

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'm an Employee

Recommended Coverage:

- Individual Professional Liability Insurance (PLI) / Commercial General Liability (CGL), and
- Individual Cyber Security & Privacy Liability.

Also Consider Adding:

- Legal Services Package,
- Personal Legal Solutions, and
- 24 Hour Accident Coverage.

I'm an Independent Contractor / Business Owner

with NO others (psychologists, students, assistants, volunteers, and/or other professionals) delivering services for or on behalf of my business or billing under my business name

Do you provide services under an incorporated business name?

YES - Go to "Business Owner"
NO - See below:

Recommended Coverage:

- Individual Professional Liability Insurance (PLI) / Commercial General Liability (CGL),
- Individual Cyber Security & Privacy Liability, and
- Office Contents / Crime / Business Interruption (*if valuable contents/stock and/or if you lease/rent office space*).

Also Consider Adding:

- Legal Services Package,
- Personal and/or Business Legal Solutions, and
- 24 Hour Accident Coverage.

I'm a Business Owner

with others (psychologists, students, assistants, volunteers, and/or other professionals) delivering services for or on behalf of my business or billing under my business name

Recommended Coverage:

- Individual Professional Liability Insurance (PLI) / Commercial General Liability (CGL),
- Business Cyber Security & Privacy Liability,
- Business Professional Liability, and
- Employment Practices Liability.

Do you have valuable contents/stock and/or do you lease/rent office space?

YES - Recommend Adding:

- Business Package.

NO - Recommend Adding:

- Business Commercial General Liability.

Also Consider Adding:

- Legal Services Package,
- Personal and/or Business Legal Solutions, 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 PROFESSIONAL LIABILITY / COMMERCIAL GENERAL LIABILITY

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 psychology professional, or if a complaint is made against you to an organization regulating your insured profession. PLI protects you 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 you against claims arising from injury or property damage that you may cause as a result of your operations and/or premises. For example, a client may slip and fall on a wet floor in your office, or you may accidentally cause property damage during a consultation.

2 BUSINESS PROFESSIONAL LIABILITY

This policy provides a separate limit of PLI for the business in the event it is named in a professional liability claim or lawsuit. 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.

3 BUSINESS COMMERCIAL GENERAL LIABILITY

Business CGL protects your business against claims arising from injury or property damage that you or your business may cause to another person or premises as a result of your operations.

4 CONTENTS / CRIME / BUSINESS INTERRUPTION COVERAGE

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

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.

5 BUSINESS PACKAGE

The package combines Business CGL with Contents, Crime, and Business Interruption coverage to ensure comprehensive protection for your business.

6 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.



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7 EMPLOYMENT PRACTICES LIABILITY (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, an 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.

9 LEGAL EXPENSE INSURANCE

Personal Legal Solutions 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, Property Protection, and defence for Tax-related matters.

Business Legal Solutions 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 and ID Theft is not included in Business Legal Solutions).

10 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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