

# BERMUDA

GEB Network Partner:  
Bermuda Life Insurance (Argus)

## DISABILITY BENEFITS

### ABOUT Bermuda Life Insurance (Argus)

Bermuda Life Insurance company is an entity of Argus Group (Argus Holdings Limited), a multi-line insurance and financial services organisation offering a comprehensive range of insurance, pension and investment products for local and multinational companies. Bermuda Life Insurance offers Group Health, Life, Disability, Workers' Compensation, Property Insurance and Pension/Investment products.

### CAUSES OF DISABILITY

Leading causes of death and disability in Bermuda include: Ischemic Heart Disease, Diabetes, Stroke, Musculoskeletal Disorders (Low Back Pain), Lung Cancer and Age-Related Hearing Loss.<sup>1</sup>

In 2014, more than 95% of Bermuda's population exhibited at least one risk factor for a non-communicable disease. Leading risk factors include: Obesity, Alcohol use, High Cholesterol, Physical Inactivity and High Blood Pressure.<sup>2</sup>

Many causes of disability can be managed through early intervention, education and lifestyle changes. For disorders that progress to disability and eventual absence from work, Bermuda Life Insurance offers Disability benefits and associated support services.

### DISABILITY PLAN DESIGN

Bermuda Life offers Short Term Disability (STD) and Long Term Disability (LTD). Following is a description of standard product features:

#### Short & Long Term Disability

**Definition of Disability:** An individual may be considered Totally or Partially disabled, depending upon their ability to perform their own occupation. Disability is broadly defined as:

- resulting from sickness or injury, and
- resulting in loss of income, and
- requires continuous care and treatment by a Physician [whose expertise is appropriate to treat the disabling condition], and
- begins while insured under the policy.

An individual may be considered **Totally Disabled** if they are not engaged in any occupation for wage or profit and:

- a) are unable to perform at least one, but not all major duties of their own job during the Elimination Period and the following 24 months, and
- b) thereafter are unable to perform with reasonable continuity all of the major duties of their own or any other occupation for which they are or may become reasonably qualified by education, training and experience and earn at least 75% of their inflation indexed pre-Disability earnings.

An individual may be considered **Partially Disabled** if, following a period of Total Disability [lasting at least as long as the Elimination period] they are:

- a) able to perform at least one, but not all, major duties of their occupation for any employer and their earnings do not exceed 75% of their inflation indexed pre-Disability earnings during the first 24 months of benefit payment, and
- b) thereafter, they are able to perform at least one major duty of any gainful occupation for any employer and their earnings from any and all occupations do not exceed 75% of inflation indexed pre-Disability earnings.

**Benefits structure:** STD and LTD benefits are typically calculated as 66.67% of annual salary. Monthly maximums average between \$3,850 and \$12,000.

**Waiting Period, Elimination Period, Duration of cover:** Typically there is no Waiting Period before coverage is effective; the insurance begins from the plan inception date. An Elimination Period must be satisfied before individuals can claim under the Disability plan(s). The standard Elimination period for STD is 0-7 days, and for LTD 90 or 180 days. The standard limit on the Duration of Cover for STD is 13 or 26 weeks. The standard limit on the Duration of Cover for LTD is to age 65.

**Claims process:** Written proof of loss is required no later than 60 days after the Insured Employee satisfies the Elimination Period. Once the proof of loss and any other requested information is received, payment is typically made within two weeks.

1-Institute for Health Metrics and Evaluation: Bermuda (2019)<http://www.healthdata.org/bermuda>; 2- Health in the Americas. Country Report: Bermuda Health Situation & the Health System, [https://www.paho.org/salud-en-las-americas-2012/index.php?option=com\\_docman&view=download&category\\_slug=hia-2012-country-chapters-22&alias=116-bermuda-116&Itemid=231&lang=en](https://www.paho.org/salud-en-las-americas-2012/index.php?option=com_docman&view=download&category_slug=hia-2012-country-chapters-22&alias=116-bermuda-116&Itemid=231&lang=en) GEBDIS/Bermuda\_00.07.21

## DISABILITY SUPPORT

Bermuda Life Insurance takes a holistic approach to disability claims management, supporting customers with a focus on early intervention, rehabilitation and return to work planning.

### Early intervention

Wellness initiatives are available to clients who also have health insurance policies from Bermuda Life/Argus. Supportive wellbeing programmes include initiatives focused on healthy lifestyles, nutrition, exercise, sleep health, and assistance with stress and behavioral issues.

### Rehabilitation and Return-to-work support

Bermuda Life's case managers provide support for claimants through a coordinated rehabilitation programme including access to vocational testing and training, assistance with obtaining needed prostheses, and job placement services.

Case managers also help facilitate the return to work through planned modifications to the occupational role including reduced hours and workspace alterations as required.

### Leveraging technology

Bermuda Life has invested in technology to develop a secure online platform to ensure convenience and data privacy for claimants when submitting documentation and receiving updates on their disability claims. Claims turnaround time is generally between 1-2 weeks following receipt of complete claims submission information. Electronic billing and payment is also available.

# Bermuda Life

## Key Advantages

### Digital claims submission

Simplified claims process through online dedicated system supporting claims submission and tracking

### Integrated approach to managing Short & Long Term Disability

The integrated and comprehensive approach to assessing and managing Short and Long Term Disability claims ensures continuity of benefits for claimants

Note: When moving contracts, past liabilities and associated reserves remain with the prior insurer.

Please contact your GEB representative for more information on Disability plans available through Bermuda Life Insurance (Argus).

