



Fire & Emergency Services
Superannuation Fund

SIGNIFICANT EVENT NOTICE

Changes to your insurance

The Fire and Emergency Services Superannuation Board believes that the insurance cover you have in the Fire and Emergency Services Superannuation Fund (FES Super) is essential in providing a valuable safeguard for both you and your family in the event of your death or disability.

What are the changes?

- The total and permanent disability (TPD) definition has improved by being more inclusive if you were unemployed up to 16 months prior to disability or if you were working less than 15 hours per week.
- The Cognitive Loss and Activities of Daily Living TPD definition has been replaced with a Mental Illness specific and Activities of Daily Work TPD definition.
- The exclusion that prevented a person from claiming on their income protection cover if they were employed in an excluded occupation has been removed.

Who is not affected by any of these changes?

Anyone who:

- does not have insurance cover with FES Super; or
- is not working in an excluded occupation.

Why the changes?

In conjunction with FES Super's insurer AIA Australia Limited (AIA), our insurance offerings are regularly reviewed to make sure appropriate levels of cover, terms and conditions, and pricing are available to members — and are sustainable in the long-term. The review considers a range of factors including the cost of providing cover, claims made by and paid to members — as well as regulatory and legislative considerations.

Following the latest review, the premium rates for both the Group Life Policy and Group Income Protection Policy issued by AIA will change.

Why is the cost changing?

There has been changes in the cost of providing cover following underwriting and changes to claims costs — resulting in changes to the premium rates for the insurance as indicated below.

The change to premium rates means AIA can continue to provide a valued and sustainable insurance product into the future so that members can access financial support in the event of a claim.

What do the changes mean to me?

These changes came into effect automatically from 1 October 2023, and you won't need to take any action.

Currently, if you are employed for less than 15 hours per week or are unemployed at the time you suffer an injury or illness, you only have access to the more restrictive Cognitive Impairment, Loss of Use or Activities of Daily Living TPD definitions. From 1 January 2024, if you were employed at anytime in the 16 months prior to suffering an injury or illness, you will now have access to the more generous standard TPD definition.

The Cognitive Impairment and Activities of Daily Living TPD definitions have been replaced with a Mental Illness and Activities of Daily Work TPD Definition. These definitions have greater utility and are more relatable because:

- The Activities of Daily Work TPD definition means you will now be assessed on the regular duties that are normally required to perform an occupation rather than the more restrictive Activities of Daily Living TPD definition which meant you were assessed on your ability to take care of yourself.
- The introduction of a Mental Illness TPD definition means members will be assessed under this definition when compared to the current Cognitive Impairment TPD definition. This is because mental illness is a more prevalent claim cause than if someone suffered a cognitive impairment.

If you were employed in an excluded occupation at the time of suffering an injury or illness, an exclusion prevented you from claiming on your income protection cover. However, this exclusion has been removed. This means anyone who holds income protection cover will not be prevented from claiming because they are employed in an excluded occupation.

Examples of occupations considered by AIA to be an excluded occupation include air traffic controller, police officer, fisherman, forestry worker, offshore oil rig worker and commercial pilot.

Death and Total and Permanent Disability Insurance Cover – Updated Premiums

The following premium rates will apply from the 1 July 2024.

Where your duties are:	Death and TPD Cover	Death cover only
Non-Firefighter duties ^{1,2}	\$0.85 per unit per week (\$1.70 per week for 2 units cover)	\$0.42 per unit per week (\$0.84 per week for 2 units cover)
Firefighter duties ³ (Additional voluntary cover)	\$4.15 per unit per week	\$1.78 per unit per week
Spouse Member ⁴	\$2.29 per unit per week	\$1.49 per unit per week

1. Eligible permanent employees who normally perform non-firefighter duties who opted to join the Accumulation Fund and not the Defined Benefit Fund must hold a minimum of two units of Death and Total and Permanent Disability Insurance and Income Protection Insurance cover, unless they opt out of the cover.
2. Eligible permanent employees who normally perform non-firefighter duties who joined the Defined Benefit Fund and wish to have insurance cover that is additional to the cover they already have as part of their Defined Benefit.
3. Firefighters who wish to have insurance cover that is additional to the cover they already have as part of their Defined Benefit account.
4. Spouse members may apply for insurance cover and may be required to provide evidence of their health.

The insured benefit is determined in accordance with the number of units in the following scale:

Age next birthday	Agreed Benefit (per unit)	Age next birthday	Agreed Benefit (per unit)	Age next birthday	Agreed Benefit (per unit)
16-30	89,500	42	44,000	54	9,750
31	89,500	43	39,500	55	8,500
32	87,500	44	35,000	56	7,500
33	85,000	45	30,500	57	6,500
34	80,000	46	27,000	58	6,000
35	75,000	47	23,500	59	5,500
36	70,000	48	21,000	60	5,000
37	65,000	49	19,000	61	4,500
38	60,000	50	17,000	62	4,000
39	56,000	51	15,000	63	3,500
40	51,500	52	13,000	64	3,000
41	48,000	53	11,000	65	2,500

Income Protection Insurance Cover – Updated Premiums

The cost of the annual premium rates for each \$100 of income protection insurance cover you have is determined by your age, gender and occupation as shown in the following table:

Waiting Period	Non-firefighter duties		Firefighter duties	
	90 days		180 days	
Benefit Period	2 Years		2 years	
Age next birthday	Rates per \$100 monthly benefit			
	M	F	M	F
up to 21	0.81	0.78	3.39	3.29
22	0.75	0.79	3.17	3.32
23	0.71	0.80	2.97	3.35
24	0.66	0.80	2.79	3.38
25	0.63	0.81	2.64	3.41
26	0.60	0.82	2.51	3.44
27	0.58	0.87	2.44	3.64
28	0.57	0.90	2.40	3.79
29	0.57	0.93	2.39	3.93
30	0.57	0.96	2.39	4.05
31	0.58	0.99	2.43	4.17
32	0.59	1.02	2.49	4.30
33	0.61	1.06	2.57	4.45
34	0.64	1.10	2.67	4.63
35	0.67	1.15	2.80	4.84
36	0.70	1.22	2.95	5.11
37	0.75	1.29	3.14	5.43
38	0.80	1.38	3.36	5.81
39	0.86	1.49	3.61	6.26
40	0.93	1.62	3.90	6.80
41	1.01	1.77	4.24	7.42
42	1.10	1.93	4.64	8.13
43	1.21	2.13	5.09	8.94
44	1.33	2.35	5.60	9.85
45	1.48	2.59	6.20	10.86
46	1.64	2.85	6.87	11.99
47	1.82	3.15	7.65	13.23
48	2.03	3.47	8.52	14.58
49	2.27	3.82	9.52	16.04
50	2.54	4.20	10.65	17.62
51	2.84	4.60	11.92	19.32
52	3.18	5.03	13.36	21.13
53	3.57	5.49	14.98	23.05
54	4.00	5.97	16.80	25.08
55	4.48	6.48	18.83	27.21
56	5.02	7.01	21.10	29.45
57	5.63	7.56	23.64	31.77
58	6.30	8.14	26.45	34.17
59	7.04	8.73	29.58	36.65
60	7.87	9.33	33.04	39.19
61	8.78	9.95	36.87	41.78
62	9.78	10.57	41.09	44.41
63	10.81	11.12	45.40	46.72
64	8.67	8.60	36.41	36.10
65	2.79	2.71	11.71	11.37

Examples to help you calculate your annual premium:

1. A male Firefighter who is aged 43 next birthday and has a monthly pre-disability income equal to an annual salary of \$100,000:
 $\$100,000 \times 75\% = \$75,000$ per annum income protection benefit divided by 12 = \$6,250 per monthly income divided by \$100 = 62.5
 $62.5 \times \$5.09$ premium per \$100 (see table above) = \$318.12 annual premium.
2. A female permanent employee performing non-firefighter duties who is aged 37 next birthday and has a monthly pre-disability income equivalent to an annual salary of \$90,000:
 $\$90,000 \times 75\% = \$67,500$ per annum income protection benefit divided by 12 = \$5,625 per monthly income divided by \$100 = 56.25
 $56.25 \times \$1.29$ premium per \$100 (see table above) = \$72.56 annual premium.

Important information

Please read this Significant Event Notice and familiarise yourself with all of the changes and make sure you understand how they may affect your super.

The Product Disclosure Statement (PDS) and this Significant Event Notice are available at www.fessuper.com.au

The PDS will be updated with the changes outlined in this Significant Event Notice.

This information was current when this document was prepared. We make every effort to ensure the information shown is correct. FES Super reserves the right to make adjustments for any errors, misprints or omissions. A printed copy of the Significant Event Notice is available on request at no additional cost.

Contacting us is easy

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This Significant Event Notice is issued by the Fire and Emergency Services Superannuation Board (ABN 55 476 454 384) (AFS Licence 259671) as trustee of the Fire and Emergency Services Superannuation Fund (ABN 43 198 502 058). March 2024.

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