



What we do,
works for you.

VD EB Solutions

the comprehensive employee benefits package for your employees

 **Van Dessel**
Insurance Brokers

With an employee benefits package, you offer your employees a nice extralegal benefit. It protects them from the financial impact of illness, accident, retirement and death.

Sickness and accident are risks that each of us is exposed to, just as we all know that one day we will retire and one day we will die. All of these events often have major financial implications. As an employer, you can help to protect your employees against them through employee benefits (EB). This extralegal benefit is almost impossible to think away a contemporary salary package without it.

Your advantage with our approach

Employee benefits are an important instrument for attracting staff and keeping them on board. To use them successfully as a component of a remuneration package, you need to take a number of crucial factors into account.

1. Your EB package contains the right coverages

The insurance in your EB plan can protect your employees from the financial impact of many risks in their personal lives. There is a wide range of cover available and we are happy to provide you with **expert advice** to help you make **the right choices**. When selecting your package, we always aim for the **best value for money**.

group insurance

- **supplementary pension build-up** in the 2nd pillar via Branch 21, Branch 23 or a combination
- **death insurance**: essential financial buffer for surviving dependants
- **occupational disability insurance**: supplementary income and waiver of premiums

medical costs insurance

- hospitalisation insurance
- outpatient care, dental care and/or optical care insurance
- hospitalisation and outpatient costs **without medical formalities** (whereby pre-existing conditions are also insured) and in most cases **without waiting period**

industrial accident insurance

recommendation to insure the entire salary because the legally required policy is limited

2. The financing and follow-up of your plan are in order

As an **independent broker**, we are not driven by compensation systems with certain insurance companies. On the contrary, our strong position allows us to find the solution that best suits your company.

But also after the launch of your EB plan, we continue to put your interests first. Through **annual monitoring**, we ensure that your employees remain adequately and cost-effectively covered. We take care of this for you, but thanks to our clear **inventory document** you can keep your finger on the pulse.

Because things move regularly in the field of employee benefits, we also pay attention to providing you with **proactive advice** on changing legislation, taxation and market trends (Verwilghen Act, WAP guarantee, etc.).



More info about our employee benefits offer? Surf to www.vandessel.be/en/solutions/employee-benefits.

The financial picture: comparison between wage increase and group insurance

Wage increase	
Total extra wage cost	€ 635.70
N.S.S.O. contribution employer (+/- 27.14%)	€ 135.70
Gross salary increase	€ 500.00
Employee N.S.S.O contribution (13.07%)	€ 65.35
Personal income tax (45%)	€ 195.59
Net wage increase	€ 239.06

Group insurance	
Total cost	€ 566.30
N.S.S.O. contribution (8.86%)	€ 44.30
Insurance tax (4.4%)	€ 22.00
Premium	€ 500.00
Final tax (15.55%*)	€ 77.75
Net capitalization	€ 422.25

A wage increase of € 500 in a group insurance policy provides your **employees** with **77% more in net terms** than a traditional wage increase. As an **employer**, according to the same comparison, you pay **11% less in wage costs**: a great win-win situation. With group insurance, you have an attractive (para)fiscal instrument to reward your employees, to motivate them and to bind them to your company.

*If the benefit is paid from the statutory retirement age and in case the employee has remained active until then. At that time, the tax is 10%, increased by the NIHDI and solidarity contribution.

3. Benefits are clearly communicated to your employees

By setting up an EB plan, you are making a serious effort to your employees in terms of remuneration. They can only truly appreciate this pay component if they understand the benefits of their plan. That is why we attach great importance to communicating these benefits clearly. For example, we organize **information sessions without obligation for you and your staff members**, during which we explain in human language the contents of the plan and the guarantees.

Our plans are often set up in such a way that your employees have to make a choice between the possible guarantees. Making a choice (or having to) automatically results in even **more appreciation**.

Our additional strengths

All members of our specialist 'Life' team have a **very thorough knowledge of the legislation and taxation concerning life insurance**. They are also familiar with the insurance market in this field.

We are committed to a **strong personal relationship** with our customers. You will have your own commercial contact person and your own administrator (for both management and claims), so that you can always turn to your regular contacts who knows your file inside out.

Our team is also very experienced in insuring **self-employed entrepreneurs**. As a result, we can provide perfect guidance to employees who switch to self-employment within your company.

Internationally active companies are faced with the challenge of arranging the benefits of their **employees abroad** in accordance with the local social security system and with local partners. Thanks to our membership of international networks such as Asinta and Brokerslink, we have the right connections to guarantee your employees abroad the same high-quality benefits and service.



Verwilghen Act

The Law on Sickness Benefits (hospitalization insurance) or the Verwilghen Law was created in 2007 to better **protect employee-insured persons after the termination of their employment contract**. Until then, an employee could find himself without hospitalization insurance from one day to the next when leaving the employer, because at that moment his/her employer would stop paying premiums for his group insurance. The Verwilghen Act gives every employee-insured the right to continue his collective hospitalization insurance on an **individual** basis.



WAP Guarantee

According to the Supplementary Pensions Act (WAP), the employer (the provider of a group insurance plan) must guarantee each affiliated employee, at the time of exit from the company or retirement, a **minimum return** determined by law on the premiums paid into their pension plan. If the **insurer's return** is insufficient or there is **too high cost structure** behind, the employer must make up the difference itself.

Disability interest/annuity

In the event of incapacity for work of longer than one month due to illness or a private accident, an employee falls back on a replacement income through his or her Belgian health insurance fund. This income amounts to 60% of the normal income and is limited at € 49,201.68 in 2022. During the period in which the employee is at least 25% incapacitated for work, he will receive **additional insured interest in proportion to his degree of incapacity** through his work disability insurance. From 67% disability, he receives the full insured interest.

Exemption from inheritance tax for death coverage by group insurance

In the event of the premature death of an employee, the **married partner and/or a child under 21 years of age** do **not have to pay inheritance tax as beneficiaries** on the death benefit saved through group insurance. For all other heirs, the inheritance tax does apply. The rate of inheritance tax depends on the size of the estate and the degree of relationship between the deceased and the beneficiary. In addition, the rates also vary by region.

Insurance has been our profession and our passion for more than 75 years. With our in-depth knowledge of the most diverse sectors and their risks, our specialists have everything they need to create tailor-made solutions for your unique business plans so that you can grow safely and securely, with a committed partner at your side.



Would you like advice or an introductory meeting?

Feel free to contact us at VDSolutions@vandessel.be
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Or come and visit us at one of our offices.

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