



We're here to support you during COVID-19 and beyond

Adjusting your policy to suit your needs

Now is the time to consider your cover and make sure it reflects your current circumstances. If you've had to reduce your workforce or shut down due to COVID-19 we can:



Reduce your wages
and coverage to reflect your new circumstances



Refund you
the unused portion of your premium while keeping your policy active for when you return to business.

If you recently contacted us to reduce your wages, we'll apply these reduced wages to your next policy renewal. If you need to further reduce your wages or increase them, contact icare on [13 44 22](tel:134422).

Managing payment of your premium

Did you know if your average performance premium is above \$1,000 you can pay via instalments? You can also choose to pay your instalments via Direct Debit. Give us a call on 13 44 22 and we'll set this up for you. At the same time, we encourage you to provide us with your bank account details so we can promptly transact any premium refunds via Electronic Funds Transfer.



Additional COVID-19 support
If you're experiencing financial hardship due to the impacts of COVID-19, talk to us about deferring your premium payments or reducing your wages.

Your premium and COVID-19 claims



If a worker submits a claim attributed to a positive COVID-19 test or as a result of receiving the COVID-19 vaccination, icare will exclude these from the individual claims experience of Nominal Insurer (NI) policy holders.

This is to protect an individual employer from being disproportionately impacted by COVID-19.

Treatment of JobKeeper Allowance and other Government COVID-19 Allowances

The State Insurance Regulatory Authority (SIRA) has determined that only payments made for work undertaken or hours worked are to be included as wages to calculate premiums. This includes those payments funded under a government program, such as JobKeeper or JobSaver, established to support the retention of staff during the COVID-19 pandemic.

Therefore, if your business is receiving the JobKeeper allowance you only need to include in your actual wages declaration the portion paid to your worker for the hours they worked during the period in which JobKeeper was paid.

This applies to all policies in force for any period during which relevant government programs were being administered, regardless of when your policy was issued. It ensures employers are not paying premium on payments made to their staff for hours in which work was not performed or undertaken. Refer to the scenarios below to guide you.



Scenario	Example	What do you declare?
Worker "in hibernation" and receiving JobKeeper Allowance (\$1,500) only Worker earns no wages	Worker earns no wages	Nil or Zero declared as wages
Worker working and earning more than just the JobKeeper Allowance	Worker earns \$2,000 per fortnight (including JobKeeper)	\$2,000 declarable as wages
Worker working and earning only the JobKeeper Allowance	Worker only earns JobKeeper Allowance	\$1,500 declarable as wages
Worker at work and earning less than the JobKeeper Allowance (but their pay is increased to \$1,500 under JobKeeper)	Worker normally earns \$500 per fortnight but receives the full JobKeeper Allowance of \$1,500	\$500 declarable as wages



Visit www.icare.nsw.gov.au/covid-19-for-employers or call us on **13 44 22** for more details on how we can help.