

# DCU Income Protection Plan

## Review 2025

- Great benefits
- Enhancements to the Plan
- Change in cost of membership



**DCU** Ollscoil Chathair  
Bhaile Átha Cliath  
Dublin City University

This Plan is underwritten by Aviva Life and Pensions Ireland DAC.



# What the 2025 review means for you

The DCU Income Protection Plan is exclusively available to employees of Dublin City University.

The Plan is typically reviewed every three to five years. This year, Cornmarket and DCU carried out a comprehensive review involving all insurers in the Group Protection market in Ireland. Following this, DCU agreed to retain Aviva as the underwriter of the Plan, as they provided the most competitive rate and benefits for members.

All of the changes outlined in this booklet are effective from 1st May 2025 and are intended to apply until the next review of the Plan, which is scheduled for on or after 30th April 2030. Read on to find out more.

\*Please see pages 8 & 9 for details.

## Enhancements to the Plan

- ✓ Pink & Blue Power
- ✓ Early Intervention Service
- ✓ My Health Check

## Change in cost of membership

- ✓ Due to a significant increase in claims\*, the cost of membership **will increase from 1.90% to 1.94%** of gross salary from 1st May 2025.

## Great Benefits

- ✓ The true value of the Plan can be seen in the vital benefits that it has paid out to members and their families on page 6 and **these benefits are to remain.**

## Pension Protection Benefit

- ✓ This benefit is being removed at this review to minimise the cost increase for Plan members.



# A reminder of **your** benefits

## ✓ Disability Benefit

Up to **75% of salary** up to a maximum benefit of €262,500 per annum less any other income that you may be entitled to (e.g. half pay, Ill Health Early Retirement Pension, Temporary Rehabilitation Remuneration, State Illness Benefit or State Invalidity Pension).

## ✓ Full Specified Illness Benefit

A once-off **lump sum of 25% of annual salary** if you are diagnosed with one of the 39 Full Specified Illnesses covered\*\*.

## ✓ Death Benefit

A once-off lump sum of **twice your gross annual salary** will be paid by the Insurer to the Plan's Trustees who will distribute to the beneficiaries.

## ✓ Partial Payment Specified Illness Benefit

A once-off **lump sum of €15,000 or 12.5% of annual salary** (whichever is less) if you are diagnosed with one of the 10 Partial Specified Illnesses covered\*\*\*.

This is a short summary of the key benefits available to you as a member of the Plan. In the meantime, the current summary booklet is available at [cornmarket.ie/dcu](https://cornmarket.ie/dcu) and the new Plan summary booklet will be available online in due course.

**IMPORTANT: Understand that you must remain in pensionable employment in DCU to remain eligible for Plan membership.**

\*\*Only one Full Specified Illness Benefit claim may be made per member and cover ceases.

\*\*\*Only one claim may be made on Partial Payment Specified Illness Benefit per member.



## Breast & Prostate Health Assessment & Education Programme

Cornmarket will contact eligible members\* to book an appointment with a doctor for a breast or prostate health assessment and education on the signs and symptoms of breast and prostate cancer. If further investigation is required, a referral to a participating private hospital will be arranged.

Visit [cornmarket.ie/pink-blue-power](https://www.cornmarket.ie/pink-blue-power) for full terms and conditions.



**Important: While some participants are diagnosed with breast or prostate cancer through the programme, it is not a screening programme. The assessment provided only reflects a point in time. No test or exam will pick up every case of breast cancer or prostate cancer. Therefore, if you have signs and/or symptoms that are concerning for breast or prostate cancer, now or in the future, please consult with your own GP without delay. Please read the programme guide/FAQ booklet [www.cornmarket.ie/pink-blue-power](https://www.cornmarket.ie/pink-blue-power) before you book.**

\*Women aged 30 to 49, and men aged 40 to 65.

The Pink and Blue Power programme is brought to members by Cornmarket on behalf of the Plan underwriter and is not a regulated financial product. The booking website and doctor service is managed by Full Health Medical. The ongoing availability of the wellness services are not guaranteed and may be withdrawn. If this was to occur Cornmarket will contact you regarding this.



## MyHealthCheck

Cornmarket will contact eligible members to book a 20-minute assessment which will be performed by a nurse or medical technician.

This will provide a 24+ page report which covers the overview of your current health status by:

- Screening for any pre-existing issues
- Assessing your possible risk factors for illness
- Providing recommendations on lifestyle and health that will help promote a longer and healthier life

For more information, contact Cornmarket at **[wellness@cornmarket.ie](mailto:wellness@cornmarket.ie)** or visit **[cornmarket.ie/myhealthcheck](https://cornmarket.ie/myhealthcheck)**

This programme is brought to members by Cornmarket on behalf of the Plan underwriter and is not a regulated financial product.

The booking website and health assessments are managed by Full Health Medical. Medmark Wellness, an independent provider of employee wellness programmes, are responsible for conducting assessments. Please note that no participant data is shared between MyHealthCheck and Medmark Occupational Health.

The ongoing availability of the wellness services are not guaranteed and may be withdrawn. If this was to occur Cornmarket will contact you regarding this.



## Early Intervention Service

If you are unable to work because of an illness or injury, this service can provide additional supports to you from as early as 4 weeks into your absence, to help you get back on your feet.

The Early Intervention service provides a range of supports and services through a number of rehabilitation partners, including services like physiotherapy, cardiac care and psychology.

### More information coming soon!

This service is provided by Aviva and is not a regulated financial product.

Cornmarket is not responsible for any content or advice on external websites.



# The Plan in action

The true value of the Plan can be seen in the **vital benefits** that it has paid out to members and their families.



**Over 1,500**

**Members currently  
in the Plan†**



**Over  
€6million**

**Paid in Disability Benefit  
since the last Plan review\*\***

**Over  
€400,000**

**Paid in Specified Illness Benefit  
since the last Plan review\*\***

**€1.5million**

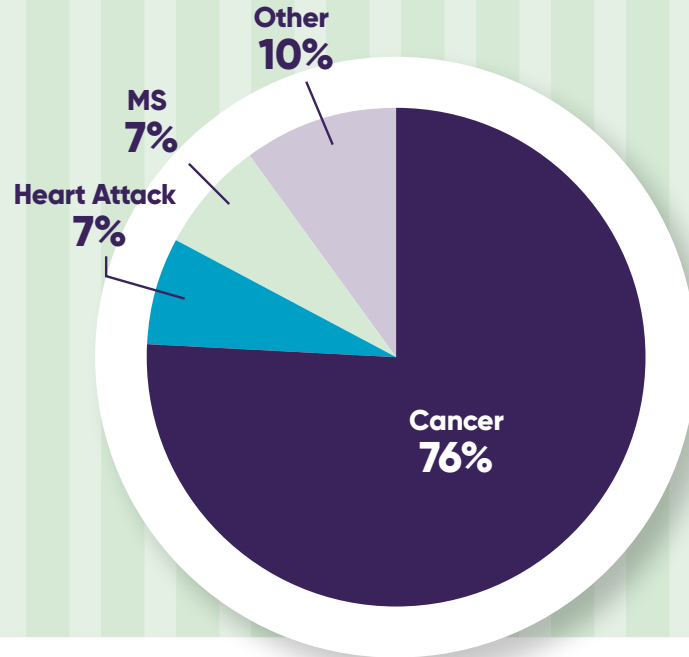
**Paid in Death Benefit since  
the last Plan review\*\***

Figures are rounded for illustrative purposes.

†Membership: Cornmarket, November 2024. \*Source: Claims Stats: 2019–2024 Disability Benefit Claims Stats, AVIVA Life & Pensions DAC, May 2024. \*\*Source: Claims Stats: 2019–2024 Group Life and Specified Illness Claims Stats, AVIVA Life & Pensions DAC, May 2024. Benefit figures include paid and pending payment.

## What DCU Members are claiming for

Cancer related illnesses continue to be the main reason DCU members are claiming Disability Benefit\*\*\*.



### IMPORTANT INFORMATION ABOUT MAKING A CLAIM

Disability Benefit claims can take around 3 months to process from the date that the claim form is received, until the decision is made. It takes time to gather the necessary medical evidence and information from your employer, to assess the amount of benefit due. This can include details of salary, sick leave, half and off pay dates, Temporary Rehabilitation Remuneration and Ill Health Early Retirement Pension. Therefore, it is vital that you contact us as soon as you become aware that you will need to make a claim.

\*\*\*This pie chart is a breakdown of conditions for Disability Benefit claims. Claims Stats: 2019–2024 Disability Benefit Claims Stats, AVIVA Life & Pensions DAC, May 2024.

# Change in cost of membership

From 1st May 2025, the cost of membership will **increase from 1.90% to 1.94%** of gross salary. This includes the 1% insurance levy. These premium rates are fixed for a 5 year period until 30th April 2030.

**The breakdown of the new rate is as follows:**

Benefit	Current rate	New rate
Disability Benefit	1.28%	<b>1.53%</b>
Death Benefit	0.40%	<b>0.27%</b>
Specified Illness Benefit	0.13%	<b>0.14%</b>
Pension Protection Benefit*	0.09%	<b>n/a</b>
<b>Total gross rate</b>	1.90%	<b>1.94%</b>
<b>Total net rate at 20% income tax</b>	1.55%	<b>1.58%</b>
<b>Total net rate at 40% income tax</b>	1.19%	<b>1.22%</b>

**Warning: The current premium may increase after the next plan review which should take place on or after 1st May 2030.**

\* From 1st May 2025 Pension Protection Benefit will no longer be available on the Plan.

# Income tax relief

You can claim income tax relief on the Disability and Death Benefit elements of your Plan premiums. On your payslip the gross amount appears, however the net cost to you will be significantly less.

**Here are some examples of the new weekly cost, after income tax relief is applied:**

Income	Weekly gross cost	Weekly net cost at 20% income tax*	Weekly net cost at 40% income tax**
€30,000	€11.15	€9.08	n/a
€45,000	€16.73	€13.63	€10.52
€50,000	€18.59	n/a	€11.69

If you are paying by Salary Deduction income tax relief will be applied automatically.

If you pay by Direct Debit you can claim income tax relief by submitting details to your Tax Office.

The rate at which income tax relief is applied may depend on your individual circumstances.

\*If you are paying income tax at 20% your net premium rate will be 1.58%. \*\*If you are paying income tax at 40% your net premium rate will be 1.22%.



# We're here to help you

Cornmarket's role is to guide members and their families through the claims process.

Our Claims Team is easy to talk to and dedicated to assisting members and their representatives every step of the way.



**We listen & support**



**We hold your hand**



**We act on your behalf with insurers & employers**



**(01) 408 4018**



**spsclaims@cornmarket.ie**

**But don't just take our word for it. Here's what three claimants have to say about the service they received\***

"Cornmarket made me feel **comfortable** and **not fearful** to my situation."

"I am **very grateful** to have the support of Cornmarket at this difficult time. The services available to me have been sincerely welcomed."

"**I appreciated all the support** I have been given and continue to be given. Nothing was ever an issue and I really appreciate that someone always got back to me when they said they would."

\*Source: Cornmarket Claims survey, 2023, relating to respondents from 1st January 2023 to 31st December 2023.



## We're here to help you

To speak to a member of our team about a query or a claim:

Queries: **(01) 408 6280** or **spsadmin@cornmarket.ie**

Claims: **(01) 408 4018** or **spsclaims@cornmarket.ie**

### IMPORTANT INFORMATION ABOUT MAKING A CLAIM

The Death Benefit may be paid to your Trustees/Legal Representative/Estate. Once all required documentation and relevant information is received and the insurer admits the claim, the benefit is usually paid within 10 working days. If payment is to be made to the legal personal representatives or estate, the appropriate grant of probate or letters of administration will be required before payment is made. Grant of probate can take up to 12 months or more in some cases.

This document is designed as a quick reference only to the benefits of the Plan and the main changes arising from the 2025 Plan review. Terms and conditions apply. Benefits and claims are subject to underwriting and acceptance by Aviva Life & Pensions Ireland DAC. The master policy documents (Nos. 708218, 710496 & 712823) are definitive in all matters of interpretation and entitlements to benefits. Members of the Plan may request a copy of the policy document from Cornmarket Group Financial Services Ltd. The information herein is based upon our current understanding of Revenue law and practice as of March 2025..

Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland.

The Plan is underwritten by Aviva Life & Pensions Ireland DAC.

Aviva Life & Pensions Ireland Designated Activity Company, a private company limited by shares, trading as Aviva Life & Pensions Ireland and Friends First, is regulated by the Central Bank of Ireland.

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