

Commercial Legal Expenses Insurance



Insurance Product Information Document

Company: Optis Insurances

Product: Commercial Legal Expenses

Optis Insurances Limited t/a Optis Insurance is registered in Ireland and is regulated by the Central Bank of Ireland (reference C47677)

This document provides a summary of the key information relating to this insurance policy. Complete pre-contractual and contractual information on the product is provided in the full policy documentation.

What is this type of Insurance?

This policy is designed to cover your business for legal advice, legal defence costs and financial compensation awards incurred in respect of any dispute with an employee or ex-employee arising from a contract of employment or from you allegedly breaking their statutory rights under employment law



What is insured?

The level of cover selected, limits of cover and sums insured will be shown on your Policy Schedule

- ✓ Free legal advice on Republic of Ireland Law which can be obtained by calling the Optis Legal Advice Helpline.
- ✓ Cover for legal costs to defend your legal rights in respect of an employment dispute relating to a contract of employment with an employee or ex-employee.
- ✓ Payment of any financial compensatory award that incurred as a result of an employment dispute claim that has been accepted by us.



What is not insured?

- ✗ Any claim with an employee or ex-employee who was subject to a written warning within 180 days preceding the start date of the policy.
- ✗ Any dispute claim involving redundancy or unfair selection of redundancy that occurs within the first 180 days of cover.
- ✗ Any claim which in the insurer's opinion is believed not to have reasonable prospects of success for which legal proceedings are contemplated.
- ✗ Any financial compensation relating to trade union membership or activities, pregnancy or maternity rights or statutory rights in relation to the trustees of occupational pension schemes.
- ✗ Any financial compensation award ordered by a tribunal for your failure to comply with a recommendation it has made.



Are there any restrictions on cover?

- ! Any claim for an employment dispute that arises within the first 90 days of cover unless it can be evidenced that you held comparable cover with another Insurer immediately prior to inception of the policy
- ! For any claim under this policy you must report the event leading to the claim within 180 days after the event giving rise to the claim.
- ! Any claim that occurs outside of the policy period.
- ! Any costs, expenses, professional fees or attendance expenses that have been incurred without our prior consent



Where am I covered?

You are covered within the Republic of Ireland.



What are my obligations?

You must provide full and accurate information to all questions asked. Your answers must be true to the best of your knowledge and belief. Your answers will form part of the statement of facts on which your policy will be based. If you become aware that information you have given us is inaccurate or has changed, you must inform us as soon as possible. Failure to do this may invalidate your policy and claims may not be paid.



When and how do I pay?

Your premium will be payable to the broker or agent that you chose to purchase this policy from, they will provide you with payment options at the time of purchase. Full details of the premium paid will be detailed on your policy schedule.



When does the cover start and end?

Your cover start date and end date will be detailed on your policy schedule.



How do I cancel the contract?

If you decide that for any reason, this policy does not meet your insurance needs then please return it within 14 days from the date of purchase or the day on which you receive your policy documentation, whichever is the later, provided that no claims have been made or are pending, the premium will be refunded in full. If you wish to cancel after the 14 day cooling off period, please contact the organisation from whom you bought your policy, however no refund of premium will be payable.