

Redundancy Cover



The following terms and conditions of Redundancy Cover tell you:

- › the definition of redundancy a life assured needs to meet to claim under this cover
- › what benefits are available under this cover and how they work.

You must read these terms and conditions together with the general terms of your policy.

- › The life assured is registered with a suitable employment agency.
- › The life assured is available and actively looking for employment with at least 20 hours of work a week.
- › The life assured hasn't started *self-employment* or employment for 20 hours or more a week at the end of the *waiting period*.

The life assured is made redundant if their employer doesn't need their position anymore

The life assured is made redundant when their *full-time employment* permanently ends because their employer doesn't need their position any more. Voluntary redundancy is not covered.

Redundancy Cover Benefit

With Redundancy Cover, you can get financial support if the life assured's employer makes them redundant.

When we'll pay this benefit

We'll pay the Redundancy Cover *sum insured* monthly while this policy is in force, if all the following apply.

- › The life assured is made redundant.
- › The life assured was working in *full-time employment* for at least 180 days in a row before their employer made them redundant.
- › The life assured is living in New Zealand.
- › The life assured is legally allowed to work in *full-time employment* in New Zealand.
- › The life assured is given notice of the redundancy at least 180 days after this cover started.

Send us proof the life assured has been made redundant and is looking for work

We need written confirmation from the life assured's employer that they've made the life assured redundant.

We also need proof the life assured is registered as unemployed with either:

- › a suitable employment agency that we approve
- › Work and Income New Zealand, or its equivalent.

Each month, send us proof the life assured is actively looking for work. For example, you could send us:

- › proof the life assured is registered with a suitable employment agency
- › copies of job applications, and responses to the applications.

We'll pay monthly in advance

We'll pay the Redundancy Cover *sum insured* monthly in advance, starting at the end of the *waiting period*.

The *waiting period* is 4 weeks and starts on the later of the day:

- › the life assured registers with a suitable employment agency
- › after the life assured stops working because of their redundancy.



When we'll stop paying

We'll stop paying when one of the following happens.

- › We've paid 6 times the Redundancy Cover monthly *sum insured*.
- › The life assured starts *self-employment* or employment for at least 20 hours a week.
- › The life assured stops actively looking for work
- › The *cover term* ends.
- › The life assured dies.
- › The original contract expires, if the life assured was made redundant from *fixed-term employment*.

We cover two periods of redundancy

We'll only pay you for two periods of redundancy for the life assured during the *cover term*.

Changes to the life assured's Income Cover or Mortgage Repayment Cover can impact this cover

The Redundancy Cover *sum insured* cannot be more than the combined *sum insured* of any Income Cover or Mortgage Repayment Cover that covers the life assured under this policy. If you reduce the Income Cover or Mortgage Repayment Cover *sum insured*, we may also reduce the *sum insured* of the Redundancy Cover.

This Redundancy Cover will end for a life assured if they're no longer covered under this policy for Income Cover or Mortgage Repayment Cover.

Understanding what we don't cover

We won't pay any claims under this Redundancy Cover if any of the following apply.

- › The life assured knew they would be made redundant or that they might be made redundant when this cover started.
- › The life assured was made redundant because their *fixed-term employment* contract expired, or their employer didn't renew it.
- › The life assured was *self-employed*.
- › The life assured voluntarily resigned, took redundancy or retired.
- › The life assured or their relative controls the employer in any way, for example by being a director, shareholder, or owner. A relative is a partner, parent, child or sibling of the life assured.
- › The life assured was made redundant from seasonal, temporary, or relief work.
- › The life assured was involved in a strike or labour dispute that caused or resulted in the redundancy.