



newsflash

July 2020

A photograph of a savanna landscape at sunset. The sky is a vibrant orange and yellow, with a large, bright sun low on the horizon. In the foreground, a large elephant and a smaller calf are grazing in a field of tall grass. In the background, a safari vehicle is visible on the right side. The overall scene is peaceful and scenic.

IGP Expands its Presence in
Africa

Kenya

Profile on Social Security and Employee Benefits

Social Security and Compulsory Insurance

Social Security in Kenya

The social security scheme in Kenya is covered by two schemes:

- **National Social Security Fund (NSSF):** a statutory savings scheme to provide for retirement. Both employers and employees contribute 5% (up to KSH 200) per month.
- **National Hospital Insurance Fund (NHIF):** An individual earning more than KSH 1,000 per month must make a monthly contribution to the National Hospital Insurance Fund (NHIF) which will entitle them to a reduction in certain hospital charges.

Under the above schemes, members are able to access: retirement or age benefits, withdrawal benefits, survivors' benefits, invalidity benefits, funeral grants and healthcare.

WIBA – Work Injury Benefits Act

WIBA is a compulsory employee benefit plan enforced by Kenyan law that guarantees your employees get financial compensation for work related injuries, diseases, disabilities or death contracted in the course of their employment.

WIBA benefits include medical expenses, funeral expenses, accidental death, permanent & total disability, temporary total disability and occupational diseases.

Demographics

	Kenya	South Africa	UK
Total population (millions)	48.5	55.9	66.02
% 65 or older	2.9	5.1	18.5
Dependency ratio (%) *	80.3	51.6	56.8
Life expectancy / men	60.3	55.5	79.2
Life expectancy / women	64.1	59.5	82.8
Statutory pensionable age / men	60	60	65
Statutory pensionable age / women	60	60	63
GDP per capita **	3,156	13,225	43,877

* Population aged 14 or younger plus population aged 65 or older, divided by population aged 15–64.

** GDP amounts are converted into international dollars using purchasing power parity (PPP) rates.

Source: Social Security Programs Throughout the World: Africa (International Social Security Associations, SSA Publication No. I3-I1804, Released: September 2017)

Employee Benefits in Kenya Matter

Employers recognize benefits as an important factor in attracting, retaining and engaging employees. Business leaders in Kenya drive many of the benefits decisions and most use peer-to-peer benchmarking and examine the specific needs of various workforce segments as key factors in benefit design choices.

Employees value their healthcare program the most. About 83% of Kenyans lack financial protection from healthcare costs, and about 1.5 million Kenyans are pushed into poverty each year as a result of paying for health care. (Ministry of Health. *The Kenya household health expenditure and utilization survey, 2013. Nairobi: Government of Kenya; 2014*). Most employers make their health and wellbeing programs an important differentiator to attract and retain key talent.

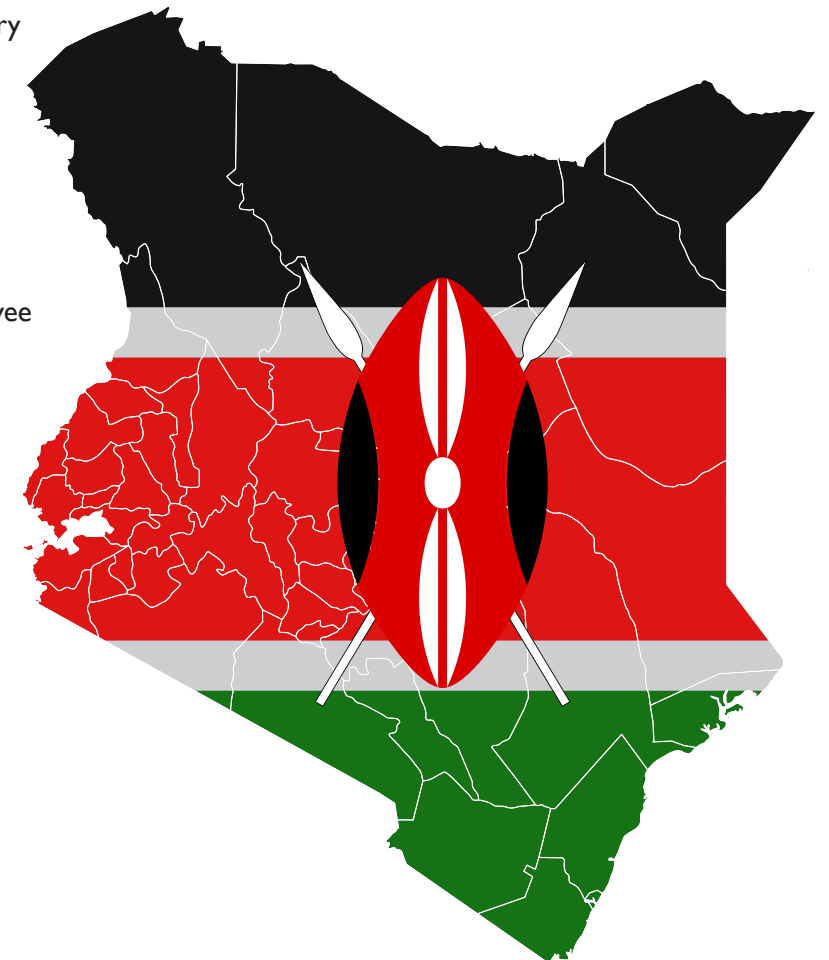
In addition, there is also a large interest in programs to protect employees' wealth.

Costs are a growing concern however - most employers in Kenya identify cost as a challenge to delivering on their benefits strategy. The following are other key challenges that employers face:

- Insufficient financial support to make necessary benefit changes
- Impact of regulatory changes touching on statutory benefits
- Lack of appropriate technology
- Lack of employee engagement & poor employee understanding of the benefits program
- Rapid changes in the workforce
- Lack of clear benefits strategy

Typical Employee Benefits in Kenya

- **Group Life Benefits**
 - Lump sum death benefit
 - Spouse and Children's Funeral Expenses
- **Group Disability Benefits**
 - Income Protection (Temporary and Permanent)
 - Lump Sum
- **Group Medical Benefits**
 - Group Medical Insurance Plans
 - Critical Illness
 - Hospital Cash Plans
- **Work Injury Benefits Act (WIBA)**
 - Occupational Death & Disability
 - Medical Reimbursement
- **Retirement Benefits**
 - Defined Contribution
 - Defined Benefit
 - NSSF



New Network Partner in Kenya: UAP Old Mutual

IGP is pleased to welcome UAP Old Mutual as our new Network Partner in Kenya. [Effective June 1, 2020, employee benefits plans in Kenya placed with UAP Old Mutual can be included in IGP Pooling, GGA or Captive accounts.](#)

The UAP Old Mutual Group is comprised of three key players as a result of the acquisition of a controlling stake in Faulu in 2014 and UAP in 2015 by Old Mutual. The acquisitions resulted in Old Mutual Kenya UAP Holdings and Faulu Microfinance Bank forming one of the largest financial services groups with a growing footprint in East and Central Africa.

The Group is part of Old Mutual Limited (OML), a Pan-African financial services group that offers a broad spectrum of financial solutions to retail and corporate customers across key markets in 14 African countries. With a rich heritage of 175 years, Old Mutual's primary operations are in South Africa and the rest of Africa and runs a niche business in China. The primary listing of Old Mutual Limited, which includes the East Africa business – UAP Old Mutual Group, on the Johannesburg Stock Exchange is a milestone the business attained in June 2018, with Secondary listings in Zimbabwe, Namibia & Malawi.

The UAP Old Mutual Group is one of the largest financial services groups with a growing footprint in East and Central Africa. It currently operates in Kenya, Uganda, Tanzania, South Sudan and Rwanda. UAP Old Mutual offers customers a comprehensive and enhanced range of financial services which includes Investment, Insurance, Savings and Banking, as well as a wider and more accessible distribution network.

Group Benefits Offered by UAP Old Mutual

- Group Life Assurance *
 - Lump sum death benefit
 - Funeral benefit
 - Permanent & total disability
 - Temporary disability
 - Critical illness
 - Medical reimbursement
- Corporate health insurance
- Work injury
- Group personal accident
- Retirement

* can be included in IGP Pooling, GGA or Captive accounts.

UAP Old Mutual offers coverage in other sub-Saharan countries under a regional plan and IGP is examining the possibility of including those coverages in IGP arrangements. Watch for further details of this regional plan in a following issue of IGP Network News. Please let us know if you are interested to further explore this.



UAP Old Mutual: Your Best Choice in Kenya

UAP Old Mutual is passionate about helping their customers achieve their financial goals and offers holistic solutions:

- **Comprehensive benefits package** - covering Lump sum death benefit, funeral benefit, permanent & total disability, temporary disability, critical illness, medical reimbursement, health insurance, work injury, group personal accident and retirement.
- **Superior employee benefits offer:**
 - Profit sharing arrangements
 - No excess or deductible on accidental/occupational benefits.
 - Enhanced Benefits – political violence & terrorism coverage at no extra cost, retrenchment rider, no excess payments
- **Outstanding service:**
 - Dedicated Account Manager
 - Quick turn-around-time in response and claims settlement
 - Service Level Agreements
 - Free member education
- **Excellent value proposition:**
 - The Group Life Assurance cover comes with a grief and bereavement counseling package
 - Financial wellness clinics
 - Traveling doctors service
- **Health insurance with a boutique of added values** - ensuring healthy living enabled by a comprehensive set of resources, including a wellness package and chronic disease management:
 - Health and Wellness
 - Superior Client Service
 - Comprehensive / Flexible Cover
 - Technology
 - Wider set of service providers
 - Wide geographical scope
 - A dedicated team and Call Centre

UAP Old Mutual's Response to COVID-19

Life Insurance Solutions

The UAP Old Mutual Life Insurance products provide full cover for this pandemic and will settle claims resulting in an unfortunate pandemic related death.

Medical Insurance

As a global practice, epidemics and pandemics are not covered by insurance policies once declared by WHO. However, the health and wellness of customers is of utmost importance to UAP Old Mutual. Following Health Insurance providers consultations with the Insurance Regulatory Authority (IRA) and in support of the Government's efforts to mitigate and contain the spread of Covid-19, UAP Old Mutual will provide support to their insured customers within the designated facilities by the Ministry of Health (MOH) outlined below:

- Designated Testing Centres
 - KEMRI
 - National Influenza centre
- Designated Treatment Facilities
 - Kenyatta National hospital
 - Mbagathi Hospital
 - Kenyatta University Teaching, Referral and Research Hospital
 - Any other facility as may be designated

More information can be found on:

<https://www.uapoldmutual.com/faqs-covid-19>

For more information, please contact your IGP Account Manager or...

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IGP Network Partners

Argentina	SMG LIFE
Australia	AMP Life Limited
Austria	ERGO Versicherung AG (in association with BONUS Pensionskassen AG)
Belgium	AG Insurance
Brazil	MAPFRE Vida S.A.
Brunei	Aviva Ltd. ²
Cambodia	Manulife (Cambodia) Plc. ¹
Canada	Manulife Financial Corporation – Canadian Division
Channel Islands (Health)	AXA PPP healthcare
Channel Islands (Life & Pensions)	Canada Life Limited
Chile	MAPFRE Compañía de Seguros de Vida de Chile S.A.
China	Manulife-Sinochem Life Insurance Co. Ltd.
China	Taiping Pension Company, Limited
Clipperton	See France ³
Colombia	MAPFRE Seguros de Colombia
Costa Rica	MAPFRE Seguros Costa Rica, S.A.
Denmark	PFA Pension
Dominican Republic (Life)	MAPFRE BHD Compañía de Seguros, S.A.
Dominican Republic (Health)	ARS Palic Salud, S.A.
Ecuador	MAPFRE Atlas Compañía de Seguros S.A. ¹
El Salvador	MAPFRE Seguros El Salvador S.A.
Finland	Mandatum Life Insurance Company Limited
France	AXA France Vie
France	Malakoff Humanis
French Guiana	See France ³
French Polynesia	See France ³
French Southern & Antarctic Lands	See France ³
Germany	Gothaer Lebensversicherung AG
Greece	The ETHNIKI Hellenic General Insurance Company
Guadeloupe	See France ³
Guatemala	MAPFRE Seguros Guatemala, S.A.
Honduras	MAPFRE Seguros Honduras, S.A.
Hong Kong	AXA China Region Insurance Company Limited
Hong Kong	Manulife Hong Kong
Hungary	Aegon Hungary Composite Insurance Company
India	Max Life Insurance ¹
Indonesia	PT.Asuransi Jiwa Manulife Indonesia
Ireland	Irish Life Assurance plc
Italy (Life)	UnipolSai Assicurazioni S.p.A.
Italy (Medical)	UniSalute S.p.A.
Japan	The Dai-ichi Life Insurance Company, Limited
Kenya	UAP Old Mutual Group
Korea	Samsung Life Insurance Company, Ltd.
Liechtenstein	See Switzerland
Luxembourg	Cardif Lux Vie S.A.
Macau	AXA China Region Insurance Company Limited
Macau	Manulife Hong Kong

IGP Network Partners

Malaysia	AIA Bhd.
Martinique	See France ³
Mauritius	Swan Life Ltd.
Mayotte	See France ³
Mexico	Seguros Monterrey New York Life, S.A.
Monaco	See France
Namibia	Via The Old Mutual Life Assurance Company (South Africa) Limited
Netherlands	a.s.r. De Amersfoortse
New Caledonia	See France ³
New Zealand	Fidelity Life Assurance Company Limited
Nicaragua	MAPFRE Nicaragua, S.A.
Norway	Storebrand Livsforsikring AS
Panama	MAPFRE Panama, S.A.
Paraguay	MAPFRE Paraguay Compañía de Seguros S.A.
Peru	MAPFRE Perú Compañía de Seguros y Reaseguros
Philippines	The Insular Life Assurance Company, Ltd.
Poland	Unum Życie TUIR S.A.
Portugal	VICTORIA Seguros, S.A.
Réunion	See France ³
Russia	Welbi
Saint Barthélemy	See France ³
Saint Martin	See France ³
Saint Pierre & Miquelon	See France ³
Singapore	Aviva Ltd.
Slovenia	ERGO Življenjska zavarovalnica d.d. ¹
South Africa	The Old Mutual Life Assurance Company (South Africa) Limited
Spain	Caja de Seguros Reunidos, Compañía de Seguros y Reaseguros, S.A. (CASER)
Sweden	SPP
Switzerland	AXA Switzerland
Taiwan	Shin Kong Life Insurance Company, Ltd.
Thailand	The Muang Thai Life Assurance Public Company, Ltd.
Turkey (Health)	Allianz Sigorta A.Ş.
Turkey (Life & Pensions)	Allianz Yaşam ve Emeklilik
Ukraine	TAS Life Insurance Company
United Arab Emirates	Abu Dhabi National Insurance Company (ADNIC)
United Kingdom (Health)	AXA PPP healthcare
United States (Life)	Prudential Insurance Company of America
Uruguay	MAPFRE Uruguay Seguros S.A.
Venezuela	MAPFRE La Seguridad, C.A. ¹
Wallis and Futuna	See France ³
International Mobile Employees	AXA - Global Healthcare (medical)
International Mobile Employees	AXA Luxembourg (life, disability, pensions)
International Mobile Employees	Global Benefits Group Inc.

¹ Correspondent Network Partner

² Coverage can be provided via Aviva Singapore provided the Singaporean subsidiary is the beneficiary under the contract

³ Malakoff Humanis can quote provided plans also underwritten on the mainland.

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