the date that your income support payments stop. |  |
### Standard exclusions

<table>
<thead>
<tr>
<th>Type of cover</th>
<th>Exclusions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Death and TPD</strong></td>
<td>An exclusion will apply if more than six months after you start work with your AustralianSuper employer you:</td>
</tr>
<tr>
<td></td>
<td>› join AustralianSuper, or</td>
</tr>
<tr>
<td></td>
<td>› increase your cover without providing detailed health information.</td>
</tr>
<tr>
<td></td>
<td>An exclusion will also apply if your basic cover starts (or restarts) because we receive a super contribution from your employer but the first day of the period of that employer contribution is more than six months since you started (or restarted) with your employer.</td>
</tr>
<tr>
<td></td>
<td>Under the exclusion, you or your beneficiaries won’t be paid a benefit if, within 12 months of your basic or increased cover starting:</td>
</tr>
<tr>
<td></td>
<td>› your death is caused by suicide, or</td>
</tr>
<tr>
<td></td>
<td>› you become totally and permanently disabled as a result of harming yourself (or attempting to harm yourself) on purpose (including attempted suicide), whether or not you’re sane at the time.</td>
</tr>
<tr>
<td><strong>Income Protection</strong></td>
<td>You won’t be paid an insurance benefit if an illness or injury is directly or indirectly caused by:</td>
</tr>
<tr>
<td></td>
<td>› intentional self-inflicted act or suicide attempt, whether sane at that time or not</td>
</tr>
<tr>
<td></td>
<td>› your service in the armed forces of any country, other than service in the Australian Armed Forces Reserve</td>
</tr>
<tr>
<td></td>
<td>› normal pregnancy or childbirth or assisted fertilisation techniques, or</td>
</tr>
<tr>
<td></td>
<td>› war. War includes any act of war (whether declared or not), revolution, invasion, rebellion or civil unrest,</td>
</tr>
</tbody>
</table>

### Some examples

**Kerry is 40 years old. She joined her employer and AustralianSuper on 1 February 2021. After her account balance first reached $6,000, she received an employer contribution and her basic cover started automatically on 31 May 2021.**

**Scenario 1:** She was in active employment for the 60 consecutive days ending on the date her basic cover started (from 2 April to 31 May 2021). This means when her insurance started on 31 May 2021, she had full cover.

**Scenario 2:** Kerry was unwell and unable to work from 10 to 14 May 2021. Her basic cover started on 31 May 2021, but due to being unwell she hadn’t been in active employment for 60 consecutive days prior to her basic cover starting. As a result, her insurance started as limited cover and continued to be limited cover until she had been in active employment for 60 consecutive days. From 15 May to 13 July 2021 she was in active employment for 60 consecutive days and her full cover started on 14 July 2021.

**Scenario 3:** Kerry applied (and was accepted) for additional cover using the new member insurance offer. This additional amount of insurance is limited cover for at least two years. If Kerry is in active employment for the last 60 consecutive days of that two year limited cover period, her additional cover will become full cover on day 61.

### When is your insurance limited cover?

<table>
<thead>
<tr>
<th>When you transfer cover from another fund that is already limited cover.</th>
</tr>
</thead>
<tbody>
<tr>
<td>This transferred cover will continue to be limited cover at AustralianSuper for the rest of the limited cover period you had with the previous fund or insurer.</td>
</tr>
<tr>
<td>Full cover will start the following day after the limited cover period has expired according to its terms.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If you’ve ever been paid or you’re entitled to be paid a TPD or terminal illness payment from AustralianSuper, another fund or insurance policy.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limited cover will apply to your basic cover and any additional cover you get without providing detailed health information for the insurer to consider and it will be limited cover for the life of your membership.</td>
</tr>
<tr>
<td>Not applicable.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>You apply for more Income Protection after a salary increase and you’re not in active employment for 60 consecutive days, ending on the date your cover increased.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your additional cover will be limited cover until you’ve been in active employment for 60 consecutive days.</td>
</tr>
<tr>
<td>Once you’ve completed 60 consecutive days of active employment your additional cover will no longer be limited cover and full cover will start on the following day.</td>
</tr>
</tbody>
</table>

If your cover is limited cover for one or more of the circumstances listed, it won’t become full cover until the requirements for all the relevant circumstances are met.
Do you have insurance already?

You may already have cover elsewhere, for example:
› with another super fund, or
› through private cover you’ve arranged, or
› through an enterprise agreement which your employer may pay for, or
› with an existing AustralianSuper account.

If you already have insurance you should think about whether you need both (or whether you need more cover). Consider the features, who pays for it (you or your employer) and how (costs deducted from your super account or your take home pay).

Any cover you transfer to AustralianSuper can only start once you’re eligible and you’ve:
› received written confirmation from us that your transfer request has been accepted, and
› cancelled your previous cover.

If your application to transfer cover from your other fund or insurer is accepted, any cover you transfer will start as long as you’re receiving contributions from your employer, even if your balance hasn’t reached $6,000.

If your basic (age-based) Death or TPD cover hasn’t already started, it will also start (for the type of cover transferred) as long as you’ve turned 25 and you haven’t previously cancelled it.

Not sure if you have insurance with another super fund?

Use the app or our online consolidation tool to find out. Simply log into your account, go to Consolidate and find your super and click on the Find your super button to see a list of insurance (and super) you hold with other funds.

Income Protection

If you have Income Protection elsewhere as well as with us, you may be able to claim on both, one benefit at a time (see page 33 for details).

Maximum cover levels

Your total Income Protection can’t exceed $30,000 a month or 85% of your monthly salary (whichever is lower), and your total TPD cover can’t exceed $3 million even if you have more than one account with us. There’s no limit to the amount of Death cover you can have.
Transferring cover

From another insurer or fund
You can apply to transfer any existing Death, TPD or Income Protection cover from your individual insurance or superannuation fund to AustralianSuper.

The maximum amount of cover that can be transferred is $2 million for Death and TPD cover and $20,000 a month for Income Protection. Your total cover after transfer can’t exceed the maximum levels.

If the cover you are transferring is limited cover it will continue to be limited cover with AustralianSuper.

From another AustralianSuper account
Already have insurance with us? If you do, you may be eligible to transfer any insurance you have between our divisions. You must transfer the whole amount of your existing cover. Your cover will have the same conditions and exclusions that applied previously and it may be limited cover (see page 20 for details). Call us on 1300 300 273 to discuss your options.

What happens when you transfer your Death or TPD cover?
If the Insurer accepts your application you’ll receive Death and/or TPD cover equal to the amount of your existing cover under your former insurer in addition to any cover that you currently have with us. The additional cover is allocated as fixed cover (rounded up to the next $1,000).

What happens when you transfer your Income Protection?
If the Insurer accepts your application you’ll receive the higher amount of the Income Protection you currently have with AustralianSuper or the amount you have with your other fund (or insurer).

- The waiting period will be 60 days, unless 30 days applied under your previous policy or you’ve applied for 30 days.
- If your existing AustralianSuper insurance cover has the same benefit payment period as your cover with the other insurer or fund, it will remain unchanged. If not, an up to two year benefit payment period will be applied. To apply for a longer benefit payment period, log into your account and go to My insurance. You’ll need to provide detailed health information for the Insurer to consider.
- Your Income Protection will be fixed (rounded up to the next $100 a month).

How do you apply to transfer your cover?
There are three ways to apply:
1. Use the AustralianSuper app
2. Log into your account, go to My Insurance then the Change my insurance button (you will be redirected to the Insurer’s website)
3. Complete the Insurance transfer form at australiansuper.com/InsuranceForms

The cost of Income Protection will be based on your existing work rating with AustralianSuper, or a Blue Collar work rating if you don’t already have cover with us. You could pay less for Income Protection if your work is rated as White Collar or Professional. Apply by answering the work rating questions in the Insurance transfer form. If accepted we’ll confirm your new Income Protection work rating in writing and the cost of your Income Protection will reduce from the date your application is accepted.

It’s important to know that combining (consolidating) your super doesn’t automatically transfer any insurance cover you have to AustralianSuper. If you want to transfer your insurance cover, you should wait until you’ve received written confirmation from us that it has been accepted before combining your super.
Changing or cancelling your cover
To change your cover use the app, log into your account and go to My insurance then Change my insurance or complete the Change your insurance form at australiansuper.com/InsuranceForms.

Apply for or increase your cover
When you apply for new cover or increase your cover amount, you'll need to provide detailed health information for the Insurer to consider. You can find out more about what happens at australiansuper.com/ChangeCover.
If your application is approved (and you’re eligible), see page 9 for details on when your increased cover will start.

The maximum amount of cover you can have is:

<table>
<thead>
<tr>
<th>Death</th>
<th>TPD</th>
<th>Income Protection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unlimited</td>
<td>$3 million</td>
<td>Up to $30,000 a month or 85%* of your monthly salary† (whichever is lower)</td>
</tr>
</tbody>
</table>

* You are paid up to 75% of your salary and up to 10% is paid to your super.
† Salary is your annual (before-tax) salary, excluding employer super contributions.

Apply to change your cover design
You can apply to change your cover design to fixed cover or top up your age-based cover with extra (fixed) cover. See page 8 for more information on cover designs.

Reduce or cancel your cover
You can reduce or cancel part (or all) of your cover anytime but you should check your cover details and consider getting financial advice first.

When you cancel your cover you won’t be insured from the date your cancellation is accepted. This means for the type of cover you cancel:
› You (or your beneficiaries) won’t be able to make an insurance claim if something happens after the cancellation. Claims may still be paid for something that happened before you cancelled.
› You might not be able to get cover later. That’s because you’ll need to reapply and provide health information for the Insurer to consider.

If you’re replacing this cover with another insurance policy, before you cancel you should wait until the other insurer confirms your cover has started.

The cost of cover will stop being deducted from your super account (costs are deducted one month in arrears).
Use the app, log into your account and go to My insurance then Change my insurance or complete the Cancel your insurance form at australiansuper.com/InsuranceForms.

Changing your Income Protection

Waiting period
The waiting period is the minimum time you must wait before you’ll start receiving an Income Protection benefit payment (as long as you’re eligible). No benefits are paid during, or for, the waiting period. Payments are then made monthly in arrears.

You can choose a waiting period of 30 or 60 days. If you don’t choose it will be 60 days. You can change it to 30 days but your Income Protection will cost more and you’ll need to wait another 30 days for the change to be effective.

See page 34 for more information on how waiting periods work when you make a claim.

Income protection doesn’t cover redundancy. If your income has been $0 for more than 12 consecutive months, there may be no benefit payable in the event of a claim.

Benefit payment period

Up to two years
If you receive basic Income Protection when you join or apply for it later, it’ll be based on a benefit payment period of up to two years. This means if you’re temporarily unable to work due illness or injury you may be paid a benefit for a maximum of two years. Income Protection with a two year benefit payment period is available until you turn 70.

Up to five years or up to age 65
Depending on your occupation you can apply to change your maximum benefit payment period to up to five years or up to age 65. When you apply you’ll need to provide detailed health information for the Insurer to consider. With a benefit payment period of up to five years or up to age 65, your Income Protection cover will end when you turn 65.

There are some occupations where you can’t have a benefit payment period of up to five years or up to age 65. These occupations are listed at australiansuper.com/occupations.

You can change to a two year benefit payment period anytime, but if you’re age 63 or 64 you’ll need to provide detailed health information with your application for the Insurer to consider.

See page 33 for more information on how benefit payment periods work when you make a claim.

Does your cover suit your current needs?
Your circumstances and financial commitments change throughout your life, so there are times when you might want to check your cover, for example:
› you change your job
› your relationship status changes
› you start a family (including adoption)
› you purchase/build a home
› your debts increase
› you get a pay rise.

Use our insurance calculator to work out the right level of cover for you, and the cost of it. Visit australiansuper.com/InsuranceCalculator.

† Benefit payments end at age 70 even if the benefit payment period hasn’t reached two years.
Changing your waiting period and benefit payment period
If you’re thinking about changing your waiting period or benefit payment period you should work out the difference in cost. See page 16 to work out the cost of Income Protection for different waiting periods and benefit payment periods.

Use the app, log into your account and go to My insurance then Change my insurance or complete the Change your insurance form at australiansuper.com/InsuranceForms

Increase your Income Protection when your salary increases
If you already have insurance with us, you can apply to increase your Income Protection when your salary increases. You’ll only need to answer a few health questions, and you’ll need to meet the following conditions:
› you haven’t applied to increase your Income Protection due to an increase in salary in the past 12 months, and
› you apply to increase cover within 30 days of the effective date or notification date of a salary/income increase, whichever is later, and
› your employer confirms your salary/income increase, and
› the level of your total cover is no greater than $20,000 a month or 85% of your monthly salary.

To apply for more cover, use the app, log into your account and go to My insurance then Change my insurance or complete the Change your insurance form at australiansuper.com/InsuranceForms

Any increase in cover is based on your existing Income Protection work rating (see page 12 for details). Limited cover may apply to the additional cover amount (see page 20 for details).

The following table shows the maximum increase possible in one salary review year.

<table>
<thead>
<tr>
<th>Income Protection work rating</th>
<th>Maximum increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue Collar</td>
<td>$1,000 a month</td>
</tr>
<tr>
<td>White Collar</td>
<td>$1,500 a month</td>
</tr>
<tr>
<td>Professional</td>
<td>$2,000 a month</td>
</tr>
</tbody>
</table>

Increase your cover when your life changes
You can apply to increase any of your cover once every 12 months and you’ll only need to answer a few health questions. You must already have insurance with us and apply within 60 days of one of these life events occurring:
› you get married
› you get divorced
› you have a child or adopt a child
› you start a de facto relationship
› you end a de facto relationship
› your spouse or de facto dies
› you take out a mortgage to purchase or build your main home in Australia
› you first become eligible for a Centrelink carer’s allowance.

To apply for more cover due to a life event, use the app, log into your account and go to My insurance or complete the Application for Life Event insurance cover form at australiansuper.com/InsuranceForms

Each increase in cover:
› will have the same exclusions and other special conditions that apply to the rest of your cover
› will be limited cover for at least two years from the date the cover increased (see page 20 for details)
› can’t be higher than $500,000 for Death and TPD
› can’t cause your total:
  - Income Protection to exceed $20,000 a month or 85% of your monthly salary.
  - Death and TPD cover to exceed $1 million or 10 times your salary (if your total cover exceeds $600,000).

To apply for cover above these amounts, use the app, log into your account and go to My insurance then Change my insurance or complete the Change your insurance form at australiansuper.com/InsuranceForms

If your application for extra (fixed) or fixed cover is accepted, it will start as long as you’re receiving contributions from your employer, even if your balance hasn’t reached $6,000 or if you’re under 25. If your basic (age-based) Death or TPD cover hasn’t already started, it will also start (for the type of cover you’ve increased for a life event) as long as you’ve turned 25 and you haven’t previously cancelled it.

Examples
Matt is 23 and has just paid a deposit on an apartment. He plays rugby and has had a couple of injuries – one of them required him to take a couple of months off work. He wants to protect his income just in case he gets seriously injured and can’t work for an extended period.

He decides to apply for:
› extra TPD cover – so he has some cover before his age-based cover starts
› enough fixed Income Protection to cover his monthly salary.

He doesn’t change his Death cover. So age-based Death and TPD cover will start once he turns 25, and his Income Protection won’t change.

Shelly is 38, has a toddler and just had her second baby. She wants to make sure her family has financial support if she dies or can’t work because of her health. She’s been thinking about it for a while and because she’s just had her baby she knows she can get more cover due to a life event. This means she only has to answer a few health questions.

She decides to apply for a fixed amount of Death and TPD cover.

In the event of a claim your eligibility for benefits will be determined by the Insurer in line with our insurance policy terms and conditions.
Interim accident cover
When you apply for insurance for a life event or you provide detailed health information you may receive interim accident cover (you’ll need to be receiving contributions). With interim accident cover, you’re insured during the time that your application for cover is being considered by the Insurer.
If you have an accident and you die, or become totally and permanently disabled, or become disabled (within 120 days of your application), you’ll be paid an interim accident benefit. This benefit is payable only once. If it’s paid, your insurance application will be cancelled.
The interim accident cover period will start on the date that we receive your application for insurance. It will end at the earliest of:
› the application being withdrawn, accepted or rejected, or
› the policy terminating, or
› the Insurer cancelling your interim accident cover in the event of fraud, or
› 120 days passing since AustralianSuper received your application for insurance.
The amount you’d be paid in this situation is the amount you have applied for or:
› $1 million for Death or TPD,
› $15,000 a month for Income Protection, less any cover you already have – whichever is lower.
This will generally be paid in addition to the cover amount you already have.
Accident means bodily injury caused solely and directly by accidental, external and visible means, independent of any other cause.

Cover when you’re on extended leave or overseas

Cover while on leave
Your insurance cover will continue unchanged while you’re on parental leave or leave without pay. Cover will be maintained and premiums will continue to be deducted until cover ends based on the rules regarding when Death, TPD and Income Protection cover stops. You don’t need to notify AustralianSuper of this leave.
If you become disabled while you’re on employer-approved unpaid leave and you’re eligible for an Income Protection payment, payments will commence when you were due to return to work as agreed with your employer or at the end of the waiting period, whichever is later.

Worldwide cover
With your insurance you’re covered even when you’re overseas.
You’re not required to let us know before you go. The Insurer may ask you to return to Australia for an assessment if you make a claim overseas.
If you’re overseas when you’re receiving Income Protection payments, the time that you receive payments may be restricted to a maximum of six months or the end of your benefit payment period, whichever happens first.
If you have any questions, call us on 1300 300 273.
When cover stops and how you can get cover again
When does your cover stop?

Your cover will stop as a result of the earliest of these events:

› The end of the day before you reach:
  - age 65 for TPD cover and Income Protection with a benefit payment period of up to five years or up to age 65, or
  - age 70 for Death cover and Income Protection with a benefit payment period of up to two years.

› Unless you have extended your cover, the end of the day before the date in which you have not received money (excluding investment returns, investment credits and refunds) into your super account for 16 months.

› The date you commence employment in any capacity with the armed forces of any country, including Australia (excluding the Australian Armed Forces Reserve).

› Your AustralianSuper membership ends.

› The date you don’t have enough money in your account to pay for your cover.

› The date we receive your written request to cancel your cover.

› The date you transfer your cover into another fund.

› The date an insured Death, TPD or terminal illness benefit becomes payable from the Insurer. If a TPD insurance benefit is paid to you, and the amount of the payment is less than your Death cover – then your TPD cover may end, and your Death cover will continue, but it will be reduced by the amount of your TPD payment. Any Income Protection you hold will also stop, other than any Income Protection benefits that you may be entitled to.

Keeping your cover

If you don’t receive any money (excluding investment returns, investment credits and refunds) into your super account for 16 months you may lose your insurance. We’ll write to you before this happens.

Your letter will include the date you last received money into your account, and when your cover will end if you decide you don’t want to do anything. It’ll also explain how to keep your cover – by making a contribution to your account or extending your cover.

Making a contribution

To keep your cover you need to receive a contribution into your account. There are a few ways you can do this:

Ask your employer*: you’ll need to complete the Pay my super into AustralianSuper form (available at australiansuper.com/forms).

Add to your super: you can make after-tax contributions to your super account. Visit australiansuper.com/grow to learn about our options.

Consolidate your super: visit australiansuper.com/combine to find out the benefits of combining your super accounts.

Your cover will continue† however it may stop if no money goes into your account for a further 16 months.

Extending your cover

If your account balance is $1,000 or more, when we write to you we’ll also offer you the option to extend your cover. You can do this, by completing the form included with your letter and returning it by the due date.

If your application is approved your cover will continue†.

What happens if you extend your cover and receive money in your account?

If you receive an employer contribution into your account your extension will no longer apply. You’ll still have insurance cover however it may stop if no money goes into your account for a further 16 months. We’ll write to you before this happens.

* You should check the fees, charges and insurance of your employer’s super fund before making a decision about AustralianSuper.

† If you have Income Protection, you’ll keep your Income Protection work rating.
How you can get cover again

Basic cover can restart
If your basic cover stops (and if the policy permits), it may restart automatically in the future. To be eligible for cover to restart, you must be at least 25 years of age; and have reached a super balance of $6,000 at any time since 1 November 2019; and be receiving employer contributions.

› If your cover restarts you’ll get the basic cover for your age at the time which could be higher or lower than the cover you had before and it may be limited cover.
› If you receive basic Income Protection, it will be based on a benefit payment period of up to two years with a 60 day waiting period.
› If all of your cover stopped and then restarts, your basic Income Protection cover will be on a Blue Collar work rating or the relevant work rating for your plan.
› If your cover restarts you’ll get the basic cover for the plan you’re in or as arranged by your employer, even if it’s higher or lower than the cover you had before.

Any type of cover that’s previously been cancelled won’t start again. You can reduce or cancel your cover anytime. We’ll write to you if your cover starts again and let you know how much cover you have.

Apply for cover
To apply, use the app, log into your account and go to My insurance then Change my insurance or complete the Change your insurance form at australiansuper.com/InsuranceForms
If you have any questions, call us on 1300 300 273.
Making a claim
What happens when you make a claim

1. Contact us
   Call 1300 667 387 from 8:30am to 5pm AEST/AEDT weekdays. If you’re not sure if you should apply, call us and we’ll help you work out the next steps.

2. Case manager
   You’ll be assigned a case manager to help you through the process. They’ll ask you some initial questions and look after your application from start to finish.

3. Documents
   Your case manager will send you some forms to complete. They’ll work with you to make sure we receive all of the information required to process your application.

4. Review
   The insurer will review your application. They may need more information, and possibly a medical report.

5. Decision and payment
   Once the insurer makes a decision on your claim we’ll let you know in writing and confirm any amount payable. If for any reason no insurance benefit is payable, then any benefit paid to you will consist solely of your account balance.
   If your application isn’t approved, we’ll complete an independent review of the insurer’s decision. You’ll be contacted with the outcome of our review and be given a reason for the decision.
Claiming an Income Protection benefit payment

An Income Protection benefit is payable if you’re totally or partially disabled after the waiting period has ended. No benefits are paid for the waiting period. See page 34 for definition of waiting period.

You can be insured for up to 85%* of your salary. The maximum payment you can receive is the lowest of:
› your level of cover, or
› 85% of your pre-disability income (the salary you earned before you were ill or injured), or
› $30,000 a month.

You don’t pay for the cost of Income Protection while you’re receiving Income Protection payments. See page 39 for definitions of total disability and partial disability.

How much will you get paid each month?
If you’re eligible for payments†, you’ll either get a full or partial payment. This will depend on your claim and will be decided by the insurer according to the insurance policy.

You’ll receive a letter with each payment showing how much your payment is and any tax that’s been deducted.

Full payment
You get paid the full amount* of your Income Protection benefit, less tax, if you’re totally disabled, not working and don’t receive income from other sources.

Partial payment
You may get paid part of your Income Protection benefit, less tax, if you’re partially disabled, able to work part time or receive other income from other sources. Your payment is based on your reduced monthly income.

See page 39 for definitions of total disability, partial disability, pre-disability income and monthly income.

When does payment stop?
Your benefit payments are paid monthly (one month in arrears) from the end of the waiting period until one of the following happens:
› you’re no longer totally disabled or partially disabled
› you reach the end of your benefit payment period
› you reach the maximum payment period where you’re totally or partially disabled and you’re outside of Australia. The maximum payment period is:
  - 6 months if you’re outside of Australia,
  - 12 months if it’s determined that you’re not fit for travel
› if you’re receiving a partial disability benefit and your total income exceeds 85% of your pre-disability income for three months in a row
› you reach the maximum age you can receive benefit payments. The maximum ages are:
  - age 65 if you have a benefit payment period of up to five years or up to age 65
  - age 70 if you have a benefit payment period of up to two years
› you die.

Income from other sources
Your monthly Income Protection benefit payments will be reduced by the amount of income you receive from any one of these sources:
› Any income or commutation of income (lump sum payments) you receive or are entitled to receive as a result of your illness or injury including:
  - sick leave payments
  - amounts payable under legislation such as workers’ compensation, social security benefits (other than Centrelink and Department of Veterans’ Affairs payments) or motor accident compensation, and
  - benefits payable under other income protection insurance policies.
› Employer super contributions.
› Income earned from working while disabled.
› Any income that, in the opinion of the insurer, you could reasonably be expected to earn in your occupation while disabled.

Sick leave and annual leave benefits may reduce your Income Protection benefit. You can make a claim for an Income Protection benefit before your sick leave is used up and you’re not required to use up your annual leave.

If you have an income protection policy with another insurer as well as with AustralianSuper, you may be able to receive benefits from both policies if the combined total benefit is less than 75% of your pre-disability income.

* Up to 75% of your salary before you were injured or ill (pre-disability income) will be paid to you and up to 10% is paid to your AustralianSuper account.
† Income protection doesn’t cover redundancy. If your income has been $0 for more than 12 consecutive months, there may be no benefit payable in the event of a claim (see page 39 for definition of pre-disability income).
Recurring disability
If you become totally or partially disabled again from the same or a related sickness or injury within six months of the period for which you were eligible to receive an Income Protection benefit, the disability will be treated as a continuation of the original claim and a new waiting period will not apply, provided you have active cover. After six months, the waiting period will apply. The subsequent period(s) of disability will be added to the initial period to determine if the maximum of your chosen benefit payment period is reached.

Maximum payment period
The maximum time the insurer will pay a benefit for a disability resulting from the same or related condition is your chosen benefit payment period – up to two years, up to five years, or up to age 65.

Returning to work during the waiting period
After you’ve completed the initial 14 day period (where you’ve been totally disabled), you can return to work at full capacity for up to five days in a row without your waiting period starting again. The number of days you returned to work will be added to the end of your waiting period.

Waiting periods and benefit payment periods

<table>
<thead>
<tr>
<th>Waiting period</th>
<th>Benefit payment period</th>
</tr>
</thead>
<tbody>
<tr>
<td>The minimum time you must wait before you’ll start receiving an Income Protection benefit payment.</td>
<td>The maximum time benefits may be paid if you’re temporarily unable to work due to illness or injury.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>30 days OR 60 days</th>
<th>Up to two years OR Up to five years* OR Up to age 65*</th>
</tr>
</thead>
<tbody>
<tr>
<td>You don’t receive Income Protection payments during or for the waiting period.</td>
<td>Benefits are paid until the end of the benefit payment period, or the date you’re no longer eligible for a payment (for example you return to work), whichever comes first.</td>
</tr>
</tbody>
</table>

Benefit payments start after the waiting period has finished. Payments are made monthly (one month in arrears).

*After you’ve received payments for one year, your payment may increase each year with the consumer price index (up to a maximum of 5% a year) as costs increase.

To find out which payment period applies to you, log into your account and go to My insurance or see page 25.
Income Protection and tax
A few things you should know about Income Protection and tax:
› Our Income Protection insurance is provided through the AustralianSuper Fund and your premiums are deducted from your super account. So, you can’t claim a personal tax deduction for the premiums.
› Tax deductions are generally available for your personal super contributions, including any additional super contributions you make to your AustralianSuper account to cover the premiums paid for insurance (contribution caps apply).
› Income Protection benefit payments that are paid directly to you are paid as taxable income and attract Pay As You Go (PAYG) withholding tax, the same as salary and wages. PAYG withholding tax will be deducted from the benefit payment before it’s paid, and forwarded to the Australian Taxation Office.
› If you receive Income Protection insurance benefits you’ll be asked to provide your Tax File Number (TFN) to AustralianSuper. If you don’t provide your TFN, tax will be deducted at the highest PAYG withholding tax rate.
› The portion of your Income Protection benefit that’s paid as super will be paid into your AustralianSuper account and will count towards your before-tax contribution cap.

These statements about taxation are based on interpretation of current Australian tax law, which may change anytime. You should consult a professional taxation adviser for a full explanation and advice on your individual circumstances.

Claiming a TPD benefit payment
If you have TPD cover, you can make a TPD claim if something happens and you:
› won’t work again in any occupation, or
› can’t do everyday working activities.

The Insurer will decide if you’re eligible for a TPD payment.

You’re unable to work in any suited occupation ever again
This applies if, immediately before your date of disablement, you were:
› employed (including being self-employed), or
› unemployed for less than 16 consecutive months (see page 39 for definition of unemployed).

You’ll be considered totally and permanently disabled if:
› solely because of your illness or injury you haven’t been able to work in any job for at least three months in a row since you became ill or injured, and
› you’re being treated by and following the advice of a medical practitioner for your illness or injury, and
› at the end of the three months in a row, as well as when we make our decision, your injury or illness means that you’re incapable of ever working in any job that you’re reasonably suited to based on your previous education, training or experience, or any job that you may reasonably become suited to with further education, training or experience within a reasonable period.

The Insurer will consider things such as:
› what re-skilling, retraining or voluntary work you’ve done already
› any retraining or re-skilling you reasonably could be expected to do, and
› any rehabilitation you’ve done already or any rehabilitation you reasonably could be expected to do.

The decision will be based on all relevant information up to the date that the Insurer makes a decision about your claim.

You’re unable to do everyday working activities
This applies if, immediately before your date of disablement, you were unemployed for 16 consecutive months or longer (see page 39 for definition of unemployed).

You’ll be considered totally and permanently disabled if solely because you become ill or injured after your cover starts:
› you’ll never be able to do at least two of the five everyday working activities, without physical help from another person, even with the use of medication and appropriate aids. You must have been unable to do the everyday working activities for at least six months in a row since you became ill or injured, and
› you’re being treated by and following the advice of a medical practitioner for your illness or injury, and
› because of your illness or injury, the Insurer considers it unlikely that you will work in any job that you’re suited to based on your education, training, or experience.

* For mental health conditions the treating practitioner must be a registered psychiatrist.
The five everyday working activities are:

**Mobility – you can’t do one of these:**
- Walk more than 200 metres on a level surface without stopping because of breathlessness or severe discomfort.
- Bend, kneel or squat to pick something up from the floor and straighten up again, or get in and out of a standard sedan car.

**Communicating – you can’t do one of these:**
- Speak in your first language so that you’re understood in a quiet room, or hear (with or without a hearing aid or other aid) an instruction given in a normal voice in your first language in a quiet room.
- Understand a simple message in your first language and pass on that message to another person.

**Vision**
Even if you’re wearing glasses or contact lenses, you can’t read ordinary newsprint and pass the standard eyesight test for a car licence.

**Lifting**
You can’t lift, carry or move objects weighing 5 kilograms with your hands even if you use both hands together.

**Manual dexterity**
You can’t use your hands or fingers to handle small objects with precision (such as picking up a coin, fastening shoelaces or buttons, using cutlery, or using a pen or keyboard to write a short note).

What gets paid if you’re totally and permanently disabled?
If you’re eligible for a payment you’re entitled to:
- your TPD cover (on the date confirmed by the Insurer), plus
- the early release of your super account balance.

The Insurer will assess your eligibility to receive a TPD benefit and make the decision on your claim.

AustralianSuper will assess your eligibility for an early release of your super.

Claiming a terminal illness benefit payment
You’ll be able to apply for a terminal illness benefit payment if your Death or TPD cover is current and:
- two of your treating doctors (one must specialise in your condition) believe that despite medical treatment for your condition, your life expectancy is less than 24 months from the date of their written certification, and
- it’s been less than 24 months since the medical certificates were provided.

What gets paid if you have a terminal illness?
If you’re eligible for a payment you’re entitled to:
- the greater of your Death or TPD cover, plus
- the early release of your super account balance.

The Insurer will assess your eligibility to receive a terminal illness benefit and make the decision on your claim.

AustralianSuper will assess your eligibility for an early release of your super.

If you have a terminal illness and don’t have insurance, you can still apply for the early release of your super if you’re eligible.

Do you have Income Protection?
You may choose to continue working even if you’ve claimed your terminal illness benefit. But if the medical condition that your terminal illness benefit was paid for causes you to stop work within 24 months you may also be able to claim an Income Protection benefit payment if you have cover. This applies even if your account was closed when you claimed your terminal illness benefit.

The waiting period for your Income Protection benefit may still apply, be reduced or waived. The time between your written certification and the date you stopped work will count towards your waiting period.

Call us on 1300 667 387 for more information or to check if you can make a claim.

What gets paid if you die?
See page 38 to find out what gets paid and who it can be paid to.

Investment of insured benefits
From the date we receive the insured benefit from the Insurer and until it’s paid to you or your beneficiaries, the insured component of the benefit is invested in a low risk investment option. The account balance component of any benefit remains invested in the options you’ve chosen.
Nominate your beneficiaries
Deciding who will receive your super and insurance money if the worst happens is an important decision for you.

Who can be nominated?
You can nominate these people:
› a spouse (including de facto and same-sex)
› children of any age (including adopted and step-children)
› interdependants (someone who lives with you and shares a close personal relationship where one or both of you provide for the financial and domestic support and personal care of the other)
› other financial dependants (such as someone who relies on you financially)
› your legal personal representative (who will be the executor or administrator of your estate).

Special conditions for children
Children aged between 18 and 25, who are financially dependent on you, may choose to receive your benefit as regular income payments until they reach 25 (unless your account runs out earlier). The remaining account balance will be paid out to them when they turn 25. If your child is permanently disabled, they may continue to receive regular payments until the money runs out, regardless of their age. Beneficiaries should consider seeking financial advice before making a decision.

What’s paid if you die?
If you die, the amount payable to your dependants, nominated beneficiaries, or legal personal representatives (executors of your estate) is made up of:
› your super account balance. This may include super contributions made by your employer or by you, and any amounts rolled over from other super funds (less any appropriate charges and taxes), and
› any insurance amount which may be payable, the amount of which depends on your level of insurance cover with us and your age at the time of your death.

Our responsibility
When a member dies, we have a responsibility to pay out the member’s account balance to the person or people entitled to it. We decide who to pay by following legislative guidelines and the AustralianSuper Trust Deed. We must decide who receives a payment within strict legal guidelines even if the decision is an unpopular one.

Decide what happens to your money
You have two options when deciding what happens to your money.

Non-binding nomination
A non-binding nomination isn’t legally binding. We (AustralianSuper) are legally responsible for deciding who to make payments to after your death and must follow the laws about this. We’ll consider all nominated beneficiaries, but we’re not bound by the nominations if we decide we have an obligation under our Trust Deed and current legislation to pay someone else.

To make a non-binding nomination log into your account at australiansuper.com. You can change your nominations anytime.

Binding nomination
With binding nominations, you provide formal written direction to AustralianSuper to tell us who you want your account balance and death benefit paid to. As long as it’s valid, your nomination is legally binding and we must follow it. This means that we must pay the people nominated as long as they qualify as a beneficiary.

A correctly completed binding nomination comes into effect from the date we accept it and expires three years from the date you sign the form. The expiry date of your binding nomination is shown on your member statement and we’ll also send you a reminder before your nomination expires.

You can set up or change your binding nomination anytime. You’ll need to complete a valid Binding death nomination form available at australiansuper.com/forms

What if my nomination is invalid?
If your binding nomination is invalid we’ll consider your wishes but use our discretion when paying out your account balance. Examples of an invalid nomination include:
› your nomination was made more than three years ago
› your form was not correctly signed and witnessed
› any of the people nominated die before you do
› the individuals nominated no longer qualify as your dependants at the time of your death.
Words and terms used

**Accident**
Means bodily injury caused solely and directly by accidental, external and visible means, independent of any other cause.

**Benefit payment period**
This is the maximum time benefits may be paid if you’re temporarily unable to work due to illness or injury.

**Employer super contributions**
These are super contributions that your employer pays into your account. They include:
› Superannuation Guarantee contributions
› additional employer contributions, and
› salary sacrifice contributions.

**Income producing duty**
An income producing duty is a duty that is part of your usual occupation, which generates 20% or more of your pre-disability income. You won’t be considered unable to perform an income producing duty if you refuse to accept:
› any reasonable omission, modification or substitution of that duty, or
› the use of any appropriate assistive aids that would enable you to perform that duty.

**Monthly income (applies to partial disability)**
In addition to pre-disability income, the Insurer also considers monthly income the following:
› income calculated (even if not received)
› sick leave payments
› your share of any business profits (less your share of business expenses but before the deduction of income tax).

**Partial disability**
To receive a partial disability benefit you must be unable to perform at least one income producing duty, but:
› you’re able to perform at least one other income producing duty of your usual occupation, or
› you’ve returned to work in your own occupation, or
› you’re working in another occupation.
You must also meet each of the following requirements:
› you’ve been totally disabled for the first 14 days of your waiting period
› you’re earning, or only capable of earning, a monthly income that is less than your pre-disability income, and
› you’re under the regular care of, and following the advice and treatment of, a medical practitioner*.

**Premium**
A premium is the sum of money paid periodically, to purchase and maintain insurance cover in AustralianSuper.

**Pre-disability income**
Pre-disability income is calculated differently for business owners, employees, and the unemployed.

**Business owners**
If you own all or part of a business in which you perform your regular occupation, your pre-disability income is the total amount earned by that business as a direct result of your personal exertion, less your share of business expenses, but before income tax is deducted for the same period. The profits and losses of the business are taken into consideration when calculating your pre-disability income.

**Employees**
If you’re employed on a permanent or casual basis or work as a contractor, pre-disability income means the monthly salary† immediately before date of disablement (before-tax and excluding super contributions of 10% or less) earned by you from all regular occupations, including:
› fringe benefits that you receive from your employer through salary sacrifice, and will benefit from for at least six months after the date that the salary, which you sacrificed for the fringe benefit, would have been paid by your employer
› performance related annual bonuses and commissions, (averaged over the previous three years or the period that you’ve been receiving these payments, whichever is shorter), and
› overtime payments and shift allowances (averaged over the previous 12 months or period of employment, whichever is shorter).

† Monthly salary for casual employees is the lower of the average of your previous 12 months earnings or the period since you last commenced employment.

**Unemployed**
If you’re unemployed on the date you become disabled, your pre-disability income will be based on the average of your total earnings in the previous 12 months.

**Waiting period**
This is the minimum time you must wait before you’ll start receiving an Income Protection benefit payment (as long as you’re eligible). Payments are made monthly (one month in arrears).

* For mental health conditions the treating practitioner must be a registered psychiatrist.
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Call
1300 300 273
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