

Cover your employees and decrease absences from work

Working capacity insurance is a desirable benefit for personnel and a good investment for companies. The insurance is also an advantage when new employees are needed.

What is working capacity insurance?

Working capacity insurance supplements occupational health care contracts that include general practitioner treatment. The insurance provides compensation for expenses resulting from illnesses and accidents if they are not subject to compensation by Kela as occupational health care expenses or on the grounds of the Health Insurance Act. A further stipulation is that the patient had a referral for treatment from an occupational health care physician or LocalTapiola's TerveysHelppi service.

TerveysHelppi is LocalTapiola's new cost-free service for people covered by working capacity insurance or any other form of personal insurance issued by LocalTapiola. TerveysHelppi is provided in partnership with Dextra Medical Centre. The service is part of LocalTapiola's claims service.

Benefits to employers and employees

Working capacity insurance helps companies to manage personnel expenses. Timely, high-quality care can reduce employee absence times due to illness and accidents that occur during leisure time.

What does group working capacity insurance cover?

Group working capacity insurance can be used to construct appropriate insurance cover for companies. The policyholder may choose to include medical treatment expenses cover in the insurance, as well as the optional additional cover for pharmaceutical expenses and/or therapy. It is also possible to choose cover exclusively for surgical expenses in group working capacity insurance.

Medical treatment expenses cover provides compensation for the following:

- Specialist physicians' fees and the costs of examinations ordered by specialist physicians
- Surgical expenses
- Daily hospital charges
- The costs of physiotherapy following surgery or casting
- Outpatient clinic charges levied by public hospitals and health centre visit charges
- General practitioners' fees if the company has fewer than 50 employees and has exceeded Kela compensation class II. Payment of compensation requires an occupational health care contract with a service provider specified by LocalTapiola.

Pharmaceutical expenses cover provides compensation for the cost of medical preparations required in the event of illnesses and accidents.

Therapy cover provides compensation for therapy expenses arising from the following treatments for illnesses and accidents:

- Physiotherapy
- Psychotherapy
- Neuropsychological rehabilitation
- Occupational therapy and speech therapy

Surgical expenses cover provides compensation for the following:

- The fees of a specialist physician for one appointment before surgery and one appointment after surgery
- Surgical expenses
- Daily hospital charges
- The costs of physiotherapy following surgery

What is not covered by group working capacity insurance?

The insurance does not cover the fees of general physicians, nor does it cover expenses due to examinations or treatments ordered by general physicians,

health-related check-ups, vision tests, preventive health care, dental treatment, treatment or pharmaceuticals primarily intended to improve quality of life, cosmetic procedures or complications arising from such procedures. The exclusions for each type of cover are described in detail in the terms and conditions of insurance.

Regarding the same illness or accident suffered by the insured, the forms of cover included in the insurance can provide combined compensation for expenses up to a maximum of EUR 10,000. The policyholder can select the deductible.

Where and when is working capacity insurance valid?

The insurance is valid worldwide at all times: at work and during leisure time. However, compensation is only paid for expenses arising from treatment and examinations that were carried out in Finland.

How to apply for the insurance:

Group working capacity insurance is intended for companies with a personnel of at least 10 people. Health declarations are not required in order to take out the insurance so all employees will receive the same cover providing that they are aged between 15 and 80 and they fall within the scope of occupational health care. It does not matter whether employees have prior illnesses. Insured employees must have a valid Kela card and must be permanently resident in Finland.

The insurance will be granted and will remain in force on the provision that the company has a general practitioner occupational health care contract and LocalTapiola provides the company with statutory accident insurance.

How are premiums determined?

The premium is determined on the basis of the policyholder's business sector and the age, gender and number of insured personnel. The age of the insured

affects the premiums every year. The premium is also dependent on claims expenses and an index to which the insurance is tied.

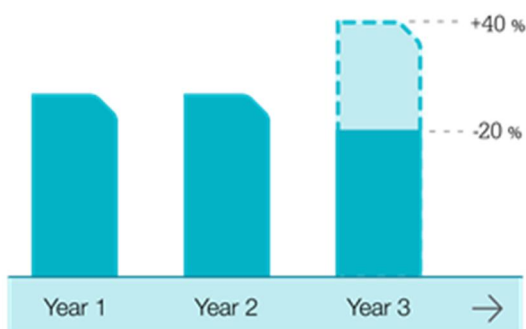
Claims expenses (the claims ratio) affect the premium from the third insurance period onwards. A multiplier based on the claims ratio can increase the premium for the next insurance period by up to 40% and decrease it by up to 20% in accordance with the figure below.

Information on taxation

Premiums are usually tax-deductible for the company. In accordance with the guidelines issued by the Finnish Tax Administration, the taxability of the benefit received from the insurance must always be assessed case by case. Working capacity insurance can be used as a tax-free employee benefit, provided that the benefit is ordinary and reasonable, and the insurance has been taken out to cover the entire personnel with the same content for all employees. Exemption from tax also requires that the compensation for treatment expenses is a maximum of EUR 10,000 per illness or accident. In addition, the average employee-specific premium shall be reasonable (an average annual premium exceeding EUR 1,000 is not considered reasonable). Additional information is available in Finnish as part of the detailed tax guidelines on the vero.fi website: Työnantajan ottaman sairauskuluvakuutuksen verotus 15.12.2014, A41/200/2014. LocalTapiola is not liable for the taxation of the policyholder or the insured or for amendments to tax regulations or legal or authority practices.

How to take out working capacity insurance:

Contact your own account manager or call our customer service on +358 1019 5101 Mon–Fri 8am–6pm.



Claims ratio	Coefficient	Claims ratio	Coefficient
≤ 20 %	0,80	100 %	1,12
30 %	0,84	110 %	1,16
40 %	0,88	120 %	1,20
50 %	0,92	130 %	1,24
60 %	0,96	140 %	1,28
70 %	1,00	150 %	1,32
80 %	1,04	160 %	1,36
90 %	1,08	≥ 170 %	1,40