

# The Benefits of Group Critical Illness Cover



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“an effective way to support employee wellbeing”

Group Critical Illness cover can add significant value to an employer's wider portfolio of risk benefits, complementing arrangements such as group life assurance and group income protection.

It provides employees with vital financial protection during life-changing health events, while offering employers an effective way to support employee wellbeing, retention and long term productivity. By paying a lump sum on the diagnosis of a serious illness, this cover provides peace of mind and enables employees to focus on recovery rather than financial concerns.



## Key Benefits

### 1. Financial Security for Employees

- Lump sum benefits are paid to employees following the diagnosis of a covered critical illness or the completion of specified surgical procedures.
- These payments can be used to meet essential financial commitments, such as household expenses, mortgage repayments or medical costs, helping to ease financial pressure during recovery.
- By alleviating concerns about income or outgoings, employees are better able to focus on their health and wellbeing.
- For employees without financial dependants, critical illness cover may be perceived as more immediately valuable than group life assurance.

### 2. Comprehensive Coverage

- Policies typically provide cover for a broad range of conditions, including cancer, heart attack, stroke and major organ transplants.
- Some providers also extend cover to employees' partners and children, offering enhanced protection for the wider family.
- In addition, certain plans include ongoing cancer cover as a standard feature, ensuring continued financial support over the longer term.

### 3. Employer Advantages

- Offering Group Critical Illness cover demonstrates a strong commitment to employee wellbeing and helps to reinforce a positive, supportive workplace culture.
- It can also enhance recruitment and retention efforts, as employees increasingly value comprehensive and meaningful health-related benefits.
- Employers, in turn, may benefit from improved morale and reduced absenteeism, as employees feel supported and reassured during challenging periods.

### 4. Flexibility and Options

- Employers can tailor levels of cover to reflect the needs of their workforce, with the flexibility to include optional family protection where appropriate.
- Policies can also be aligned with broader employee wellbeing strategies, complementing existing benefits such as private medical insurance and group income protection.

### 5. Peace of Mind and Emotional Support

- Knowing that financial support is in place gives employees peace of mind, helping to alleviate stress and anxiety during periods of uncertainty.
- Many providers also offer complementary wellbeing services, including counselling and rehabilitation support, alongside the core financial benefits.
- This integrated, holistic approach supports a faster recovery and enables employees to return to work feeling supported, confident and valued.

## Risks and Considerations

- Eligibility criteria apply, and cover is subject to specific policy terms and conditions; not all illnesses or treatments may be included. Employers should therefore review policy documentation carefully to ensure it meets the needs of their workforce.
- Premiums will vary based on factors such as workforce demographics, benefit design and selected levels of cover.



## Conclusion

Group Critical Illness cover is a valuable workplace benefit that supports employees through some of life's most serious health challenges, while clearly demonstrating an employer's commitment to wellbeing. By offering financial security, family protection and emotional support, it enables employees to focus on recovery with confidence and dignity, while helping employers reduce disruption and maintain stability within the workplace.

For employers, this is more than an insurance solution - it represents a strategic investment in employee loyalty, engagement and long term productivity.