

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 includes specialist physician examinations and treatment of the personnel. The Working Capacity Insurance compensates expenses relating to illness and accident if not compensated by the Social Insurance Institution as occupational health care expenses or under the Health Insurance Act. Treatment should be sought through your own occupational health care services. Referrals to a specialist can be written by occupational physicians or general practitioners working in occupational health care.

Benefits for 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 specialist physician treatment expenses cover in the insurance and, if this is chosen, there are the additional options of cover for pharmaceutical expenses, physiotherapy and/or other therapy. It is also possible to choose cover exclusively for surgical expenses in group working capacity insurance.

Cover for specialist physician treatment expenses

- Specialist physicians' fees and examinations prescribed by them

- Surgical expenses
- Daily hospital charges
- The costs of physiotherapy following surgery or casting
- Public outpatient clinic and health centre charges

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

Physiotherapy cover provides compensation for expenses arising from physiotherapy, naprapathy and chiropractics due to an illness or accident. Insured parties can receive compensation for up to 10 sessions of treatment during the insurance period.

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

- Psychotherapy
- Neuropsychological rehabilitation
- Occupational therapy and speech therapy

Therapy expenses are paid for a maximum of 25 treatment sessions per form of therapy per insured person for the entire period of validity of the insurance contract.

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 conducted and prescribed in Finland.

How to apply for the insurance:

Group working capacity insurance is intended for companies with at least 10 employees. 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 second or 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 table below.

Claims ratio	Coefficient
0–20%	0,80
30%	0,84
40%	0,88
50%	0,92
60%	0,96
70%	1,00
80%	1,06
90%	1,12
100%	1,18
110%	1,24
120%	1,30
130%	1,36
140%	1,40
150%	1,40

Example of the effect of claims expenditure on the insurance premium

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 15.1.2024, VH/7085/00.01.00/2023. 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.

Insurance is granted by the following mutual insurance companies in LocalTapiola Group (business ID):

LähiTapiola **Etelä** (0139557-7) | LähiTapiola **Etelä-Pohjanmaa** (0178281-7) | LokalTapiola **Sydkusten** -
LähiTapiola **Etelärannikko** (0135987-5) | LähiTapiola **Itä** (2246442-0) | LähiTapiola **Kaakkois-Suomi**
(0225907-5) | LähiTapiola **Kainuu-Koillismaa** (0210339-6) | LähiTapiola **Keski-Suomi** (0208463-1) |
LähiTapiola **Lappi** (0277001-7) | LähiTapiola **Loimi-Häme** (0134859-4) | LähiTapiola **Länsi-Suomi** (0134099-8) |
LähiTapiola **Pirkanmaa** (0205843-3) | LokalTapiola **Österbotten** - LähiTapiola **Pohjanmaa** (0180953-0) |
LähiTapiola **Pohjoinen** (2235550-7) | LähiTapiola **Pääkaupunkiseutu** (2647339-1) | LähiTapiola **Savo**
(1759597-9) | LähiTapiola **Savo-Karjala** (0218612-8) | LähiTapiola **Uusimaa** (0224469-0) |
LähiTapiola **Varsinais-Suomi** (0204067-1) | LähiTapiola **Vellamo** (0282283-3) |
LocalTapiola General Mutual Insurance Company (0211034-2)

The companies' contact details are available at www.lahitapiola.fi.