

AON

**S & P
Global
Group Risk
Benefits and
2025 Renewal**

Derek Pillay derek.pillay@aon.co.za



Sanlam is the risk carrier for all the group insurance benefits

One of the leading risk carriers in SA

Your Employer pays the full premiums for all the risk benefits

Sanlam Renewal 01 April 2025 – Premiums Remain Unchanged

Benefit	Premiums prior to 01 April 2025 Renewal (Existing)	Premiums as at 01 April 2025 Renewal - % of payroll (Review)	Change in Rate (%)
Group life death benefit	0.864%	0.864%	0.00%
Monthly disability benefit	0.565%	0.565%	0.00%
Severe illness (comprehensive)	0.292%	0.292%	0.00%
Funeral benefits	R5.02 pmpm	R5.02 pmpm	0.00%

Death Benefits (Medical Free Cover Limit of R20 300 000 – previously R19 600 000)

Core life cover **5 x Annual Salary** (tax free benefit)

(NB – Nomination Forms must be completed/updated)

Cover continues to age 70 should you retire late

Global Education Benefit – Applicable on Death of a Member

- Pre-school – from R50 000 to **R53 000** pa
- Primary school – from R97 000 to **R102 000** pa
- Secondary school – from R112 000 to **R118 000** pa
- Tertiary education – from R74 000 to **R78 000** pa duration of first degree or diploma
- Tertiary international – from \$68 000 to **\$71 000** pa duration of first degree or diploma

- Book allowance – 10% of education fee
- University residence allowance – 30% of education fee

- Maximum number of children – **no limit**
- Term of education – earlier of attainment of a degree or age 24 years
- Transfer from non-fee paying school – R12 900

Death – Family Funeral Benefits

Family Funeral Cover + burial repatriation + counselling services

Member	R15 000
Spouse	R15 000
Child 14 – 21 yrs	R15 000
Child 06 – 14 yrs	R 7 500
Child under 6 yrs	R 3 750
Stillborn (28 weeks)	R 3 750

Legally adopted child, stepchild, foster-child or a posthumous child is covered.

Child is covered until age 26 only if in fulltime study.

Covered - the child is incapacitated by a physical or mental infirmity from maintaining himself/herself such incapacity commenced when the child was either under the age of 21 or under the age of 26 years while a full-time student at an educational institution.

Nomination of Beneficiary Form

Please complete or update your nomination of beneficiary form. The absence of clear instructions can lead to major delays in finalising a deceased employee's affairs, which in turn can result in unnecessary distress and financial difficulty for the deceased's dependants.

Update as and when changes occur eg. marriage, death of a nominated beneficiary, birth of a child, etc.

Disability (Medical Free Cover Limit of R126 875 – prev. R122 500 pm)

Income benefit:

Payable after 3 month waiting period

▪ Monthly income equal to:

- 75% x Monthly Salary
- Benefit limited to lesser of R250 000pm and the average net monthly income before disability
- Continues until recovery, death or retirement age
- Continue to contribute to Fund: 5% Employer Waiver (max. R66 000 pm)
- Escalation: Lower of CPI and 5%
- On-going medicals

Benefit is tax free since 01 March 2015

Medical Aid Premium Waiver during disability (payable for 21 months only)

Payable to any medical aid with the ffg maximums:

Employee: R4,600 pm (prev. R4,400 pm)

Spouse: R3,800 pm (prev. R3,600 pm)

Child: R2,100 pm (prev. R2,000 pm)

Disability Continued

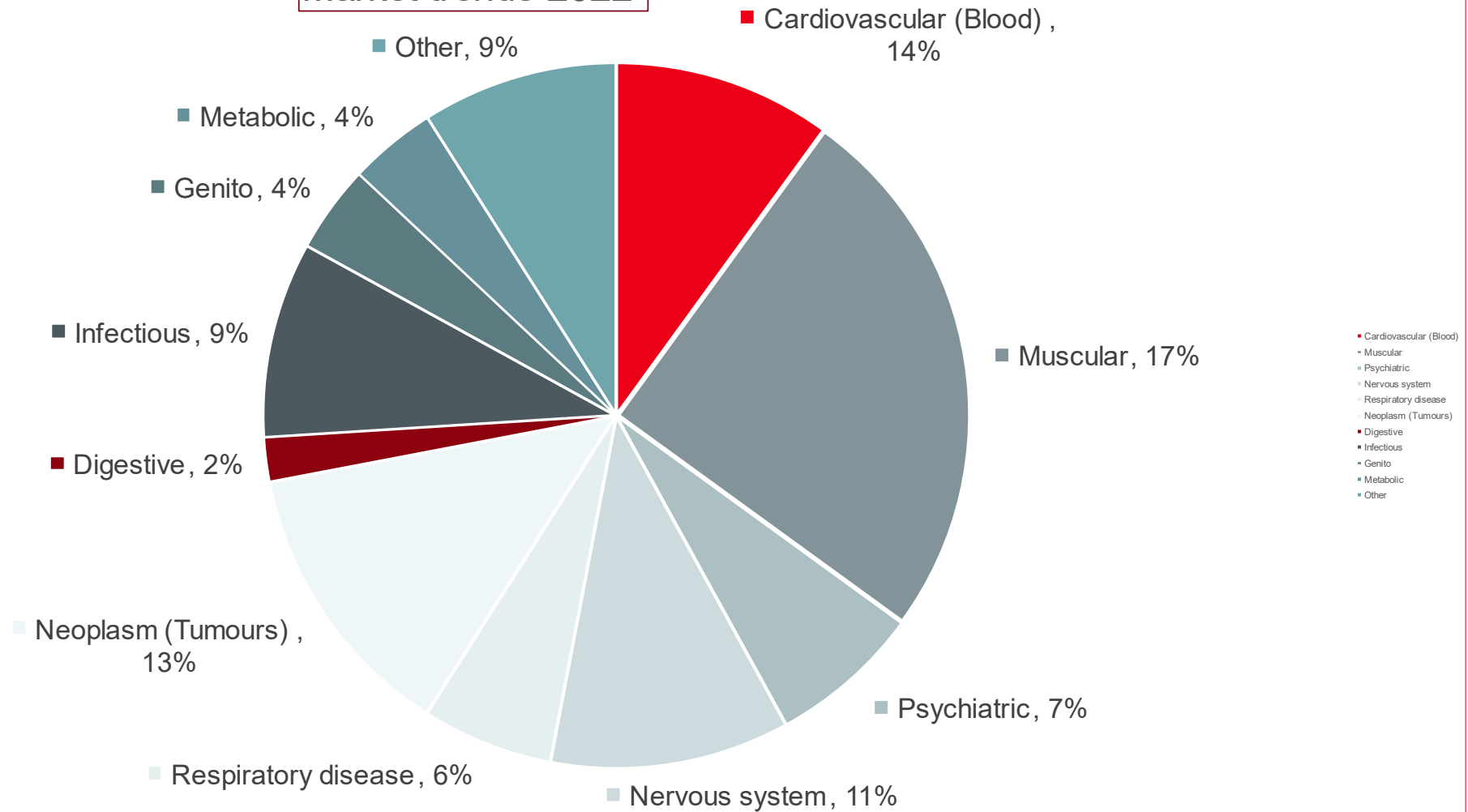
Definition of Disability:

If unable to perform own regular occupation or suitable occupation for the first 24 months.

After 24 months, if unable to perform own regular occupation or any occupation with any employer

- **Survivor Benefit** Yes, at death, three monthly disability income payments will be paid in advance to the estate.
- **Accident Booster** Yes, when the Managed Income Disability Insurance Benefit is restricted to the Medical Proof Free Limit, the restriction will not apply in the case of a disability as a result of an accident as defined in the policy.

Market trends 2022



Dread Disease Comprehensive Plan eff. 01/04/24

▪ 1 x annual salary

Multiple conditions provided not related to each other

Medical Free Cover
= R2 180 000

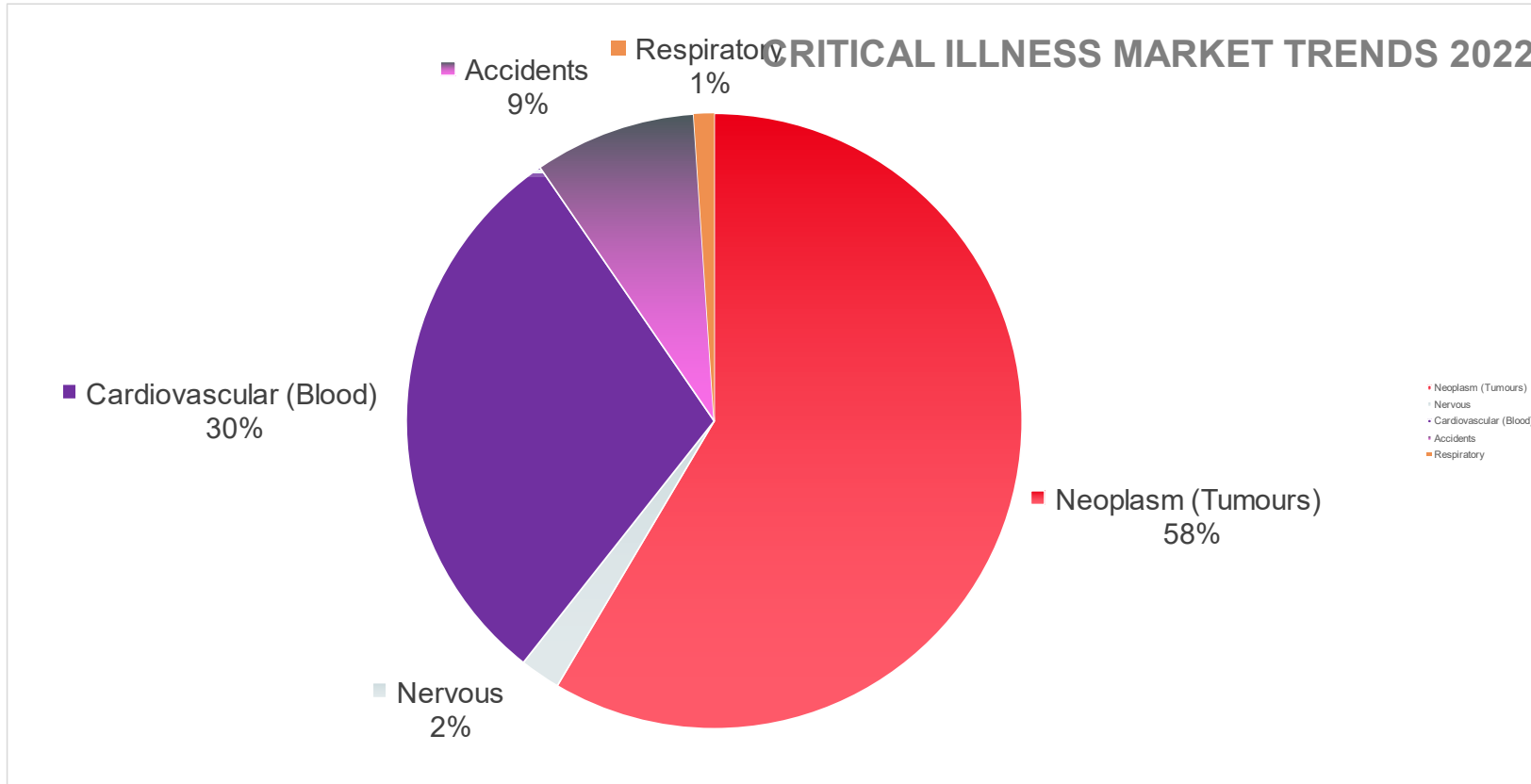
Maximum benefit is lower of
3 x annual salary and R3 300 000

Benefit is tax free

Medical reports are needed

• Cancer	• Major Organ Transplant
• Myocardial infarction (Heart Attack)	• Paraplegia
• Heart Valve Surgery	• Stroke
• Kidney Failure	• Blindness
• Loss of limbs	• Benign Brain Tumour
• Loss of hearing	• Alzheimer's Disease
• Loss of speech	• Poliomyelitis
• Primary Pulmonary Hypertension	• Aplastic Anaemia
• Major Burns	• Severe Ulcerative Colitis
• Multiple Sclerosis	• Severe Crohn's Disease
• Motor Neurone Disease	• Deep Coma
• Parkinson's Disease	• Chronic Liver Failure
• Accidental HIV infection	• Aortic Artery Surgery
• Angioplasty	• Cardiomyopathy
• Chronic Renal Failure	• Coronary Artery Bypass
• End-stage Lung Disease	• Muscular Dystrophy
• Organ transplant	• Arrhythmia
• Pulmonary Embolism	
• Sero-positive rheumatoid arthritis (excluding joints in hand and feet)	

CRITICAL ILLNESS MARKET TRENDS 2022



AON

AON

Claims Submission Period – 6 Months

No benefit is paid in terms of the policies if SANLAM is not notified in writing of the claim for the benefit within six MONTHS after the date of the event.

Must be submitted via your Employer

Continuation Options When You Leave – No medicals needed

Continuation Options (into an individual policy) - this option must be exercised within 60 days from exit. You have free cover during the 60 days from exit (you must request for a quote)

Group Life and Funeral

At withdrawal **provided under 65 years old**

Monthly Disability Income

At withdrawal **provided under 65 years old**

Critical Illness

At withdrawal **provided under 65 years old**

Funeral

At withdrawal **provided under 65 years old**

Improvements



Sanlam Renewal 01 April 2025 – Medical Free Cover Limits

Benefit	Existing	New effective 01 April 2025
Group life death benefit	R19 600 000	R20 300 000
Severe illness	R1 650 000	R1 650 000
Monthly disability income per month	R122 500	R126 875

Medicals are only required for the amounts in excess of the free cover limits.

Sanlam Renewal 01 April 2024 - Maximums

The risk benefit maximums will increase as follows:

Benefit	Existing	Effective 01 April 2025
Severe illness	Lower of 3 x annual salary and R3 000 000	Lower of 3 x annual salary and R3 300 000
Monthly disability income	R230 000 per month	R250 000 per month

Sanlam Renewal 01 April 2025 – Medical Aid Premium Waiver

The medical aid premium waiver limits will increase as follows:

	Existing	New effective 01 April 2025
Insured	R4 400 pm	R4 600 pm
Spouse	R3 600 pm	R3 800 pm
Child	R2 000 pm	R2 100 pm

Payable only when there is a medically valid disability claim.

Sanlam Renewal 01 April 2025 – Global Education Limits

The Global Education Protector benefit limits (benefit payable only on the death of a member) are increasing as follows:

Benefit	2024 maximums per annum	2025 maximums per annum
Pre - school	R50 000	R53 000
Primary school	R97 000	R102 000
Secondary school (high school)	R112 000	R118 000
Tertiary education	Local: R74 000 International: \$68 000	Local: R78 000 International: \$71 000
When changing from non-fee to fee-paying school	R12 300	R12 900

This presentation does not constitute Advice in terms of the Financial Advisory and Intermediary Services Act.

Thank You

About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

© Aon SA (Pty) Ltd 2024 All rights reserved.

The information contained herein and the statements expressed are of a general nature and are not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information and use sources we consider reliable, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

www.aon.co.za

Aon South Africa (Pty) Ltd, an Authorised Financial Services Provider, FSP # 20555
Aon Limpopo (Pty) Ltd, an Authorised Financial Services Provider, FSP # 12339