

## HR and RECRUITMENT CONSULTANTS

### Professional Indemnity

Professional Indemnity insurance provides essential financial protection for the HR & Recruitment industry against potential losses arising out of acts, errors and omissions from professional services provided.

Exposure to risk depend on the roles undertaken for clients and can range from screening, selection and placement of permanent or temporary personnel to a wide variety of HR consulting activities.

#### Key Exposures

Failure to perform essential employment related checks
Acting outside the scope of client permitted authority
Inappropriate distribution of CV's
Unsuitable candidates
Failure to ensure appropriate working environment for on-hired employees / consultants
Misrepresentation of job / career opportunities
Incorrect advice – e.g., IR, dismissals, etc ...

Newline Australia provides a tailored HR and Recruitment industry Professional Indemnity insurance policy based on a broad civil liability wording.

#### Key Facts

<b>Security</b>	Lloyd's (Newline Syndicate 1218)
<b>Security Rating</b>	"A+" from Standard and Poor's
<b>Line Size</b>	Up to \$25 million capacity
<b>Reinstatements</b>	Typically two (2) to unlimited reinstatements depending on the account
<b>Capacity Use</b>	Primary layer (preferred); Excess layer; Co-insurance
<b>Geographical</b>	Worldwide (typically excluding North America)
<b>Jurisdiction</b>	Australia

#### Underwriting Criteria

- Newline Australia HR and Recruitment industry Proposal Form (or suitable substitute) – must be signed.
- Full claims information (i.e., paid claims and outstanding estimates)
- For Excess Layers:
  - Details of primary insurer and terms applied
  - Underlying wording

## Coverage Features

#### Insuring Clauses

- Claims Made and Notified coverage basis
- Civil Liability, including:
  - Intellectual Property
  - Misleading & Deceptive Conduct
  - Libel & Slander
  - Fraud & Dishonesty
  - Defence Costs may be offered:
    - In addition to the Limit of Liability; or
    - Inclusive within the Limit of Liability

#### Automatic Extensions

- Compensation for Court Attendance Costs - \$25K sub-limit
- Extended Reporting Period – 30 days
- Previous Business Name
- Quasi Judicial Costs - \$100K sub-limit
- Loss of Documents - \$250K sub-limit
- Newly Acquired or Created Subsidiary or Business
- Continuous Cover

#### Optional Extensions

- Joint Venture Liability
- Consultants of the Insured
- Vicarious Liability for On-Hired Services

#### Key Exclusions

- Optional Extensions (unless coverage is granted)
- Known claims / circumstances
- Personal Injury / Property Damage – however policy may have a professional services write-back
- Contractual Undertakings – unless liability would attach in the absence of the same
- Conflicts of interest
- Claims by related / associated entities
- On-hired medical services