

A portrait of a man with light brown hair, a beard, and black-rimmed glasses. He is wearing a dark green button-down shirt. The background is dark and out of focus. The bottom right corner of the image is overlaid with a large orange triangle that contains the title and other text.

Insurance in your super

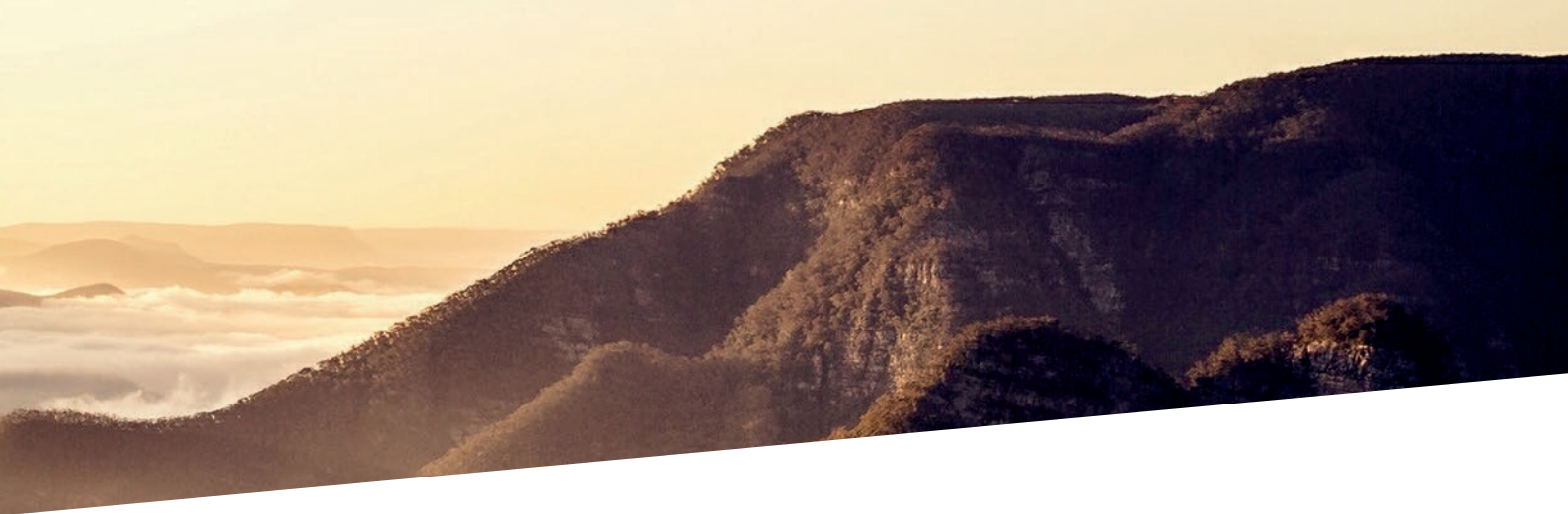
Important information
for members in
AustralianSuper Select

Effective 28 September 2024



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With insurance through your super you can protect your income and prepare for the future.

We use our size and scale to offer value-for-money insurance cover for members. Over the past 10 years, we've paid over \$4.5 billion across more than 67,300 claims¹ to help members and their families.

The information in this document forms part of the Product Disclosure Statement (PDS) for AustralianSuper Select dated 28 September 2024.



¹ Claims figures as at 30 June 2024.

AustralianSuper insurance is provided by TAL Life Limited (the Insurer) ABN 70 050 109 450 AFSL 237848.
Issued by AustralianSuper Pty Ltd ABN 94 006 457 987 AFSL 233788 Trustee of AustralianSuper ABN 65 714 394 898.
AustralianSuper MySuper Authorisation 65 714 394 898 856 GPO Box 1901, Melbourne VIC 3001.

The AustralianSuper Select booklet for your employer details your basic cover and the insurance costs that you or your employer pay for. Download your booklet at australiansuper.com/select

A Target Market Determination (TMD) is a document that outlines the target market a product has been designed for. Find the TMDs at australiansuper.com/tmd

About insurance with AustralianSuper

About this guide

Please read this guide carefully because it contains key details about your insurance cover with AustralianSuper. It's important that you understand the terms and conditions you need to satisfy before you apply for, or change, your Death, Total & Permanent Disablement or Income Protection insurance cover.

The included information doesn't take into account your personal objectives, financial situation or specific needs and is 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 in line with the insurance policy terms and conditions. You can request a copy of the insurance policy documents from AustralianSuper for full policy terms and conditions.

About the Insurer

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

Why AustralianSuper?

We've built our insurance for everyday Australians

We recognise the importance of having insurance and use our size and scale to offer value-for-money insurance cover to members.

- Together with the Insurer, we work hard to keep our cover sustainable and affordable.
- We're 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.
- We aim to make claiming as easy as possible, with a dedicated claims manager to support you through the whole process.
- Our personalised rehabilitation services will help get you back to work and doing the things you love as soon as possible.

Our insurance strategy is to offer cover that can help members build a secure future for themselves and their families. Find out more at australiansuper.com/InsuranceStrategy

Staying up to date with your insurance

We review our insurance yearly to ensure that the cover provided to members is sustainable and affordable 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 the terms and conditions.

If the cost of your cover increases, or if there are changes to the terms and conditions that may negatively impact your cover, we'll let you know.

To stay up to date with your insurance cover and related policies you can download the most recent version of this guide, available at australiansuper.com/select

It's important that you also refer to the AustralianSuper Select booklet for your employer. It provides the specific details of the basic insurance cover your employer arranges for you, who pays for cover, and the cost of cover. Download your booklet at australiansuper.com/select

About our Premium Adjustment Model

We have a Premium Adjustment Model (PAM) arrangement in place with the Insurer. Under the PAM, premiums paid to the Insurer increase (within limits) or decrease depending on the amount of claims in previous years. See our PAM fact sheet to learn more at australiansuper.com/pam

Insurance costs and tax

Insurance costs are quoted gross of tax. Your insurance costs include:

- costs paid to the Insurer (including stamp duty), and
- the costs incurred by the Trustee for administering insurance arrangements.

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 is provided back to members' individual super accounts by reducing the contribution tax amount calculated.

Do 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 money when you need it.

Money when it matters

Most people need insurance and their ability to secure a future income can be one of their biggest assets.

If you were injured or ill and couldn't work, would you be able to pay your bills? How long could you manage without an income?

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 work¹. For more information about cover when you're on extended leave or overseas see page 24.

Do you need cover and how much?

When making this decision think about now and the future:

- the day-to-day expenses that your income 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.

Insurance costs are deducted from your super account (unless your employer pays for it) and reduce your retirement savings. Think about the impact of insurance costs on your retirement savings when working out what's right for you.

As an AustralianSuper member, you also have access to a choice of help and advice options from simple, personal advice over the phone, to more comprehensive, broader advice with a financial adviser². Go to australiansuper.com/advice for more information.

Our insurance calculator can help you work out how much cover you might need (if any). Visit australiansuper.com/InsuranceCalculator

¹ Subject to the standard exclusions on page 17.

² Personal financial product advice is provided under the Australian Financial Services Licence held by a third party and not by AustralianSuper Pty Ltd. Some personal advice may attract a fee, which would be outlined before any work is completed and is subject to your agreement. With your approval, the fee for advice relating to your AustralianSuper account may be deducted from your AustralianSuper account subject to eligibility criteria.

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 basic cover on page 6.



Have your circumstances changed?

Go to page 20 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'll look after your claim from start to finish. Find out more on page 28.

Cover you get when
you join



Basic cover

As an AustralianSuper Select member, your employer arranges the basic insurance cover that's automatically provided with your super account. Basic cover (also referred to as default cover) provides a level of protection if you die or become ill or injured (age limits and other conditions apply).

The types of cover available are:

- Income Protection
- Total & Permanent Disablement (TPD) cover
- Death cover

Your employer works with us and the Insurer to set up:

- the type of cover you get when you join,
- the design of your basic cover – salary based, fixed, or age based (see page 11 for details),
- your insurance category (including your category work rating),
- the age your basic cover ends, and
- who pays for your basic cover.

If your employer arranges basic Income Protection they will set up your:

- Waiting period – 30, 60 or 90¹ days.
- Benefit payment period – up to two years, up to five years or up to age 65. Benefits are paid monthly in arrears.

Any basic cover you receive may be limited cover (see page 14 for details).

Who pays for basic cover?

If your employer pays for your basic cover and/or administration fee(s), the payments will count towards your before tax (concessional) contribution cap. It may affect your ability to make, or the amount you are able to contribute as, additional before-tax contributions.

If your employer doesn't pay for your basic cover, the cost of it will be deducted monthly from your super account.

The AustralianSuper Select booklet for your employer provides the specific details of the basic cover arranged for you by your employer. It also includes the insurance costs and/or administration fee(s) paid by you or your employer.

Types of cover



Income Protection

Income Protection can provide monthly payments to help you get by if you become ill or injured (at work or outside of work) and can't work².



Total & Permanent Disablement (TPD) cover

TPD cover can provide a lump sum payment if you become totally and permanently disabled and can no longer work². It can help cover the costs of rehabilitation, debt repayments and the future cost of living.



Death cover

Death cover can help ease financial stress by paying a lump sum to your beneficiaries if you die².

¹ A 90-day waiting period is only available if your employer has arranged this. See the AustralianSuper Select booklet for your employer at australiansuper.com/select

² Eligibility to claim for insurance benefits will be determined by the Insurer in line with the 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 you're suffering from a terminal medical condition. You may also be able to access your super account balance (see page 34 for details).



When your cover starts

You're eligible to receive basic cover you pay for automatically if you're 25 or older; and your super balance reaches \$6,000; and you've received an employer super contribution after you meet both age and balance requirements (other conditions apply).

The cost of your cover will be deducted monthly from your super account, so you'll need to have enough money in your super account to pay for your insurance costs. Your first payment may be higher than your ongoing monthly payments because it includes insurance costs from the date your cover started to the date of your first payment deduction (which may be for a period that's longer than a month).

We'll write to let you know your cover has started and the date it started.

Basic cover won't start automatically if you don't have enough money to pay for basic cover, or you've cancelled or opted out of basic cover, or you've chosen to fix your total cover amount.

You're eligible to receive any basic cover your AustralianSuper Select employer pays for if you're 15 or older and you've received an employer super contribution (other conditions apply).

When will my cover start?

Insurance cover costs and who pays for the cost of cover, are included in the AustralianSuper Select booklet for your employer.

Basic cover you pay for

Once you're eligible (as long as you're receiving employer super contributions and you have enough money in your super account to cover the cost of the first month of insurance¹), your basic cover will start on the latest of these dates:

- the date you turn 25, or
- the date your super balance first reaches \$6,000, or
- the date you started working for your employer, or
- the start date of the payment period that applies to your first employer super contribution (after you meet both age and balance requirements), or
- 120 days before we receive your first employer super contribution (after you meet both age and balance requirements).

Applying to start your basic cover earlier

If you're a new member you can apply to start your basic cover earlier without providing detailed health information for the Insurer to consider (see page 9). If your application is accepted by the Insurer (as long as you're receiving employer super contributions and you have enough money in your super account to cover the cost of the first month of insurance¹), your basic cover will start on the latest of these dates:

- the date the AustralianSuper Select arrangement started for your employer, or
- the date your application is received, or
- the date you started working for your employer, or
- the start date of the payment period that applies to your first employer super contribution, or
- 120 days before we receive your first employer super contribution.

Basic cover your employer pays for

Once you're eligible (as long as you're receiving employer super contributions and you have enough money in your super account to cover the cost of the first month of insurance¹), your basic cover will start on the latest of these dates:

- the date the AustralianSuper Select arrangement started for your employer, or
- the date you started working for your employer, or
- the start date of the payment period that applies to your first employer super contribution, or
- 120 days before we receive your first employer super contribution.

Applying for cover anytime²

You can apply for cover by providing detailed health information for the Insurer to consider. If your application is accepted by the Insurer, the cover you applied for will start on the latest of these dates:

- the date your application is accepted by the Insurer, or
- the date you started working for your employer, or
- the start date of the payment period that applies to your first employer super contribution, or
- 120 days before we receive your first employer super contribution.

You'll need to have enough money in your super account to pay for your insurance costs¹.

¹ If you don't have enough money in your super account to pay for your cover, the date your cover starts may be based on a subsequent employer super contribution (instead of your first).

² If your super account is inactive (you haven't received a contribution or rollover for 16 consecutive months), see what that means for you on page 26.

Example 1

- James' employer pays for all of his basic cover.
- His employer's AustralianSuper Select arrangement started on 1 February 2024.
- He started working for his employer on 7 April 2024.
- His first employer super contribution is received on 4 May 2024 for the period 7 April 2024 – 30 April 2024.

Event	Date
Started job with employer	7 Apr 2024
Beginning of the period of first employer super contribution	7 Apr 2024
120 days before we received first employer super contribution	5 Jan 2024
Employer's AustralianSuper Select arrangement started	1 Feb 2024

James' basic cover starts on the latest date of the above events on 7 April 2024.



Example 2

- Sarah is 27. Her employer pays for her basic Income Protection. She pays for her basic Death and TPD cover.
- She started working for her employer on 7 April 2024.
- Her employer's AustralianSuper Select arrangement started on 1 May 2024.
- Her first employer super contribution is received on 8 May 2024 for the period 7 April 2024 – 30 April 2024.
- Her super balance reaches \$6,000 on 4 September 2024.
- Her first employer super contribution after reaching a balance of \$6,000 is received on 9 September 2024 for the period 1 August 2024 – 31 August 2024.

Basic cover Sarah's employer pays for

Event	Date
Employer's AustralianSuper Select arrangement started	1 May 2024
Started job with employer	7 Apr 2024
Beginning of the period of first employer super contribution	7 Apr 2024
120 days before we received first employer super contribution	9 Jan 2024

Basic cover Sarah pays for

Event	Date
Date super balance reached \$6,000	4 Sep 2024
Started job with employer	7 Apr 2024
Beginning of the period of first employer super contribution after meeting both age and balance requirements	1 Aug 2024
120 days before we received first employer super contribution after meeting both age and balance requirements	12 May 2024

Sarah's basic Income Protection starts on 1 May 2024 and her basic Death and TPD cover starts on 4 September 2024.



Start your basic cover earlier

As a new member, you can apply to start your basic cover¹ without providing detailed health information for the Insurer to consider.

You'll need to apply within 120 days of the date of your welcome letter.

How to apply

Complete the *Start your basic cover* form you receive with your welcome letter and email or post it back to us.

If your application is accepted, your cover will start once you're receiving employer super contributions into your super account, as long as you have enough money to cover the cost of the first month of insurance. You won't have to wait until you're 25 or older, and until your super account balance reaches \$6,000.

The cost of your cover will be deducted monthly from your super account from the date your cover starts.

Before you apply it's important to consider:

- If you don't want all cover types, you can cancel the cover type(s) you don't want (check if your employer pays for your basic cover before you cancel it). Any cover you cancel won't start. If you want that cover type in the future, you'll need to apply and provide detailed health information for the Insurer to consider.
- If you don't apply for this offer within 120 days of the date of your welcome letter, or you're not eligible for this offer, your basic cover may start automatically in the future.
- You can apply for higher amounts of cover or cancel your cover anytime.

For more information see page 20.

Eligibility

You'll be eligible to start your basic cover earlier once, as long as you apply before your insurance cover starts, and you have never:

- opted out of, reduced or cancelled your cover
- applied to increase your cover
- applied to transfer cover from another super fund or insurer
- applied to change your Income Protection waiting period and/or benefit payment period, or
- made a Life Event application.

If you've already made (or applied to make) any of these changes (this includes declined or withdrawn applications), or transfer between AustralianSuper divisions, you won't be eligible.

If the basic cover your employer pays for has started, as long as you meet all the other eligibility criteria, you can still apply to start any of the basic cover you pay for earlier.



¹ For more information about when cover starts see page 8 and for your insurance costs (that you or your employer pay for) see the AustralianSuper Select booklet for your employer.

Basic cover designs

Your employer works with us and the Insurer to set up the insurance design of your basic cover. Check the AustralianSuper Select booklet for your employer at australiansuper.com/select for the specific details of the basic cover arranged for you by your employer.

Death and TPD cover are always rounded to the next \$1,000 and Income Protection to the next \$100 a month.

Basic cover designs	Death and TPD ¹ cover	Income Protection
Fixed cover	The amount of cover you have stays the same unless you change it.	The amount of cover you have stays the same unless you change it.
Age-based cover	The amount 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.	The amount 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.
Percentage of your salary ²	Your cover is calculated by multiplying your salary by: <ul style="list-style-type: none"> a pre-determined percentage, and your future service (the number of complete years and months) until you turn 65, 67 or 70 years old. A partial month is rounded up to the nearest whole month. Example: 15% x your salary x future service to age 65. 	Your monthly benefit is calculated by multiplying your salary by 75% or 85%.
Multiple of your salary ²	Cover is calculated by multiplying your salary by a pre-determined multiple. Example: 3 x your salary.	n/a

How TPD cover changes from age 61

If you have TPD cover that's fixed (this includes extra (fixed) TPD cover) or a multiple of salary, after age 60, your TPD cover will be reduced each year until you turn 65 when it reaches zero.

If you apply for fixed TPD cover, or change your TPD cover to fixed cover, after age 60 the table below doesn't apply, and the TPD cover amount you have may be rounded up so that it reduces in equal amounts each year and reaches zero by age 65.

Check the AustralianSuper Select booklet for your employer for your basic cover design at australiansuper.com/select

Age	Percentage of TPD cover you had at 60
60	100%
61	80%
62	60%
63	40%
64	20%
65	0%

When salary-based cover changes automatically

If your basic cover design is salary based, your cover amount may increase or decrease as your salary changes (as advised by your employer).

Your basic cover can increase up to an automatic limit and you won't need to provide detailed health information, as long as you're working and eligible for cover.

There are maximum limits that your cover can increase up to (automatic limit) that your employer has arranged. You'll find your automatic limit in the AustralianSuper Select booklet for your employer.

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

Don't have basic Income Protection set up?

Your employer may not have set up basic Income Protection for you with AustralianSuper Select because:

- of the terms of your employment, or
- you may already have Income Protection provided under a separate insurance policy that your employer pays for.

Speak with your employer for more information.

¹ After age 60, any amount of TPD cover you have that's fixed or a multiple of salary, will reduce each year until you turn 65 when it reaches zero. If you have basic cover plus extra (fixed) TPD cover, this will also apply to that fixed amount of TPD cover. If you're a Komatsu employee, your multiple of salary TPD cover won't reduce from age 61 to zero at age 65.

² Annual before-tax salary earned from your regular job(s), excluding Superannuation Guarantee (SG) contributions. If you own a business, see what salary means for you on page 39.

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 your insurance cover.

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

You have two different work ratings

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

Individual work rating

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

Our default work rating is Blue Collar because all Australians are welcome to join AustralianSuper and our membership demographic is wide.

Category work rating

Your category work rating¹ is unique to your AustralianSuper Select employer and only applies while you're their employee. You can't change your category work rating because it's arranged by your employer.

Blue Collar work rating (most expensive)	White Collar work rating (less expensive)	Professional work rating (least expensive)
<p>Blue Collar is our default individual work rating.</p> <p>A Blue Collar individual work rating is suitable if:</p> <ul style="list-style-type: none"> • you spend less than 80% of your main 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). <p>Your category work rating will be Blue Collar if that's what your AustralianSuper Select employer has arranged. It will apply to you while you're employed by your AustralianSuper Select employer. You can't change a category work rating.</p>	<p>You can apply for a White Collar individual work rating if:</p> <ul style="list-style-type: none"> • you spend more than 80% of your main 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). <p>Your category work rating will be White Collar if that's what your AustralianSuper Select employer has arranged. It will apply to you while you're employed by your AustralianSuper Select employer. You can't change a category work rating.</p>	<p>You can apply for a Professional individual work rating if:</p> <ul style="list-style-type: none"> • you spend more than 80% of your main 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). <p>AND</p> <p>you're earning \$100,000 or more a year (pro rata for part time)²</p> <p>AND</p> <p>you have a university qualification or you have a management role in your company.</p> <p>Your category work rating will be Professional if that's what your AustralianSuper Select employer has arranged. It will apply to you while you're employed by your AustralianSuper Select employer. You can't change a category work rating.</p>

¹ If you're a Clough employee you don't have a category work rating. An individual work rating applies to your cover.

² Income earned from your regular job(s), excluding Superannuation Guarantee (SG) contributions. If you work part time, think about the income you would earn from working full time. For example, if you work part time, four days a week and earn \$96,000, your full-time income would be \$120,000.

The work rating we use to calculate your cost of cover

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

For example, if you have a Blue Collar individual work rating and a White Collar category work rating, the cost of your cover will be based on your category work rating (White Collar). This is because a White Collar work rating is less expensive than a Blue Collar work rating.

The table on page 12 provides a description of each rating.

Check your individual work rating

It's important to check your individual work rating for two reasons:

- While you're with your AustralianSuper Select employer, if the individual work rating that applies to you is less expensive than your category work rating, your cover will be less expensive.
- If you leave your AustralianSuper Select employer and keep your super and insurance cover with us, we'll use your individual work rating to calculate the cost of your cover. Your category work rating will no longer apply, meaning the cost of your insurance cover will be based on your individual work rating.

Check if you may be eligible to apply for a different individual work rating by answering a few questions. Go to australiansuper.com/WorkRatingTool

Check your applied work rating

To find your applied work rating use the AustralianSuper app or log into your account and go to *Insurance*. You'll also see your category and individual work rating. If the usual activities of your job match the descriptions for White Collar or Professional, you may be eligible to pay less for your cover if you apply, and are accepted for, one of these work ratings.



Changing your individual work rating

If you're eligible to change your individual work rating, apply by completing the *Change your individual work rating* form at australiansuper.com/select

If your application for a White Collar or Professional individual work rating is accepted by the Insurer, we'll confirm your new individual work rating and your new weekly costs in writing.

Your work rating will be checked by the Insurer if you make a claim. If they decide you weren't eligible for the work rating you applied for (based on your circumstances at the time you applied to change your work rating), you may have to pay the difference in insurance costs and your individual work rating may change.

If your cover stops and restarts

If all of your cover stops and then restarts, your basic cover will restart on a Blue Collar individual work rating or the category work rating arranged by your AustralianSuper Select employer, whichever is less expensive.

Cost of cover

The weekly cost of any cover you pay for is based on your age, gender (if applicable), and **applied** work rating. It will also depend on how much cover you have.

If you have Income Protection the benefit payment period and waiting period will also affect the cost of it.



Limited cover and standard exclusions



Limited cover

Limited cover means you don't have full cover and you won't be covered for any pre-existing illnesses or injuries you had before you got your cover. Limited cover may last for different lengths of time and applies to all cover types, including Death cover.

You'll be covered for an illness that becomes apparent, or an injury that occurs on or after the date that your cover starts, restarts or increases. See the tables below and on pages 16-17 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.

What is active employment?

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.

When your basic cover is limited cover

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: <ul style="list-style-type: none">• 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 (including any automatic increases) will be limited cover until you've been in active employment for 60 consecutive days.	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: <ul style="list-style-type: none">• If you become a member of AustralianSuper more than six months after starting employment with the employer you were with at the time you joined us; or• Where the above does not apply, if the first employer super contribution we receive into your AustralianSuper account has a payment period with a start date that is more than six months after you began working with your employer.	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. This limited cover condition will not apply: <ul style="list-style-type: none">• If basic cover starts after two years from the date you joined AustralianSuper, or• If it is caused solely due to your employer's failure to pay an employer super contribution to your AustralianSuper account in a timely manner.	At the end of the limited cover period (two years from the date you joined us), 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.
When we receive an employer super contribution into your AustralianSuper account which: <ul style="list-style-type: none">• restarts your basic cover; and• has a payment period with a start date that is more than six months after you began working with your employer.	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.
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, the disability support pension and disability insurance payments.	Limited cover will continue to apply for at least two years from the day that your income support payments stop.	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 before the date your cover starts or restarts, you've made a claim for (including declined or withdrawn claims), been paid or you're entitled to be paid, a TPD or terminal illness payment from AustralianSuper, another fund or insurance policy.	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.	Not applicable

When your additional cover is limited cover

When is your insurance limited cover?	How long will limited cover last?	When will you have full cover?
<p>Your additional cover is limited cover if you do not provide detailed health information for the Insurer to consider.</p> <p>This includes when you:</p> <ul style="list-style-type: none"> • increase your cover using AustralianSuper's Life Events cover (see page 23), or • transfer your account from one division to another division within AustralianSuper. <p>For example, you transfer your account from AustralianSuper plan to AustralianSuper Select and you get more cover, and you:</p> <ul style="list-style-type: none"> • answered 'yes' to any of the Personal Statement questions we sent to you as part of the offer, or • elected to transfer to AustralianSuper Select after the offer period. 	<p>Limited cover will apply for at least two years from the date your cover increases.</p> <p>Limited cover will only apply to any additional cover you get.</p>	<p>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.</p> <p>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.</p>
<p>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.</p>	<p>Your additional cover will be limited cover until you've been in active employment for 60 consecutive days.</p>	<p>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.</p> <p>Any additional cover will be subject to the same exclusions and other special conditions that applied to the existing insured cover.</p>
<p>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.</p> <p>Examples of income support payments are workers' compensation, statutory transport accident payments, the disability support pension and disability insurance payments.</p>	<p>Limited cover will continue to apply for at least two years from the day that your income support payments stop.</p>	<p>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.</p> <p>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.</p>
<p>Your cover is limited cover if before the date your cover starts or restarts, you've made a claim for (including declined or withdrawn claims), been paid or you're entitled to be paid, a TPD or terminal illness payment from AustralianSuper, another fund or insurance policy.</p>	<p>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.</p>	<p>Not applicable</p>

When your transferred cover is limited cover

When is your insurance limited cover?	How long will limited cover last?	When will you have full cover?
<p>You transfer cover from another super fund or insurer that is already limited cover; or you transfer cover that's already limited cover, between AustralianSuper divisions.</p>	<p>This transferred cover will continue to be limited cover at AustralianSuper for the rest of the limited cover period you had with the previous super fund, insurer, or AustralianSuper division.</p>	<p>Full cover will start the following day after the limited cover period has expired according to its terms.</p> <p>Any individual conditions (other than premium loadings) such as exclusions or restrictions that applied to this transferred cover, will continue to apply.</p>

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. See page 17 for some examples.



Some examples

Kerry is 40. She joined her employer and AustralianSuper on 1 February 2024. After she met both age and balance requirements, she received an employer super contribution and her basic cover started automatically on 31 May 2024.

Scenario 1: She was in active employment for 60 consecutive days ending on the date her basic cover started (from 2 April to 31 May 2024). This means when her insurance started on 31 May 2024, she had full cover.

Scenario 2: Kerry was unwell and unable to work from 10 to 14 May 2024. Her basic cover started on 31 May 2024, 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 2024 she was in active employment for 60 consecutive days and her full cover started on 14 July 2024.

Scenario 3: Kerry applied (and was accepted) for additional cover following a life event. 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 at the end of the two-year period.



Standard exclusions

Type of cover	Exclusions
Death and TPD	<ol style="list-style-type: none">You won't be paid an insurance benefit if your death, illness or injury, is directly or indirectly caused by your service in the armed forces of any country (whether voluntary or not), other than service in the Australian Defence Force Reserves¹.You or your beneficiaries won't be paid a benefit if, within 12 months of your basic or increased cover starting:<ul style="list-style-type: none">your death is caused by suicide, oryou become terminally ill or 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.This exclusion applies if more than six months after you start work with your AustralianSuper employer you join AustralianSuper. This exclusion will also apply if your basic cover starts (or restarts) because we receive an employer super contribution with a payment period that has a start date more than six months since you started (or restarted) with your employer.
Income Protection	<p>You won't be paid an Income Protection benefit if an illness or injury is directly or indirectly caused by:</p> <ul style="list-style-type: none">intentional self-inflicted act or suicide attempt, whether sane at that time or notyour service in the armed forces of any country, other than service in the Australian Defence Force Reservesnormal pregnancy or childbirth or assisted fertilisation techniques, orany act of war (whether declared or not), revolution, invasion, rebellion or civil unrest.

¹ This exclusion doesn't apply if your super account was moved from the Public Sector Division to the AustralianSuper plan on 28 May 2022 or 27 May 2023; and you were a member of the armed forces of any country (whether voluntary or not) on the day before your super account was moved to the AustralianSuper plan (27 May 2022 or 26 May 2023 respectively).

Do you have insurance already?

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

As an AustralianSuper member, you also have access to a choice of help and advice options from simple, personal advice over the phone, to more comprehensive, broader advice with a financial adviser¹. Go to australiansuper.com/advice for more information.

Do you have more than one AustralianSuper account?

If you do, you may be eligible to merge your accounts and any insurance you have. Call us on **1300 300 273** to discuss your options.

Transferring cover from another super fund or insurer

You can apply to transfer any existing Death, TPD or Income Protection cover² from your individual insurance policy or other super fund to AustralianSuper. See the following sections for more information on insurance transfers or refer to the *Applying for an insurance transfer* fact sheet at australiansuper.com/factsheet

Transfer limits

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 cover amounts (see page 21 for details).

How do you apply to transfer your cover from another super fund or insurer?

There are two ways to apply:

1. Online application

Log into your account, go to *Insurance*, then *Manage insurance* and then select *Transfer your insurance*.

2. Paper application

Complete the *Insurance transfer* form at australiansuper.com/select

Individual conditions

Any individual conditions (other than premium loadings) such as exclusions or restrictions that apply to the cover you're transferring, will continue to apply with AustralianSuper. If any of your insurance cover has ever had an exclusion for a specific medical condition or injury, you won't be eligible to transfer your cover (see the *Insurance transfer* form for full eligibility criteria). If the cover you're transferring is limited cover it will continue to be limited cover with AustralianSuper.

What happens when you transfer your cover?

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 within 60 days once your transfer of cover has been accepted (your eligibility to make a claim will be impacted if your previous cover hasn't been cancelled).

If your application to transfer cover from your other super fund or insurer is accepted, any cover you transfer will start as long as you're receiving employer super contributions, even if your balance hasn't reached \$6,000 or if you're under 25. You'll also need to have enough money to cover the cost of your insurance.

Important information

- Your transfer from another super fund or insurer depends on the Insurer's acceptance and the eligibility criteria.
- Before you transfer, you should review your existing insurance so you know the cover will meet your needs.
- Once you've submitted your insurance transfer request, including providing evidence of your current cover, the Insurer will consider your application. We'll write to you to let you know the Insurer's decision.
- Make sure you receive confirmation of acceptance in writing from AustralianSuper before cancelling your insurance with your other super fund or insurer.
- Once your transfer has been accepted, you'll be subject to the terms and conditions of the Insurer's arrangements. Insurance costs and benefits will be different to your transferred insurance. You may also be subject to different waiting periods.

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 your transfer of insurance is accepted, before combining your super.

¹ Personal financial product advice is provided under the Australian Financial Services Licence held by a third party and not by AustralianSuper Pty Ltd. Some personal advice may attract a fee, which would be outlined before any work is completed and is subject to your agreement. With your approval, the fee for advice relating to your AustralianSuper account may be deducted from your AustralianSuper account subject to eligibility criteria.

² Must be a life policy as defined under the Life Insurance Contracts Act 1995.

What will your new cover look like if the Insurer accepts your application?

Death & TPD cover

- You'll receive the Death and/or TPD cover amount(s) you've requested to transfer, up to the amount(s) of your existing cover under your other super fund or insurer, in addition to any cover that you currently have with us (subject to the maximum cover amounts).
- The additional cover will be fixed cover (rounded up to the next \$1,000). Fixed TPD cover reduces gradually from age 61 to zero at age 65.
- If your basic Death or TPD cover hasn't already started, it will also start (for the type of cover transferred) as long as you haven't previously fixed or cancelled it.

Income Protection

- You'll receive the higher amount of the Income Protection you currently have with AustralianSuper or the amount you have requested to transfer from your other super fund or insurer.
- Your cover will be fixed cover (rounded up to the next \$100 a month).

The tables to the right explain how your waiting period and benefit payment period may change.

Income Protection waiting period following a transfer

Your waiting period will be 60 days, unless the cover you had with your other super fund or insurer had a 30-day waiting period or you've applied for a 30-day waiting period¹.

Your waiting period with your other super fund or insurer is:	Your waiting period after your transfer is accepted:
30 days or shorter	30 days – but you can change to a 60-day waiting period
Longer than 30 days ²	60 days – but you can change to a 30-day waiting period

Benefit payment period following a transfer

You'll keep your AustralianSuper Income Protection benefit payment period if the income protection benefit payment period you're transferring is the same or longer.

Your benefit payment period with AustralianSuper is:	Your benefit payment period with your other super fund or insurer is:	Your benefit payment period after your transfer is accepted:
Up to two years (or you don't have Income Protection)	Any	Up to two years
Up to five years	Less than five years	Up to two years
	Five years or longer	Up to five years
Up to age 65	Less than five years	Up to two years
	Five years or longer but less than to age 65	Up to five years
	To age 65 or longer	Up to age 65

Example

Sally is 27, an existing AustralianSuper member with basic cover and has applied to transfer cover from her other super fund. The Insurer has accepted her application to transfer cover and her new cover is outlined below.

Cover type	Sally's cover with AustralianSuper	Sally's cover with her other super fund	Sally's cover with AustralianSuper after her transfer has been accepted
Death	\$147,000 basic cover	\$150,000	\$147,000 basic cover + \$150,000 extra (fixed) cover = \$297,000 Sally now has \$297,000 of Death cover
TPD	\$56,000 basic cover	Nil	\$56,000 basic cover Sally's TPD cover remains the same
Income Protection	\$2,200 a month 60-day waiting period Up to two years benefit payment period	\$5,000 a month 30-day waiting period Five year benefit payment period	\$5,000 a month fixed cover 30-day waiting period ¹ Up to two years benefit payment period Sally now has \$5,000 a month of Income Protection with a 30-day waiting period and an up to two years benefit payment period

¹ You can choose a 30 or 60-day waiting period when you apply to transfer your income protection. You can only change your waiting period if you have Income Protection, or apply to transfer income protection.

² If you're transferring Income Protection with a 90 or 180-day waiting period, you'll be given a 60-day waiting period, unless your AustralianSuper Select insurance category allows for a 90-day waiting period. Alternatively, you can choose a shorter waiting period. A shorter waiting period will cost more.

Changing or cancelling your cover



Help and advice

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.

If you're not sure how much (if any) cover is right for you, you can use our insurance calculator¹ to work out how much cover you may need. Visit

australiansuper.com/InsuranceCalculator

As an AustralianSuper member, you also have access to a choice of help and advice options from simple, personal advice over the phone, to more comprehensive, broader advice with a financial adviser². For more information go to australiansuper.com/advice

Want more cover?

If you want more cover you can apply:

- to top up your Death/TPD cover with extra (fixed) cover
- for a total amount of fixed Death, TPD or Income Protection cover.

Maximum cover amounts

The maximum amount of cover you can apply for is:

Death	TPD	Income Protection
Unlimited	\$3 million	Up to \$30,000 a month or 85% of your salary ³ (whichever is lower)

To change your cover, log into your account and go to *Insurance* then *Manage insurance* or complete the *Change your insurance* form at australiansuper.com/select

If your super account is inactive (you haven't received a contribution or rollover for 16 consecutive months), see what that means for you on page 26.

Restrictions, exclusions and loadings

Your application for new or increased cover will be reviewed by the Insurer. The Insurer considers the information provided on your application (e.g. your personal health, medical history and salary) when making a decision. Your application may be approved, declined or approved with conditions.

Conditions include:

- approved for some cover (but not all)
- approved with restrictions (such as reduced cover amount or shorter benefit payment period)
- approved with exclusions
- approved with loadings.

See page 38 for the definitions of exclusions and loadings.

Basic + extra (fixed) cover⁴

Types of cover available

✓ Death ✓ TPD ✗ Income Protection

You can add to your basic Death and/or TPD cover with extra (fixed) cover. Extra (fixed):

- Death cover will end at age 70
- TPD cover will end at age 65.

Any fixed amount will stay the same unless you change it and the costs will generally increase with age.

Fixed cover⁴

Types of cover available

✓ Death ✓ TPD ✓ Income Protection

You can apply for a total amount of fixed cover if:

- you don't have cover and you want a fixed amount,
- you want to replace your AustralianSuper Select basic cover with a fixed amount, or
- you have basic Income Protection and you want to change the amount (higher or lower).

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

Changing basic cover your employer pays for

Your employer may be paying for your basic Income Protection, Death and/or TPD cover.

- If you change your basic Income Protection (this includes changing your cover amount, waiting period or benefit payment period), your employer won't pay for it anymore.
- If you change your basic Death or TPD cover to fixed cover your employer won't pay for it anymore.

- You always pay for any extra (fixed) Death and TPD cover, even if your employer pays for your basic cover.
- The cost of any cover you've changed will be deducted from your super account monthly.

If you're not sure who pays for your cover, check the AustralianSuper Select booklet for your employer at australiansuper.com/select

¹ To work out how much cover will cost, use the weekly costs in the AustralianSuper Select booklet for your employer.

² Personal financial product advice is provided under the Australian Financial Services Licence held by a third party and not by AustralianSuper Pty Ltd. Some personal advice may attract a fee, which would be outlined before any work is completed and is subject to your agreement. With your approval, the fee for advice relating to your AustralianSuper account may be deducted from your AustralianSuper account subject to eligibility criteria.

³ Annual before-tax salary earned from your regular job(s), excluding Superannuation Guarantee (SG) contributions. If you own a business, see what salary means for you on page 39.

⁴ If you have TPD cover that's fixed or a multiple of salary, when you turn 61, the cover amount will be reduced each year until you turn 65 when it reaches zero (see page 11 for details). If you're a Komatsu employee, your multiple of salary TPD cover won't reduce from age 61 to zero at age 65.

Reduce or cancel your cover

You can reduce or cancel part (or all) of your cover anytime.

When you cancel your cover you won't be insured from the date your cancellation is accepted. You (or your beneficiaries) won't be able to make an insurance claim if you suffer an illness or injury or you die after the cancellation. Claims may still be paid for an illness that became apparent, or injury that occurred before you cancelled.

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.

Consider getting financial advice first. 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 the Insurer to consider.

The cost of cover will stop being deducted from your super account if you were paying for your cover (costs are deducted one month in arrears).

Reduce or cancel your cover online, log into your account and go to *Insurance* then *Manage insurance*. Or, use the *Change your insurance* form to reduce and/or cancel your cover, or the *Cancel your insurance* form if you're only cancelling cover. Download both at australiansuper.com/select

Changing your Income Protection

Waiting period

The waiting period is the minimum time you must wait before your Income Protection benefit payments (as long as you're eligible) can start.

No benefit payments are paid during, or for, the waiting period. Benefit payments are paid monthly in arrears from the end of the waiting period. Once the Insurer has accepted your claim, your first monthly benefit payment is usually made one month after the waiting period has ended. If your claim is not accepted until after the waiting period has ended, your first monthly benefit payment will be made when your claim is accepted.

If you receive basic Income Protection, your employer arranges your waiting period. You can choose to change your waiting period to 30 or 60 days. A shorter waiting period will cost more. You can only change your waiting period if you have Income Protection or apply for it.

If you don't have Income Protection, you can apply for it anytime. If you're applying for Income Protection for the first time and you don't choose a waiting period, your waiting period will default to 60 days.

See page 31 for more information on how waiting periods work when you make a claim.

Benefit payment period

If you receive basic Income Protection, your employer arranges your benefit payment period. Depending on the period your employer has selected, benefits may be paid:

- up to two years
- up to five years, or
- up to age 65.

You can apply to change your benefit payment period anytime, but if you do, you'll have to pay for the total cost of your Income Protection. A longer benefit payment period will cost more.

Up to two years

If you don't have basic Income Protection and apply for fixed cover, it will be based on a benefit payment period up to two years unless you apply for a longer period. This means if you're unable to work due to 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. This means for a benefit payment period up to two years, even if monthly benefit payments haven't been paid for two full years, benefit payments end at age 70.

Up to five years or up to age 65

Depending on your occupation you can apply to change your benefit payment period to up to five years or up to age 65. With a benefit payment period up to five years or up to age 65, your Income Protection will end when you turn 65. This means for a benefit payment period up to five years, even if monthly benefit payments haven't been paid for five full years, benefit payments end at age 65.

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

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

See page 31 for more information on how benefit payment periods work when you make a claim.

Changing your waiting period and benefit payment period

To work out the cost of Income Protection for different waiting periods and benefit payment periods check the AustralianSuper Select booklet for your employer at australiansuper.com/select

Income Protection doesn't cover redundancy.

If your income has been \$0 for 12 or more consecutive months, there may be no benefit payable in the event of a claim.



If you change your waiting period and/or benefit payment period and make no changes to your cover amount – you can remain on your salary-based cover, fixed or age-based cover but you'll pay the cost of it.

Log into your account and go to *Insurance* then *Manage insurance* or complete the *Change your insurance* form for AustralianSuper Select at australiansuper.com/select

Increase your Income Protection when your salary increases

If you already have Income Protection with us, you can apply to increase age-based or fixed Income Protection when your salary¹ 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 a salary increase in the past 12 months, and
- you apply to increase cover within 30 days of the effective date or notification date of a salary increase, whichever is later, and
- your employer confirms your salary increase, and
- your total cover amount is limited to the lower of \$20,000 a month or 85% of your salary¹.

When you increase your Income Protection, your total cover will be fixed. If your employer pays for your cover, the total cost of your Income Protection will be paid for by you and we'll deduct the total cost from your super account monthly.

Limited cover may apply to the additional cover amount (see page 16 for details). The maximum increase you can apply for in one salary review year is \$1,000 a month.

To apply for more cover, complete the *Increase your Income Protection after a salary increase* form at australiansuper.com/select

Increase your cover when your life changes

You can apply for new cover or to increase any of your cover once every 12 months and you'll only need to answer a few health questions. Apply within 60 days of one of these life events occurring:

- you get married or divorced
- your child is born or you adopt a child
- you start or end a de facto relationship
- you take out a mortgage to purchase or build your primary residence in Australia
- your spouse or de facto dies
- you first become eligible for a Centrelink carer's allowance.

Additional Death and TPD cover will be added as an extra (fixed) amount on top of your existing cover. The cost of the additional cover will be deducted from your super account monthly.

If your basic 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 haven't previously fixed or cancelled it.

When you increase your Income Protection, your total cover will be fixed (even if you currently have basic cover).

If your employer pays for your Income Protection and you increase your cover with a life event, your employer will stop paying for your Income Protection and we'll deduct the total cost from your super account monthly.

You can't apply for or increase any cover type(s) you've cancelled or opted-out of.

To apply for new or more cover due to a life event, log into your account and go to *Insurance* then *Manage insurance* or complete the *Application for Life Event insurance cover* form at australiansuper.com/select

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 16 for details)
- can't be higher than \$500,000 for Death and TPD cover
- can't cause your total:
 - Income Protection amount to exceed the lower of \$20,000 a month or 85% of your salary¹.
 - Death and TPD cover amounts to exceed \$1 million (cover above \$600,000 will be capped at the lower of \$1 million or 10 x your salary¹).

If your application is accepted, cover will start as long as you're receiving employer super contributions, even if your balance hasn't reached \$6,000 or if you're under 25. You'll also need to have enough money to cover the cost of your insurance.



¹ Annual before-tax salary earned from your regular job(s), excluding Superannuation Guarantee (SG) contributions. If you own a business, see what salary means for you on page 39.

Interim accident cover

When you apply for insurance for a life event or you provide detailed health information you may receive interim accident cover. 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. The interim accident 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. If your super account is inactive (see definition on page 38), interim accident cover won't start until you've received a contribution of any type or rollover¹. 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 lower of the amount you have applied for or:

- \$1 million for Death or TPD cover,
- \$15,000 a month for Income Protection, less any cover you already have.

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**.

¹ If your super account is inactive and you have an existing election to keep cover: interim accident cover will start for the cover your election applies to, on the date that we receive your application. See page 26 for more information about keeping your cover.

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 up to five years or up to age 65, or
 - age 70 for Death cover and Income Protection with a benefit payment period up to two years.

Your employer may have a different arrangement. Check the AustralianSuper Select booklet for your employer at australiansuper.com/select

- Unless you have elected to keep your cover, the end of the day before the date your super account becomes inactive.
- Your AustralianSuper membership ends.
- The end of the day you don't have enough money in your super account to pay for your cover.
- The date we receive your request to cancel your cover.
- The date you transfer your cover to another super fund or insurer.
- For all cover types held, the date a Death benefit becomes payable from the Insurer.
- For TPD cover, the date a TPD benefit becomes payable from the Insurer. If you also have Death cover, it may continue if your Death cover amount is greater than your TPD cover amount, but it will be reduced by the amount of the TPD benefit payment.
- For Death and/or TPD cover, the date a terminal illness benefit becomes payable from the Insurer.
- For any basic cover your AustralianSuper Select employer pays for, if you aren't 25 or older and/or your super balance hasn't reached \$6,000, the date you leave your employer. See page 37 for more details.

What does inactive mean?

Inactive means you haven't received any contributions or rollovers into your super account for a continuous period of 16 months.

Keeping your cover

If your account becomes inactive you may lose your insurance. There are two ways to keep your cover.

1. Electing to keep your cover

You can elect to keep your cover anytime, so it doesn't stop when your super account becomes inactive. You'll need to make an election before your super account becomes inactive. Cover can still stop for other reasons, as explained above.

Each year we'll remind you that your election to keep your cover is still in place and the cost of your cover is still being deducted from your super account each month.

We'll also write to you before your super account becomes inactive. Your letter will include the date you last received money into your super account, and when your cover will end if you decide you don't want to do anything.

How to make an election to keep cover

Use the *Keep your cover (inactive account)* form available at australiansuper.com/KeepCover

When your election to keep cover ends

Your election to keep cover will continue until your cover stops because:

- you cancel all the cover you've elected to keep, or
- you don't have enough money in your super account to pay for your cover.

2. Making a contribution

There are two ways you can do this:



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



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

Your cover will continue (at your applied work rating¹) however it may stop if your super account becomes inactive again.

Stopped working or no longer earning an income?

If you've stopped working or no longer earning an income your eligibility to claim may be impacted.

Income Protection benefit payments are based on your pre-disability income. If you're eligible to claim, and you weren't receiving an income on or before your date of disablement, a benefit may not be payable. See page 30 to learn more.

For TPD cover, the Insurer may assess your eligibility for a TPD benefit differently, if immediately before your date of disablement, you were unemployed for 16 consecutive months or longer. See page 32 to learn more.

¹ If you're a Clough employee you don't have a category work rating. An individual work rating applies to your cover. See page 12 for more details on work ratings.

How you can get cover again

When does basic cover restart?

Basic cover may automatically restart when we receive an employer super contribution for you, if your insurance cover stopped because:

- your super account became inactive (refer to page 26 for definition), or
- you don't have enough money in your super account to pay for your cover.

You must be 25 or older and have reached a super account balance of \$6,000 at any time since 1 November 2019. Any type of cover that's previously been cancelled won't start again automatically.

If basic cover restarts you'll get the basic cover as arranged by your employer. Your basic cover:

- may be higher or lower than the cover you had before
- may be limited cover (see page 15)
- will restart with a Blue Collar individual work rating or the category work rating¹ arranged by your AustralianSuper Select employer (if applicable), whichever is less expensive. If you have elected to keep some cover, the applied work rating¹ for the cover you've elected to keep will apply to any other cover that restarts while you're employed by your AustralianSuper Select employer (see page 12 for more details on work ratings).

We'll write to you if your cover restarts and let you know the type and amount of cover you have. Any exclusions or special conditions you had previously will continue to apply to any cover that restarts.

Apply for cover

To apply for cover, log into your account and go to *Insurance* then *Manage insurance* or complete the *Change your insurance* form for AustralianSuper Select at australiansuper.com/select

If you have any questions, call us on **1300 300 273**.



¹ If you're a Clough employee you don't have a category work rating. An individual work rating applies to your cover.

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

Documents

We'll send you some forms to complete. We'll work with you to make sure we receive all of the information required to process your application.

3

Review

The Insurer will review your completed claim documents and assign a dedicated claims consultant to assess your claim. The Insurer may request further medical information.

4

Track

You can track the status of your claim anytime through the app or your active online account. You can also submit supporting documents and add and view payment details.

5

Decision

Once the Insurer makes a decision on your claim, they'll let you know in writing and confirm any amount payable as well as any requirements to commence payments.

If your claim isn't approved, the Insurer will notify us and we'll complete an independent review of the Insurer's decision. We'll contact you and let you know of the outcome of our review and provide a reason for the decision.

6

Payment

If your application is approved, your insurance benefit will be paid into your AustralianSuper account, or for Income Protection benefits, into your nominated bank account. We'll let you know in writing and confirm any outstanding requirements if applicable.

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, or during, the waiting period. You don't pay for the cost of Income Protection while you're receiving Income Protection payments.

You're not required to use up your sick or annual leave before you make a claim for an Income Protection benefit.

See pages 38–39 for the definitions of pre-disability income, total disability and partial disability.

See page 39 for the definition of waiting period.

How much will you get paid each month?

The table below shows how your monthly Income Protection benefit payment¹ is calculated for a total disability benefit payment or partial disability benefit payment.

If your pre-disability income has been \$0 for 12 or more consecutive months, there may be no benefit payment in the event of a claim.

Total disability benefit payment	Partial disability benefit payment
<p>Your monthly Income Protection benefit payment equals the lowest of:</p> <ul style="list-style-type: none"> • your monthly cover amount at your date of disablement¹ • 85%² of your pre-disability income, or • \$30,000 a month <p>minus</p> <ul style="list-style-type: none"> • any income from other sources (see definition to the right). <p>Your benefit payment will only be reduced to the extent that the sum of the benefit payment, and income from other sources exceeds 85% of your pre-disability income.</p>	<p>Your monthly Income Protection benefit payment equals the lowest of:</p> <ul style="list-style-type: none"> • your monthly cover amount at your date of disablement¹ • 85%² of your pre-disability income, or • \$30,000 a month <p>minus</p> <ul style="list-style-type: none"> • any income from other sources (see definition to the right), and • any income that you earn from working while disabled, or in the opinion of the Insurer, you could reasonably be expected to earn from working while disabled (including any annual or long service leave entitlements).

Income from other sources

Any income that you're entitled to be paid in a month that your Income Protection benefit is payable (whether you received it or not in that month), including:

- income or payments that are paid as a result of your illness or injury, including any:
 - benefits payable under other income protection policies,
 - workers' compensation, motor accident compensation (e.g. TAC) or other payments under legislation,
 - sick leave,
 - income component of a common law settlement.
- employer super contributions, including if you're self-employed and make tax deductible contributions.

Any income or payments from other sources you receive (or are entitled to receive) because of your illness or injury, that's a lump sum, or exchanged for a lump sum, will be converted to a monthly figure as reasonably determined by the Insurer.

Income from other sources does not include:

- income earned from investments
- annual leave or long service entitlements (these entitlements are considered income you earn from working. Under a partial disability claim, they may reduce the benefit amount you get paid.)
- Centrelink and Department of Veterans' Affairs payments, or
- any lump sum payments for total and permanent disablement.

Do you have more than one income protection insurance policy?

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, together with any income from other sources, is less than 85% of your pre-disability income.

With AustralianSuper you can also extend your waiting period while you're receiving benefit payments from another policy. This means you may get payments from us after payments from your other insurance provider stop. See page 31 for more information on Extending your waiting period.

¹ Your date of disablement is the date your doctor certifies you as being unable to work, or if you're not employed, the date you're unable to perform your usual occupation. We use this date to confirm the amount of cover you had, and which insurance policy is relevant.

² Based on your pre-disability income, up to 75% is paid to you and up to 10% to your AustralianSuper account. Any amount paid to your AustralianSuper account counts towards your before-tax contributions cap.

When do payments 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 up to five years or up to age 65
 - age 70 if you have a benefit payment period up to two years¹
- you die.

Waiting period

Your waiting period doesn't start when you lodge your claim. It starts on the date you stopped working because of an illness or injury, or the date a medical practitioner certifies you as unable to work due to illness or injury, whichever date is later.

You must be totally disabled for the first 14 days of your waiting period to qualify for a benefit payment. No benefits are paid for the waiting period.

Extended waiting period

Do you have two income protection insurance policies? If you do, it generally doesn't mean you get paid twice as much if you make a claim. But with AustralianSuper you can extend your waiting period while you're receiving benefit payments from another policy. This means you may get payments from us after payments from your other insurance provider stop.

If you want to extend your waiting period:

- you must tell us that you're claiming on another income protection policy before the end of the benefit payment period with your other insurance provider and
- you must continue to be disabled in order to receive payment.

If you make a claim on another income protection policy, payments from us will start on the later of:

- the end of your chosen waiting period, or
- the date you last received payment from the other policy, provided you continue to be totally or partially disabled (see pages 38–39 for the definitions), or
- on an earlier day that you choose after the date of your selected waiting period.

Call us on **1300 667 387** to extend the start of your Income Protection payments.

Waiting periods and benefit payment periods

Waiting period

The minimum time you must wait before your Income Protection benefit payments can start.

30 days

OR

60 days

OR

90 days

You don't receive Income Protection benefit payments during, or for, the waiting period.

Benefit payment period

The maximum time benefits may be paid if you're temporarily unable to work due to illness or injury.

Up to two years

OR

Up to five years²

OR

Up to age 65²

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.

Benefit payments start after the waiting period has ended. Payments are made monthly (one month in arrears). To find out which benefit payment period applies to you, log into your account and go to *Insurance* or for more details on benefit payment periods see page 22.

¹ This means for a benefit payment period up to two years, even if monthly benefit payments haven't been paid for two full years, benefit payments end at age 70. And for a benefit payment period up to five years, even if monthly benefit payments haven't been paid for five full years, benefit payments end at age 65.

² After you've received payments for one year, your benefit may increase each year with the consumer price index (up to a maximum of 5% a year) as costs increase.

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

You can return to work at full capacity for up to five days in a row without your waiting period starting again, after you've been totally disabled for the first 14 days of your waiting period. The number of days you returned to work will be added to the end of your waiting period.

Income Protection and tax

A few things you should know about Income Protection and tax:

- Our Income Protection is provided through the AustralianSuper Fund and the cost of your cover is deducted from your super account. So, you can't claim a personal tax deduction for these costs.
- 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 benefit payments 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.

Rehabilitation service

If you become disabled, the best outcome is that you recover and are able to earn your full income for the rest of your career. That's why we may ask you to take part in the Insurer's rehabilitation service if you become disabled.

This may include training, retraining or re-skilling to help you return to work. The Insurer will pay the cost of this service direct to the service provider. If you refuse to take part in the rehabilitation service or delay your participation in it your payments may be reduced.

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 the 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 practitioner¹ 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've been unemployed for 16 consecutive months or longer (see page 39 for the 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 practitioner¹ 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.

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 five 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).

Example

Jeremy's been on a round-the-world trip for the last 18 months. Whilst travelling, Jeremy's kept his AustralianSuper insurance cover active by making an election to keep his cover.

Unfortunately he's seriously injured in a motor accident and is forced to return home. After returning home, he applies for a TPD benefit payment.

Because he's been unemployed for more than 16 months, Jeremy must be unable to do at least two of the five everyday working activities to be considered totally and permanently disabled.

What gets paid if you're totally and permanently disabled?

If you're eligible for a payment you're entitled to:

- your TPD cover (amount at your date of disablement²), 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 the release of your TPD benefit and an early release of your super.



¹ For mental health conditions the treating practitioner must be a registered psychiatrist.

² Your date of disablement is the date your illness or injury, as certified by your doctor, causes you to cease to work. Or, if you're not working, unable to perform your usual occupation. If you've never worked, it's the date the doctor certifies you're unable to perform your usual unpaid domestic duties on a full-time basis. We use this date to confirm the amount of cover you had, and which insurance policy is relevant.

Who gets paid if you die?

See page 35 to find out what gets paid and who it can be paid to.

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 reasonable medical treatment for your condition, your life expectancy is less than 24 months from the date of their written certification¹, 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.

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 the Cash investment option. The account balance component of any benefit remains invested in the options you've chosen.

From 1 October 2024, your account (including any contributions received after you die) will be invested in the Cash investment option after the Fund is notified of your death.

¹ The medical certificates must be dated prior to your date of death (if applicable). If you are not eligible for a terminal illness benefit payment, the policy may allow for an assessment of a death claim or a posthumous TPD claim.

Call us on **1300 667 387** to make a claim.

You can also download our fact sheets at australiansuper.com/InsuranceClaim



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:

- 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 investment returns, 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 you may have 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 relevant legislation and the AustralianSuper Trust Deed. We must decide who receives a payment within strict legal guidelines.

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. 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 relevant legislation to pay someone else.

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

If you make a binding nomination, we'll pay your super account balance and death benefit to the beneficiaries you've nominated, as long as your nomination is valid and in force at the time of your death. The account balance will normally be paid as a one-off payment but may be paid as an income stream to a qualifying dependant.

A binding nomination is valid if:

- your nomination has been completed on the approved form, and has been signed and witnessed in the presence of two adults who are not nominated as your beneficiaries
- all the individuals nominated are alive at the time of your death (eg if you nominated three beneficiaries and one was no longer alive at the time of your death, then the nomination would be invalid)
- all the individuals nominated are eligible, and
- your nomination has not expired (if applicable).

A valid nomination comes into effect from the date we accept it and remains in effect for as long as it is valid. Where applicable, any expiry date of your binding nomination is shown on your member statement, and we'll remind you if that period is going to lapse.

An expired or invalid binding nomination is considered to be non-binding. To ensure your nomination remains valid, we recommend you consider reviewing your nomination regularly.

To make, amend, or revoke a binding nomination and for more information about your beneficiary options please visit australiansuper.com/beneficiaries

If you are unsure on what the right nomination is for you, consider seeking legal advice.

Changing jobs? Take AustralianSuper with you

Take your AustralianSuper account with you to your next job and stay covered.



Changing jobs

Usually your AustralianSuper Select employer will let us know when your employment with them has ended. This may mean that your super account and insurance arrangements with us change a little. It'll depend on if you have a new employer and if you do, how your new employer is set up with us.

Here's some general information about what happens to your super account and insurance when you leave your AustralianSuper Select employer.

If we don't know who your new employer is or they're not an AustralianSuper Select employer

- Your account will move across from AustralianSuper Select to AustralianSuper plan – you'll keep your member number.
- If you have Death and/or TPD cover, you'll keep the same amount of cover you had and your cover design will change to fixed cover. We'll write to you when this happens.
- If you have Income Protection, you'll keep the same amount of cover you had and your cover design will change to fixed cover. Your benefit payment period won't change and if you have a waiting period of 30 or 60 days it won't change either. However, if your waiting period was 90 days, it will change to 60 days.
- If you don't have a cover type¹ in AustralianSuper Select, you won't receive that cover type in AustralianSuper plan. If your AustralianSuper Select basic cover hasn't started because you're under 25 and/or your account balance hasn't reached \$6,000, you may receive basic cover for AustralianSuper plan once you're eligible.
- You'll pay for the cost of all of your cover and costs will be deducted from your super account monthly from the day after your termination date.
- Your individual work rating will be used to calculate the cost of your cover. If you've never applied to change your individual work rating, it will be Blue Collar.

The cost of your cover is based on your age, amount of cover and your individual work rating.

You can apply to change your individual work rating anytime (see page 12 for more details).

If your employer paid for your basic cover and you haven't turned 25 and/or your super balance hasn't reached \$6,000

- Your cover will be removed unless you tell us you want to keep it. We'll write to you if this happens.
- If you want to keep your cover, you'll need to complete the form we send you with your letter and return it to us within 30 days from the date of the letter. Any cover you choose to keep will be fixed cover.
- If you don't return the form within the required time, your cover will be removed as at the date you were no longer eligible for AustralianSuper Select (the date you left your employer). You will only get basic cover within AustralianSuper plan when you're eligible. This may be higher or lower than the cover you had previously.
- You'll pay the cost of your total cover and administration fees and costs.
- The cost of your cover will be based on the amount of cover you have and your individual work rating. If you've never applied to change your individual work rating it will be Blue Collar.
- Costs will be deducted from your super account monthly from the day after your termination date, or earlier if you leave the fund.

If your new employer is also with AustralianSuper Select

If we're notified that your new employer is with AustralianSuper Select, we'll move your account to your new AustralianSuper Select employer and write to you about your insurance arrangements and options.

Starting a new job

When you start your new job, you can tell your employer where to pay your super². All you have to do is complete the *Pay my super into AustralianSuper* form and give it to your new employer. It's available at australiansuper.com/PayMySuper or you can log into your account for a pre-filled form.

It's also a good time to check whether you're eligible for a different individual work rating. Your work rating is one of the factors that determines how much you pay for your cover.

See page 12 for more information about work ratings.

¹ You may not have a cover type in AustralianSuper Select because: you weren't eligible to receive it automatically, it's not included in your AustralianSuper Select basic cover (arranged by your employer), or you've cancelled or opted out of that cover type.

² You should check the fees and costs, charges and insurance of your employer's super fund before making a decision about AustralianSuper.

Words and terms used

Accident

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

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.

Benefit payment period

This is the maximum time benefits may be paid if you're unable to work due to illness or injury.

Employer super contributions

These are super contributions that your employer pays into your super account. They include:

- Superannuation Guarantee (SG) contributions
- additional employer contributions, and
- salary sacrifice contributions.

Exclusions

Exclusion/exclusions means an event or circumstances leading to a claim which are not 'covered' by the Insurer.

For example, if you're approved for an increase in cover with a right knee exclusion, you can't claim for any illness or injury related to your right knee on that increased amount because it's not 'covered' by the Insurer.

Inactive

Inactive means you haven't received any contributions or rollovers into your super account for a continuous period of 16 months.

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.

Loadings

A loading is an extra cost applied to your cover due to your medical history. Under the insurance policy, we don't charge the loading, so you won't pay any extra. But, we'll still record it and let you know what it is. If you apply for cover with another fund or insurer, you'll need to tell them about the loading.

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 practitioner¹.

Premium

A premium is the sum of money paid periodically, to purchase and maintain insurance cover in AustralianSuper. Premiums are also referred to as insurance costs.

Pre-disability income

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

Business owners

Pre-disability income means your salary for the 12 months immediately before the date of disablement divided by 12. See Salary definition below for Business owners.

You may need to refer to the pre-disability income definition for Employees if you are also an employee. Where applicable, your pre-disability income will be the combined total under both definitions.

Employees

Pre-disability income means your monthly salary immediately before the date of disablement. 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. See Salary definition below for Employees.

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.

¹ For mental health conditions the treating practitioner must be a registered psychiatrist.

Salary

Salary is calculated differently for business owners and employees. Check if there is a specific definition of salary that applies to your plan in the AustralianSuper Select booklet for your employer.

Business owners

If you own all or part of a business in which you perform your regular occupation, the profits and losses of the business are taken into consideration when calculating your salary. Salary means:

- the annual amount earned by that business as a direct result of your personal exertion (before tax),
- less your share of business expenses

You may need to refer to the salary definition for Employees if you are also an employee. Where applicable, your salary will be the combined total under both definitions.

Employees

If you're employed on a permanent or casual basis or work as a contractor, salary means the sum of:

- the annual before-tax salary earned by you from all regular occupations (excluding Superannuation Guarantee (SG) contributions,
- performance related bonuses and commissions, (averaged over the previous three years or the period that you've been receiving these payments, whichever is shorter),
- overtime payments and shift allowances (averaged over the previous 12 months or period of employment, whichever is shorter), and
- the value of fringe benefits you have received under a salary sacrifice arrangement that you will benefit from for at least six months from the date that the salary you have sacrificed would have been paid.

Superannuation Guarantee (SG) contributions

Employers pay a compulsory contribution to your super known as the Superannuation Guarantee (SG). The % amount is set out in the Superannuation Guarantee (Administration) Act 1992.

Total disability

To receive a total disability benefit you must:

- be totally unable to perform all income producing duties of your usual occupation
- be under the regular care of, and following the advice and treatment of, a medical practitioner¹, and
- not be working in any occupation (paid or unpaid).

Unemployed (for the purpose of claiming a TPD benefit)

Unemployed means, unless you're on employer approved leave, you have:

- not worked expecting to receive an income, and
- not received any income from paid work, regardless of whether you were available to work or look for work.

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).

AustralianSuper Select booklet

Your employer has arranged an insurance plan with AustralianSuper for their employees. The AustralianSuper Select booklet for your employer contains all the specific details of this plan.

The booklet includes information about:

- who pays for your cover and when
- the types of cover available to you
- your basic cover design and age when basic cover ends
- your category work rating
- the weekly cost of cover, and
- any other special terms and conditions for the insurance plan.

Visit australiansuper.com/select to find a copy of your employer booklet as well as the most recent version of the *AustralianSuper Select Product Disclosure Statement* and *Insurance in your super* guide for AustralianSuper Select members.

You can also find the following forms:

- Change your insurance
- Application for Life Event insurance cover
- Insurance transfer
- Change your individual work rating
- Increase your Income Protection after a salary increase
- Keep your cover (inactive account)
- Declaration of commencing/ceasing a de facto relationship.

¹ For mental health conditions the treating practitioner must be a registered psychiatrist.

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