



## **BENEFITS OF GROUP LIFE INSURANCE**

### **For employees**

#### **1. Default Low-Cost Cover**

Group life insurance plans provide affordable insurance cover to each member covered in the group. Compared to having individual life insurance plans, group life insurance policy is cost-effective and provides a default life cover to the employees, often as an incentive.

#### **2. No Pre-requisites**

In individual life insurance policies, the insurance company considers several factors, including lifestyle habits and medical history, before issuing it. On the other hand, there are no pre-requisites to purchase a group life insurance plan.

#### **3. Hassle-free Claim Settlement Process**

The claim settlement process for a group life insurance policy is usually quick and straightforward. The employee or their beneficiaries only have to submit the required documentation to initiate the claim settlement process.

#### **4. Provides Coverage to the Employees' Families**

A group insurance plan also provides coverage to the family of the insured. So, if a person owns a group insurance plan, he/she doesn't need to lighten his/her pocket by purchasing a separate life insurance policy for the family member. Most of the group insurance plans provide sufficient coverage to the family of the insured i.e. the spouse and the children.

#### **5. Effortless Payment Option**

The premium of the group insurance plan is directly deducted from the bank account or the salary of the employee. Thus, the process of premium payment is simple and hassle-free

### **For Employers**

#### **1. Low Premiums**

Generally, the premiums payable under a group life insurance policy are paid by the employers. Instead of purchasing individual life insurance plans,



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employers can significantly lower their expenses by opting for group insurance plans to cover the same number of employees.

## **2. High Employee Retention**

Having the protection of a group life insurance policy as incentives, employers can reduce the employee attrition rate while increasing employee retention and boosting loyalty.

## **3. High Morale Among Employees**

The security and peace of mind provided under a group life insurance policy helps keep employees stress-free and enables them to focus on the essential tasks at hand.

## **4. Tax Benefits**

The premiums paid towards group life insurance policies are tax-deductible under relevant sections of the income tax laws in India.

## **BENEFITS OF GROUP HEALTH INSURANCE**

### **1. Easy on the wallet:**

As compared to individual health insurance or family health insurance, employee health insurance (with good benefits) is available at a cheaper premium. It's more budget-friendly as the total amount is shared with fellow employees.

### **2. The right motivation tool:**

The right group health insurance plan acts as a great motivation tool for employees. It makes them feel valued, which eventually leads to higher productivity as well as an increase in employee engagement

### **3. Health insurance coverage for families:**

Managing health insurance policies within the family, like a family floater health insurance plan from different providers can be a hassle. Instead, with group health insurance, your family is included under a single plan. Thus, an employee can support their family.

### **4. Easy claim process:**



One of the most important benefits of group mediclaim policy is the hassle-free claim settlement process. Individual health insurance policyholders often have to go through a time-consuming process of producing documents, cash upfront transactions, etc. Whereas with group medical insurance, they often have to just submit their hospital bills to the employer and they get a reimbursement.

#### **5. Value for money plans:**

Group Health Insurance plans also cover maternity benefits as well OPD (Out-Patient- Department) benefits for preventive care of the employees. OPD mainly focuses on pre-existing illnesses. This, along with added benefits like health and wellness sessions, makes group health plans worth every penny.

#### **6. Covers pre-existing diseases without waiting period:**

With individual health insurance, you must wait a certain amount of time before filing a claim if you have pre-existing diseases.

From the first day of coverage, group health insurance permits you to file a claim for any pre-existing illnesses. As a result, there are no waiting periods for covering pre-existing conditions in group medical insurance.

### **BENEFITS OF KEYMAN INSURANCE**

- Financial protection to the company from losses due to the death of its key employees
- The premium paid for a Keyman Insurance Policy can be treated as Business Expense u/s 37(1) of the Indian Income Tax\* Act, 1961
- Helps boost the morale of critical employees and helps improve retention and productivity. It also gives them a sense of belonging and it means that their work is being recognized by the organisation.
- Keeps the company's share price relatively stable since investors feel assured of minimal financial impact due to the death of a key employee if the company has Key Man Insurance
- It helps boost the valuation of the company since it has a monetary backup if it loses its key employee