

University College Cork



Income Continuance Plan

Protecting you and your family

WHAT IS THE UCC Income Continuance Plan?

The UCC Income Continuance Plan (“ICP”) is designed to give employees the opportunity to provide a replacement income should you become unable to work due to long or short-term illness. The ICP works in combination with UCC’S sick pay scheme, Pension arrangements and State entitlements (where applicable) to provide you with a total income of up to 75% of your pre -illness salary.

WHAT DOES BEING A MEMBER OF THE UCC ICP OFFER ME?

 <p>LOW COST</p> <p>Economies of scale and pooling of risk typically result in lower premiums for members than similar individual policies</p>	 <p>TAX EFFICIENT</p> <p>Premiums qualify for tax relief at marginal rate. Lump sum death in service benefits are paid out of tax free (up to 4 times salary)</p>
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Ahead of the Plan renewal on 01 January 2021 Willis Towers Watson, in conjunction with UCC, have carried out a market rate review to establish the most competitive premium rates available on the open market. We are pleased to announce that a reduction in the premium rate has been achieved with some enhancements to the benefit.

HOW MUCH DOES MEMBERSHIP OF THE IP PLAN COST?

To ensure the best rates, the premium for the ICP has been negotiated on a special “group basis”. This means we can provide one set price for all employees of UCC regardless of age. The premiums are collected through your payroll to offer simplicity granting you tax relief at source.

With effect from 01 January 2021 the premium rate will reduce from 1.47% of salary to 1.05% of salary.


This rate will be guaranteed until 31st December 2023.

Rates effective from 1 st January 2021	
Income Continuance Rate	1.05% of Salary

DON'T FORGET
Your premiums are also eligible for tax relief at either 20% or 40% depending on your current salary, meaning that the total cost to you to safeguarding your income in the event of long or short term illness is actually less than you might think.

To calculate your premium, the rate can be multiplied by your Salary.

Below we have set out some examples to help you calculate the cost of membership to you.

UCC MEMBER EARNING €30,000 PAYING INCOME TAX AT 20%		
 Example Member ¹	Monthly (Gross)	Monthly (Net)
	€26.25	€21.00

UCC MEMBER EARNING €60,000 PAYING INCOME TAX AT 40%		
 Example Member ¹	Monthly (Gross)	Monthly (Net)
	€52.50	€31.50

ENHANCEMENTS

In addition to the reduction in premium rate the following enhancements have been a decision has also been taken to extend the benefit ceasing age for the Insured benefits from age 65 to age 66.

Revised explanatory booklets will be made to available to members in line with the renewal date of 01 January 2021 at <http://www.ucc.ie/en/hr/benefits>

WILLIS TOWERS WATSON

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Our distinct, connected perspective across talent, assets and ideas unlocks potential for our clients. While many just look at mitigating the downside, we see how a unified approach to people and risk is a path to growth.

Powered by market analytics and behavioural insight, our integrated teams reveal hidden value within the critical intersections of our clients' organisations. We design and deliver solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals

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