

# What's changing this year?

Each year we review your feedback on our benefit offering to make sure it continues to be as inclusive and flexible as possible, to meet the emotional, physical and financial wellbeing needs of all our employees.

After reviewing your feedback, we've decided to make some changes to provide you with more choice, flexibility, and continued great value for money. This factsheet outlines the updates we're making for 2024, including Private healthcare, Health screening and more.



After reading this factsheet, log on to [MyBenefitChoices](#) and check you're making the most of the benefits available and understand the costs for the upcoming year. You can find details about the full range of benefits available to you in 2024 in the [Benefits Guide](#).

Please note that some benefits roll over each year automatically, such as Private healthcare and Life assurance. Whereas others, such as the MyWellbeing Account and Health screening need to be selected each year during annual enrolment. For details on which benefits roll over and don't, see the table on the next page.



Once annual enrolment opens, please review your current selections and submit any changes you want to make for 2024, on the [MyBenefitChoices](#) website by **5pm on Tuesday, 5 December 2023**.

Annual enrolment is also the time for you to add any dependants you want covered. You will need to add them to each individual benefit, and submit the change.

# The Flex Fund is here again

We're pleased to let you know that the €300 Flex Fund (pro-rated for mid-year and part-time joiners) is available again this year.



86%

More than 86% of colleagues used the Flex Fund last year!

**Don't be part of the 14% who missed out.**

Remember, while some of your benefits may automatically roll over, some do not. Use the table on the right to see which benefits the Flex Fund can help pay for and which benefits roll over each year. It's important to log in to [MyBenefitChoices](#) to review, select and submit any benefits you want to start from January 2024, so you don't miss out on the Flex Fund allocation.

To use the Flex Fund, log in to [MyBenefitChoices](#) and select your benefits and, if applicable, the level of cover, then submit your choices. The Flex Fund will automatically be allocated to your selected benefits in the most tax-efficient way.

Benefit	Rollover (Y/N)
1. Health screening (employee)*	N
2. Group income protection*	Y
3. Life assurance (employee)*	Y
4. Critical illness insurance	Y
5. Dental insurance	Y
6. Life assurance (partner)	Y
7. Personal accident insurance	Y
8. Personal travel insurance	Y
9. Health screening (parents and partner)	N

\*More tax efficient.

# Benefit changes



## Health screening

Health screens are an important step for all individuals to take to help identify early signs of an underlying health condition – making it more likely that treatments for serious illnesses will be successful.

This year we're changing our health screen provider from Mater Private to Laya Healthcare, making it easier for you to book your health screen at a time and place that suits you.

The bank will continue to provide you with one core health screen a year.



## Private Healthcare

This year we're expanding our offering to provide more support for women and neurodiverse employees, and their families. If you are a member of Laya Healthcare, you will be able to claim the cost of clinically referred mammograms instead of paying to upgrade your health screens.

Find out more about this benefit in the [Benefits Guide](#), with updated details on what you can use this benefit for.

### Remember

You must add and review any dependants you wish to cover on [MyBenefitChoices](#).

# Other benefit changes

## Employee Discount Programme

We have listened to your feedback and have been working hard with Perks at Work to improve the range of offers in Ireland. If you've not visited the site for a while, have a look at the range of discounts and offers now available.

Don't forget, as part of this benefit you can get a Digital Concierge service to help you save money on every day bills, find home services/tradespeople, the best theatre, concert or sports tickets and places to eat.

Once your account is active on Perks at Work you can start making requests 24/7 via the online portal, or app.

You can access discounts from Penneys, Zalando, Just Eat, Aldi, and many more. The platform is constantly being updated so make sure to check in throughout the year to avoid missing out. Visit [HR Connect](#) > **Benefits** > **Explore special offers and discounts** to explore the new discounts.



## Group Income Protection and Group Life Assurance

To reflect our diverse population of employees, we are increasing the age limit of cover for these benefits:

**Group Income Protection:** in previous years, you were covered by this benefit until age 65. From 2024, this is increasing to age 66.

**Group Life Assurance:** in previous years, you were covered by this benefit until age 65. From 2024, this is increasing to age 70.

### Please note

These changes only apply to you, the employee, and not your partner. If you have selected cover for them, you don't need to take any action. The new age limits will automatically apply to your core level of cover provided by the bank. If you are currently claiming Group Income Protection, this will remain restricted to age 65 until you actively return to work.

