

What Coverage Do I Need? A Quick Guide to Deciding What Insurance is Recommended for Your Practice

There are a lot of different insurance products out there and sometimes it's difficult to figure out what coverage you need – and just as importantly, what coverage you don't.

This table helps to identify the most appropriate coverage(s) for your practice circumstances. While we've tried to make this table as comprehensive as possible, it provides an outline of common practice scenarios only and may not include all possible professional and business structures. We recommend that you use this table as an initial framework for decision-making. It does not replace individualized broker advice so please speak with an insurance professional at BMS if you have questions about the most appropriate coverage for your specific practice circumstances.

I am a/an:

Employee	Independent Contractor or Business Owner <u>with NO other health professionals</u> delivering services for or on behalf of your business or billing under your business name	Business Owner <u>WITH other health professionals</u> delivering services for or on behalf of your business or billing under your business name
<p>Recommended Coverage:</p> <ul style="list-style-type: none"> Individual PLI / CGL Package, and Individual Cyber Security & Privacy Liability. <p>Also consider adding:</p> <ul style="list-style-type: none"> Legal Services Package, Legal Expense Insurance, and 24 Hour Accident Coverage. 	<p>Recommended Coverage:</p> <ul style="list-style-type: none"> Individual PLI / CGL Package, and Individual or Business Cyber Security & Privacy Liability (please speak with a broker for guidance), and Business Professional Liability. <p>Do you employ or engage students, assistants and/or volunteers?</p> <p>YES – Recommend adding:</p> <ul style="list-style-type: none"> Employment Practices Liability, and Business CGL (if no valuable contents/ stock) or Business Package (if valuable contents/ stock). <p>NO – Recommend adding:</p> <ul style="list-style-type: none"> Contents/Crime/Business Interruption (if valuable contents/ stock). <p>Also consider adding:</p> <ul style="list-style-type: none"> Legal Services Package, Legal Expense Insurance, and 24 Hour Accident Coverage. 	<p>Recommended Coverage:</p> <ul style="list-style-type: none"> Individual PLI / CGL Package, Business Cyber Security & Privacy Liability, Business Professional Liability, and Employment Practices Liability. <p>Do you have valuable contents/stock?</p> <p>YES – Recommend adding:</p> <ul style="list-style-type: none"> Business Package <p>NO – Recommend adding:</p> <ul style="list-style-type: none"> Business Commercial General Liability <p>Also consider adding:</p> <ul style="list-style-type: none"> Legal Services Package, Legal Expense Insurance, and 24 Hour Accident Coverage.

Now that you've identified the recommended coverage, read on to learn more about the different types of insurance:

1 INDIVIDUAL PLI/CGL PACKAGE

Professional Liability Insurance (PLI) protects you against liability or allegations of liability for injury or damages that have resulted from a negligent act, error, omission, or malpractice that has arisen out of your professional capacity as a psychologist or psychological associate, or if a complaint is made against you to your provincial regulator.

PLI protects psychologists by ensuring that your legal defence is coordinated and paid for if a claim is made against you. Your PLI also covers the cost of client compensation or damages.

Commercial General Liability insurance (CGL) protects members from financial loss should you be sued due to bodily injury or property damage caused by your services or business operations and not related to your delivery of professional services. For example, a client may slip and fall on a wet floor in your office, or you may accidentally cause property damage to a client's home during a consultation.

Members who own or operate a business with employees should consider purchasing Business CGL or Business Package Insurance as individual CGL may not be sufficient.

2 BUSINESS PROFESSIONAL LIABILITY

This policy responds if your business name is brought into a statement of claim or lawsuit alleging negligence or malpractice. Following an incident, a client's legal counsel will commonly name all individuals involved in the client's care, including the business as the larger provider of services. Business PLI policies protect your business assets in these circumstances.

Business owners should consider purchasing this coverage if other health professionals are working for or on behalf of your business and/or **billing under your business name.**

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BUSINESS COMMERCIAL GENERAL LIABILITY

Business Commercial General Liability Insurance protects businesses from financial loss should you be sued due to bodily injury or property damage caused by your services or business operations and not related to your delivery of professional services.

Business CGL is recommended for members with employees but who do not have contents or property to insure.

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CONTENTS / CRIME / BUSINESS INTERRUPTION COVERAGE

This insurance is recommended for members who operate a practice with no other health professionals and who have contents or property to insure.

Contents include items usual to an office, including desks, chairs, filing cabinets and computers, as well as any stock, and improvements and betterments.

Business Interruption insures against loss of income resulting from direct physical loss or direct physical damage to the premises by an insured peril (e.g. fire).

Crime coverage protects against financial loss due to dishonesty, fraud, or theft of money, securities or other property owned by the office/business.

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BUSINESS PACKAGE

This insurance is recommended for members who operate a business and who have staff and / or other professionals working for or on behalf of their business, and who have contents or property to insure. The package includes Business CGL, Contents, Business Interruption, and Crime protection to ensure comprehensive coverage for your business.

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CYBER SECURITY & PRIVACY LIABILITY

This policy protects you if you or your business has been involved in a cyber breach or privacy violation. The policy will cover the costs of your legal defence, investigative costs, notification and response costs, costs awarded to the client(s) affected by the breach/violation, and more.

Coverage is designed to manage the risk of holding increasingly large quantities of personally identifiable data of clients, employees, and others, and to mitigate the reputational damage resulting from a data security breach.

7 EMPLOYMENT PRACTICES LIABILITY (EPL)

Business owners who employ staff and/or engage volunteers, students or contractors will also want to consider EPL. This policy protects you and your business against allegations of employment practice violation, including wrongful termination, discrimination, workplace harassment, and others.

Your decisions about hiring, compensation, promotions, accommodating disabilities, and terminations, for instance, impact the individuals working in your business environment. Any of these decisions could lead to a claim for a wrongful employment practice even if handled correctly.

8 LEGAL SERVICES PACKAGE

This package provides affordable access to a range of services including a telephone legal helpline, online legal document centre, and access to lawyers to review simple legal documents or to draft simple legal letters on your behalf. Members can also access experts for assistance in identity theft protection and human resources issues that may be impacting your business.

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LEGAL EXPENSE INSURANCE

Personal Legal Solutions policy provides insurance to cover the legal costs for resolving a range of matters including contract, tenancy, and motor vehicle disputes, defence of driver's license, pursuit for personal injury and property protection and defence for tax-related matters.

Business Legal Solutions policy provides insurance to cover the legal costs for resolving a range of matters, including Tax Protection, Property disputes, Compliance & Regulation, Statutory Licence Appeals, Contract Disputes & Debt Recovery.

Both Legal Solutions policies also automatically include the Legal Services Package (however, note that HR assist is not included in Personal Legal Solutions).

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24 HOUR ACCIDENT COVERAGE

This coverage is designed to provide you and your loved ones with financial assistance in the event of an accident that results in injury or death.

24 Hour Accident Insurance provides a lump sum benefit where a loss or death occurs due to an accident, and where, as a result of the accidental injury, the disablement results in a permanent total disability. Additional coverage is also provided, including for repatriation and rehabilitation (training) costs.

Note that this coverage is not available in Quebec.

For more information, or if you have more questions about professional liability and business insurance solutions, contact a broker at BMS – we're here to help.

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