

Income Replacement Insurance

If an employee is ill, the employer is obliged by law to continue to pay their wage for a specific period. This also applies to pregnancy. Through income replacement insurance in the event of illness, Zurich offers a solution that is of equal interest to employers and employees.



Your benefits at a glance

- Release from salary payment obligations
- No coverage gap until IV disability or BVG benefits kick in
- Financial security: Employees benefit from guaranteed and more extended continuation of pay
- Sunet claims management system
- Assistance assessing incapacity to work and achieving rapid reintegration

Who is insured?

All employees of a company. Optionally, insurance cover can also be obtained for policyholders (company owners or self-employed persons) and their family members (spouse, children, parents) who work in the policyholder's firm and receive neither a cash salary nor pay AHV contributions, i.e. generally those without employee status.

What does the income replacement insurance comprise?

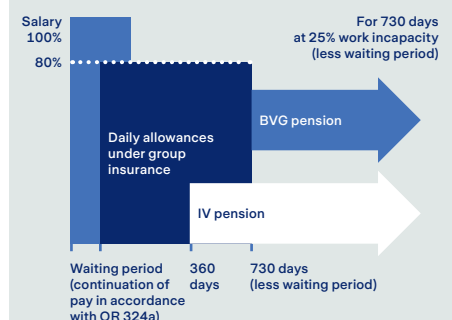
Loss of earnings due to illness

Normally, it takes a year until benefits are paid from state disability insurance and occupational retirement provision. To cover this gap, choose a solution that meets your needs, either geared to benefits per BVG (Variant A) or generally based on your collective labor agreement (Variant B). The waiting period for occupational retirement pension can be extended to two years upon conclusion of Income Replacement Insurance.

Benefit amount/Waiting period

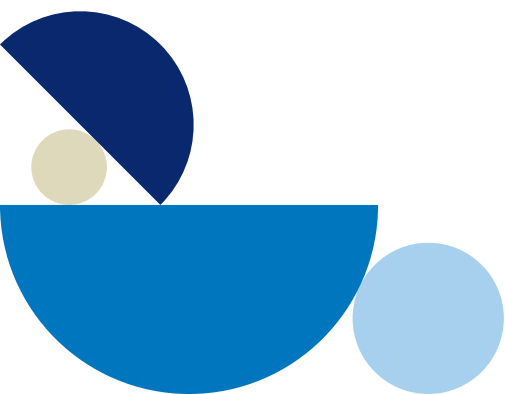
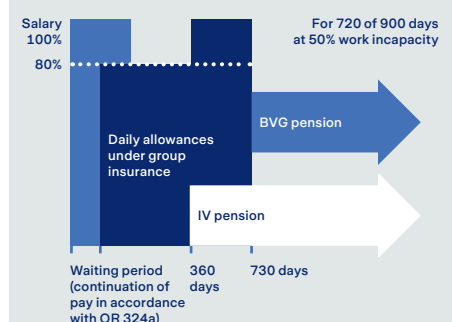
Between 80% and 100% of AHV pay depending on needs, usually up to a maximum of CHF 300,000 annually per person. Waiting period freely selectable, e.g. 7, 14, 30 or 60 days.

Variant A



Variant B

(required under most collective labor agreements)



Maternity benefits (Supplementary coverage)

In accordance with the Income Replacement Scheme (EOG) all employed mothers are now entitled to 14 weeks paid maternity leave. The replacement income level is 80% of regular pay, subject to a maximum from 1 January 2023 of CHF 220 per day (qualifying maximum annual pay from 1 January 2023 CHF 99,000).

For any obligation to continue the payment of wages (for the portion exceeding CHF 99,000 and/or extending the income replacement from 99th to 112th day), we offer additional coverage with the same amount as the daily allowance and a duration of 98 or 112 days.

Paternity benefit (Supplementary coverage)

In accordance with the Income Replacement Scheme (EOG) all employed fathers are now entitled to 2 weeks paid paternity leave, in case of the birth of their child. The replacement income level is 80% of regular pay, subject to a maximum from 1 January 2023 of CHF 220 per day (qualifying maximum annual pay from 1 January 2023 CHF 99,000).

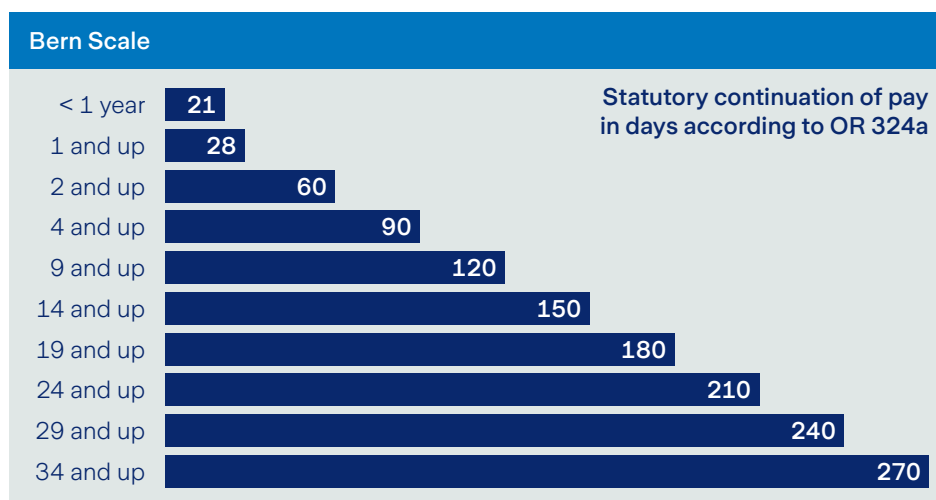
For any obligation to continue the payment of wages (for the portion exceeding CHF 99,000 and/or extending the income replacement from 15th to 112th day), we offer additional coverage with the same amount as the daily allowance and a duration from 14 to a maximum of 112 days.

Detailed information

The duration of the obligation to continue payment of wages in the event of illness, health problems or pregnancy depends on how long the employment has existed pursuant to the Swiss Code of Obligations, OR 324a. The Bern Scale has become the general standard used. It is possible to be released from the obligation to continue the payment of wages by law by obtaining insurance. Numerous industries and companies are subject to a collective labor agreement whose regulations extend beyond the statutory obligation to continue the payment of wages. In most cases, Income Replacement Insurance is additionally required. Zurich Income Replacement Insurance provides a solution that can be tailored to your needs – eliminating coverage gaps.

Reduction of administration expense

The Sunet claims management tool allows easy processing of illness notifications on the internet, keeping your administrative expense to a minimum. Zurich is also committed to "Lohnstandard-CH". The project is spearheaded by swissdec. The goal is to support the standardized salary reporting system. The process satisfies the strict data protection requirements. Click once to send data directly from payroll accounting to various recipients in Switzerland: Zurich, AHV compensation office, Swiss National Accident Insurance Fund (Suva), tax offices and the Swiss Federal Statistical Office.



We would be happy to advise you personally on this matter.

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If the details in this factsheet differ from the valid General Conditions of Insurance, the latter shall take precedence.