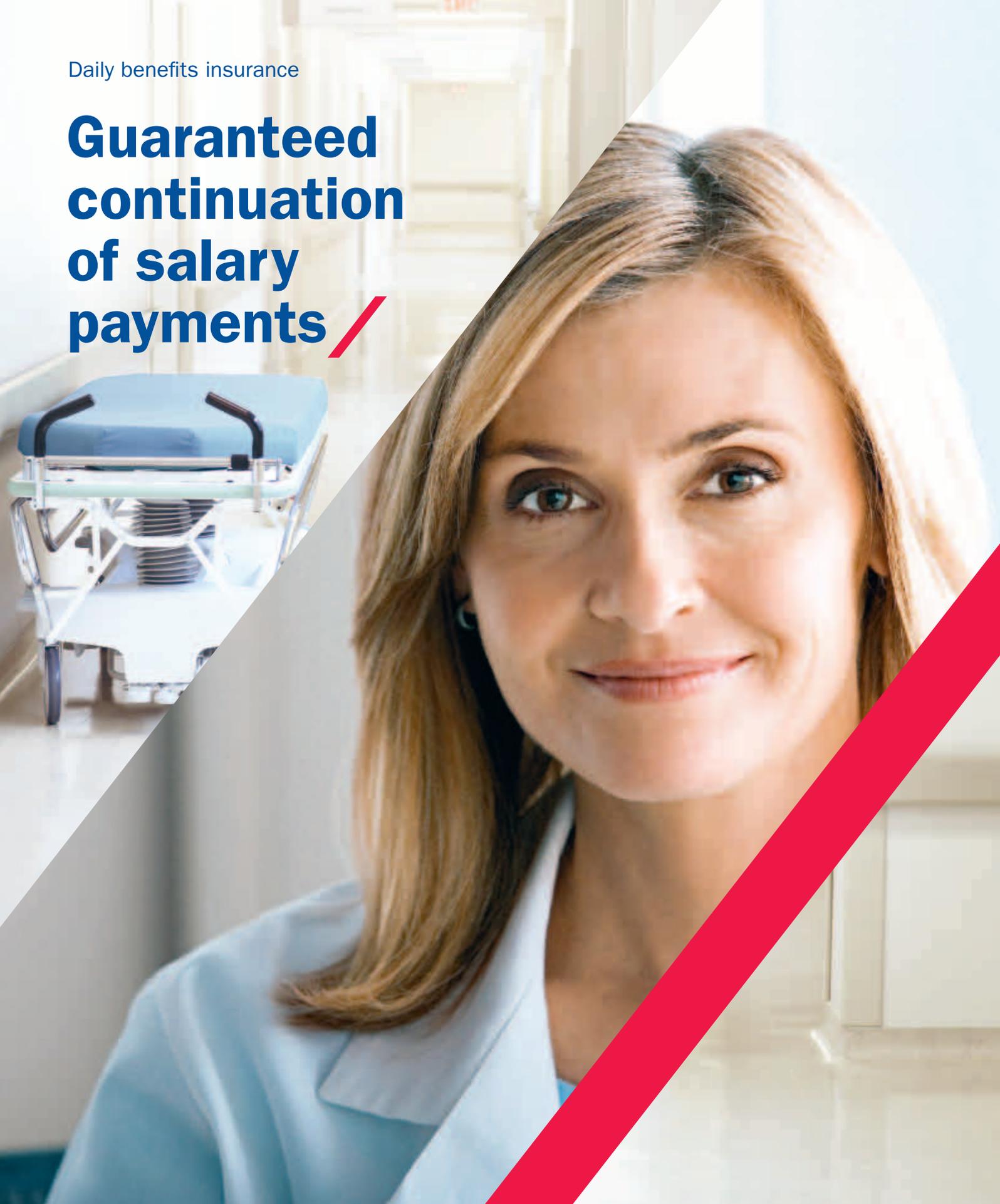


Daily benefits insurance

# Guaranteed continuation of salary payments /



# Daily benefits insurance /

With its broad range of insurance, AXA guarantees customized and needs-oriented solutions for continued salary payments for company owners and employees in case of an illness.

## Daily benefits for employees

Daily benefits serve primarily to fulfill the statutory duty to continue salary payments as laid out in the Swiss Code of Obligations. In addition, they help to secure an employee's income when the employer's statutory or contractual obligations end. In principle, taking out daily benefits insurance for the workforce is voluntary, unless otherwise stipulated by a collective labor agreement. Daily benefits can be insured from 80% to 100% of the AHV/AVS salary, and the waiting period can be set between 0 to 180 days. The benefit period is 730 days, minus the waiting period.

## Daily benefits for company owners

For self-employed individuals, having a secure income is of central importance. The benefit amount and waiting period can be set freely, the same as for persons who are employed. It's also important to distinguish between fixed-sum and indemnity insurance. Unlike in the case of indemnity insurance, fixed-sum coverage will pay the full sum insured in the event of a claim. In other words, the agreed amount in daily benefits will be paid irrespective of any benefits you may receive from other policies (e.g. disability benefits).

## Daily maternity allowance

Under the income compensation regulations (EO/APG), maternity benefits are paid to women who give birth. Although these benefits are generally limited both with regard to time (14 weeks) and amount, some collective labor agreements stipulate that employers must pay benefits for an extended period of 16 weeks. In order to close any gaps there may be, AXA offers a supplementary daily maternity benefit in addition to the daily maternity allowance paid by the EO/APG.

## Vesting and transfers

When an employee changes jobs, the right of transfer means that he/she can change to the new employer's group insurance plan without any restrictions. If coverage under the group policy were to end after an employee leaves the company, an insured person can change to an individual policy of AXA within a period of three months. This does not apply to individuals who already have reached the AHV/AVS retirement age. The employer is required to make employees who leave the company aware of their rights – and a form has been provided for this.

## Continued payment of salary

If an employee dies from an illness, the employer is obligated to continue paying his/her salary for a specific period, provided that the deceased is survived by dependants (e.g. spouse, child). In addition, continued payment of salary is contingent on the number of years that the person worked for the company. This type of coverage is available only in combination with daily benefits insurance.



### **Bridging costs for the loss of key staff**

The loss of a key person might mean that a company is facing considerable costs, besides the obligation to continue paying his/her salary. These might result from being unable to meet important deadlines, being threatened by contractual penalties, incurring restructuring costs, losing contracts to competitors, etc. Here, AXA can help with its insurance for bridging costs that covers part of the business risk. The benefits are paid to the policyholder (company), which also pays the premium. Please note that bridging costs can be insured only in combination with a daily benefits policy.

### **Who pays the premium for the daily benefits insurance?**

As a rule, it is the policyholder that owes the premium to AXA. However, the employer can pass on part of the premium to the employees if the provisions of individual or collective labor agreements permit, or in order to comply with the requirement of a BVG/LPP deferral.

### **Innovative services**

- Assisting in introducing preventive measures and a comprehensive system for managing absences.
- Coordinating the services of various providers and searching for suitable measures to reduce employees' incapacity for work and to reintegrate them into the workforce.
- Working successfully with doctors as medical consultants.
- Reporting illnesses using online facilities.
- Transferring payroll information electronically, simply and securely.
- We will work closely with HR managers in your company and assist them in all aspects involving claims.
- Policyholders can obtain case management advice from AXA also during the waiting period. AXA will obtain the necessary medical certificates and, if necessary, visit insured persons who are ill.

### **It pays to have a daily benefits insurance with AXA**

- The insurance offers an ideal cost/benefit ratio because it can be adjusted to the specific needs of your company.
- The insurance can be coordinated ideally with other group personal insurance policies (e.g. accident or BVG/LPP).
- We offer a combination discount when you take out additional group personal insurance policies with AXA.
- In case of an illness, the integrated premium waiver for employees with AHV/VHS salaries ensures that no premium is due on the salary portion that is covered by daily benefits.
- Depending on your premium volume and the waiting period you have selected, you may be able to benefit from an attractive bonus participation plan.
- Additional daily benefits solutions for self-employed individuals and their family members.

**Pension and insurance matters demand individual attention.  
AXA shows you fresh alternatives and delivers relevant solutions.**

**Arrange for an advisory meeting without obligations still today.**

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