



Employee Banking

Pricing & Proposition Guide

Effective February 2024



access

more than banking



Employee Banking: **Your Financial Companion at Work**

Welcome to Access Bank Employee Banking. We exist to ensure that your salary works harder for you. Employee solutions are bundled with services to drive value based on the regular and pressing needs of salaried workers and employees.

We acknowledge the importance of financial fluidity, protection, flexibility, opportunity for growth, and ease of transactions, allowing you to be more confident about your finances.

This guide provides a comprehensive view of benefits, features, pricing, and services associated with Employee Banking.

Spending to Saving, and everything in between:

From Mobile Banking to Mortgage solutions,
our array of services caters to every aspect of
your financial journey.



Employee Banking Benefits:

Enjoy a retrenchment cushion, Hospi-Cash, life cover, and lifestyle privileges with your Visa Signature Card. Our credit card offers you a much needed boost when ends need to meet, a way to earn rewards doing what you always do, as well as added security against fraud or identity theft.

Get funds: No matter where you are on your earning journey, we have a way to ease your financial burdens. Our credit card opens up doors of freedom to anyone earning GHS 3,000 and up. It allows you access to quick credit even before you need it. Access more personalised loans like vehicle financing or mortgages, alert yourself with our salary advance, and live in luxury you deserve with our Pick Now Pay Later options.

Beyond Banking: Making money is not enough if you can't grow it - especially in this climate. We are dedicated to helping our customers grow into financial independence by enhancing your financial literacy through serialised webinars, Access Intelligence briefings and networking opportunities.

Banking your way:

From ATM withdrawals which are free at any of our 100+ ATMs around the country, our mobile banking platforms, POS & online payments, and cheque book services to minimize your banking costs, you decide how you want to bank.

At Access Bank, Employee Banking goes beyond just the traditional. Managing money is hard enough as is, let us be the partner that makes it a little easier.

Accounts, Services and Fees

This section has everything you need to understand about our services and how much you'll pay when you transact with Access Bank.

MPower Salary Account

Get empowered through your finances with our MPower Salary account, a current account designed exclusively for employees and salaried workers. Enjoy the security of insurance coverage, lending solutions and the convenience of salary advance.

Exclusive Value for MPowerSalary Account Holders

Insurance Coverage

Enjoy the security of insurance coverage, including retrenchment cover, hospitalization and life insurance.

Salary Advance

Enjoy the convenience of salary advance, allowing you to access up to 40% of your salary.

Lending Solutions

Access lending solutions that cater to your individual needs.

Additional Benefits

- Third party transactions allowed.
- Availability of Loan facilities (Personal Loan, Salary Advance, Vehicle Finance etc.) for qualifying employees
- Free Electronic Products (Alert, Internet Banking, Mobile Banking, Gh-link Debit Card)
- Retrenchment (3X Salary capped at GHS5K)
- HospiCash – GHS20 per day for a maximum of 30 days starting from 3 days of continuous hospitalization

Premier Savings Account

Let your salary work even harder by earning interest on your savings with the freedom of no account maintenance fee, making your savings efforts even more rewarding.

Exclusive Value for Premier Savings Account Holders



Interest on Savings

Earn money on your deposits, enjoy financial growth, and watch your savings work for you.



Exclusive Advatange

Enjoy the simplicity of transparent and cost-effective banking with us, with **zero maintenance fee**

Additional Benefits

- ✓ **Zero** Operating Balance required.
- ✓ **1.5%** p.a Interest Rate on amounts GHS 1,000 and above.
- ✓ Allows **direct** debit instruction

Premier Current Account

Experience seamless financial transactions with our Current Account. Designed for your everyday banking needs, enjoy easy access to funds, convenient payment options, and efficient money management.

Exclusive Value for Privilege Account Holders



Direct Debit Instructions

Relax while third parties handle withdrawals and other transactions on your behalf.



Exclusive Advantage

Enjoy the simplicity of transparent and cost-effective banking with us, with **zero COT**.

Additional Benefits

- ✓ Cheque book (at a fee)
- ✓ Minimum of **GHS 100** required to open an account.
- ✓ Zero COT
- ✓ Monthly maintenance fee of GHS 15.

Products

Accounts, services and related charges

	MPower Salary Account	Premier Savings Account	Premier Current Account
Account Fees			
Minimum Opening Amount	Nil	GHS 50	GHS 100
Minimum Operating Balance	Nil	Nil	Nil
Monthly Service Fee	Free	GHS 5	Nil
Account Maintenance Fee(Monthly)	GHS 15	N/A	GHS 15
COT	Nil	Nil	Nil
Standing Orders			
Internal	Free	Free	Free
External(Per Instance)	GHS 5	GHS 5	GHS 5
Statement			
Monthly Statement	Free	Free	Free
Official Request - (On Letterhead)	GHS 10	GHS 10	GHS 10
Adhoc Request - (On Normal A4)	GHS 5	GHS 5	GHS 5
Cheques & Clearing			
Manager's Cheque- Customers	0.5% of amount – Min GHS 10, Max 30	0.5% of amount – Min GHS 10, Max 30	0.5% of amount – Min GHS 10, Max 30
Manager's Cheque - Non-Customers	0.5% of amount – Min GHS 20, Max 60	0.5% of amount – Min GHS 20, Max 60	0.5% of amount – Min GHS 20, Max 60
Manager's Cheque - School Fees	GHS 20	GHS 20	GHS 20
Counter Cheque Per Leaflet	GHS 15		GHS 15
Stop Cheque	GHS 10		GHS 10
Special Clearing	GHS 40		GHS 40
Local Clearing	Free		Free
Cheque Book (50 leaflets)	GHS 60 (free first issuance)		GHS 60

Lending Solutions

Access more personalised loans like vehicle financing or mortgages, alert yourself with our salary advance, and live in luxury you deserve with our Pick Now Pay Later options.

Mortgage:

Experience the pride of homeownership with our Mortgage Products. Tailored for stability and financial well-being, our program offers competitive rates, flexible terms, and a simplified application process. Seize the opportunity to own your home effortlessly – because your hard work deserves a place to call your own.

Vehicle Financing:

Hit the road in style with our Vehicle Financing products. Tailored for the dedicated professionals, our program offers competitive interest rates, flexible repayment terms, and a straightforward application process. Drive home your dream car with ease – your job stability, our commitment to making your journey as smooth as possible.

Pick Now Pay Later

Indulge in the joy of instant gratification with our Pick Now, Pay Later program. Whether it's the latest gadgets, fashion finds, or home essentials, shop now and enjoy the convenience of deferred payments. With flexible terms and easy approval, seize the opportunity to bring home what you love today, without compromising your budget. Your desires, your timeline – shop smarter with our **Pick Now, Pay Later**.

Lending

Guarantee/Mobilization
Performance Bond/Bid Security
Commissions Per Quarter

0.10% - 3%

Insurance Fee

0.30% - 1%

Cards



Visa Debit Cards			
	GH Link Card	Visa Gold GHS	Visa Gold USD
Cost Of Card (New)	GHS 15	GHS 30	USD 10
Renewal (Expired)	GHS 15	GHS 30	USD 10
Replacement (Lost)	GHS 15	GHS 30	USD 10
Atm on Us (Access Bank's ATM)	Free	Free	Free
Other Banks ATM (Domestic)	GHS 3 + 1%	GHS 3 + 1%	GHS 3 + 1%
Other Banks ATM (International)	N/A	\$2 + 3%	\$2 + 3%
Daily Atm Withdrawal Limit	GHS 10,000	GHS 10,000	USD 2,000
Daily Online/POS Limit	GHS 20,000	GHS 50,000	USD 10,000
Balance Enquiry - Domestic	GHS 1	GHS 1	N/A
Balance Enquiry - International	N/A	GHS 5	N/A
3D Secure Enrollment	N/A	GHS 40	USD 5
Monthly Card Maintenance Fee	GHS 5	GHS 10	USD 1

Visa Prepaid Cards		
	GHS	USD
Cost Of Card	GHS 30	USD 10
Loading Fee	GHS 3	N/A
Annual Fee	N/A	GHS 18

Visa Prepaid Cards cont'd

	GHS	USD
Replacement	GHS 30	USD 10
ATM On Us (Access Bank's ATM)	Free	Free
Other Bank's ATM (Domestic)	GHS 3 + 1%	\$1 + 1%
Other Bank's ATM (International)	\$2.00 + 3%	\$4.00 + 3.0 %
Daily ATM Withdrawal Limit	GHS 10,000	USD 2,000
Daily Online/POS Limit	GHS 50,000	USD 10,000
3D Secure Enrollment	GHS 40	USD 5

Visa Credit Cards

	Gold	Platinum
Cost Of Card (New)	GHS50 (\$10 for USD denominated card)	GHS 100 (\$25 for USD denominated card)
Renewal (Expired)	GHS50 (\$10.00 for USD denominated card)	GHS 100 (\$25 for USD denominated card)
Replacement (Lost)	GHS50 (\$10 for USD denominated card)	GHS 100 (\$25 for USD denominated card)
PIN Re-issue	Free	Free
Annual Fee	GHS100 (\$18 for USD denominated card)	GHS100 (\$18 for USD denominated card)
ATM On Us (Access Bank's ATM)	GHS 15 + 2% of amount	15 + 2% of amount
Other Banks ATM (Domestic)	GHS 15 + 2% of amount	GHS 15 + 2% of the withdrawal amount (\$3 + 2% of withdrawal amount for USD denominated card)
Other Banks ATM (International)	4% of withdrawal amount (\$4.00 + 3% of withdrawal amount for USD denominated card)	4% of withdrawal amount (4% of withdrawal amount for USD denominated card)
POS/Online (International/Domestic)	Free	Free

Visa Credit Cards cont'd

	Gold	Platinum
Cash Advance International	4% of withdrawal amount	\$4 + 3% of withdrawal amount
VBV Authentication Fee	USD 1.25	USD 1.25
Daily ATM Withdrawal Limit	GHS 10,000	GHS 10,000
Daily Online/POS Limit	GHS 50,000	GHS 100,000

Transfers



	USSD Charges	Mobile App Charges
MoMo Transfers		
Account to Wallet (All Telco's)	1% of transaction amount capped at GHS 10.00	Free
Wallet to Account		
MTN Mobile Money	1.0% capped at GHS10.00	Free
AirtelTigo Money	1.5% capped at GHS20.00	Service not available
Vodafone Cash	1.5% capped at GHS10.00	Service not available
GIP Transfers		
Transfers	1% of transaction amount capped at GHS 10.00	1% of transaction amount capped at GHS 10.00
ACH Transfers		
Salary	N/A	2.5%, min GHS 5.00 Max GHS 50.00
Vendor Payment any other payment	N/A	2.5%, min GHS 5.00 Max GHS 50.00
Other Banks	N/A	2.5%, min GHS 5.00 Max GHS 50.00

	USSD Charges	Mobile App Charges
Other Transfers		
Bill Payments	N/A	Free
Airtime/Data	Free	Free
GOTV/DSTV	GHS 0.50 /GHS 1.00	Free
Intra Transfer/Deposit	Free	Free

Minimizing Your Cost

- ◆ Always keep your Access Bank card safe to avoid replacements which come at a fee.
- ◆ Access cash from an Access Bank ATM to **avoid costs that come with using other banks' ATMS**.
- ◆ Initiating transactions using our **digital banking platforms** (Access Mobile, *901 #, and Online Banking) is **cheaper and more convenient** than doing it over the counter in a branch.
- ◆ You may have to pay a fee if you have insufficient funds in your account and your transactions may not be paid. **Ensure to always have enough money in your account** to cover debit or/and standing orders.
- ◆ You enjoy up to **25% discount** when you shop at our loyalty partner outlets and **pay with your Access cards**

Value Added Services



Cardless Cash Withdrawal:

Perform cardless mobile money withdrawal at our ATMs across Ghana.



Cardless Cash Deposit:

Make a cash deposit in your own or third-party account on our deposit-taking ATM.



Instant Pay

Domestic bank beneficiaries get instant value on transfers done on Access Bank Online Channel.



Airtime

Buy airtime on all networks on any of our digital channels.



Data

Buy internet data from MTN Broadband, or Vodafone Broadband on any of our digital channels.



TV Subscription

Pay your DSTV, GOTV, and DSTV Box Office subscription using any of our digital channels.



Push & Pull Services

Link your account to your mobile money wallet and vice versa to transfer money from your account to your wallet and wallet to your account.

Our Value Addition:

- ✓ **Control your finances:** manage your withdrawal limits with just a touch on your phone using our mobile banking app.
- ✓ **Run your own bank:** Bank your way, anywhere, anytime using our **Mobile App, *901#, ATMs and cards.**
- ✓ **Your money is secured:** Know that we are doing more to keep you safe. Biometric login on our Mobile App, card management option to block lost or stolen Debit cards on our Mobile App, PIN verification on our USSD (*901#), secured ATM terminals and face and fingerprint authentication on Access Mobile App.

Tips for affordable & convenient banking.

- ◆ Use your debit or credit card when making payment at a retailer. You can **enjoy discounts** if you are shopping at our loyalty partner outlet.
- ◆ **Transferring funds electronically** using internet and mobile banking **is cost effective.**
- ◆ Shop online with your Access Cards. Avoid paying the e-levy, pay using Access Cards on our POS. **Payment using the GHQR will also not attract e-levy.**



Reach Out to Us.

If you have any queries or require more information relating to services, fees or products, please contact us via

 TOLL FREE: 0800 004400

    Access Bank Ghana

Or click to visit our website:
www.ghana.accessbankplc.com

Insurance Cover:

Terms & Conditions

1.1 Death

However caused, except suicide and any other exclusions stated in this Policy (see general exclusions below). This benefit is subject to a 90-day waiting period from the effective date of cover of the Life Assured.

1.2 Hospitalisation

This shall mean admission of the Life Assured into a Registered Health Facility due to an injury or illness. The hospitalisation must be continuous for more than 72 hours (3 days) and a certified medical officer must treat the Life Assured as an in-patient. Outpatient treatment, whether or not it is related to a period of inpatient treatment, shall NOT qualify for a claim under this policy. The benefit payment which is €20.00 daily shall be payable after the third day at the end of the period of hospitalisation up to a maximum of 30 days and a limit of €600.00 during every policy year. This benefit is subject to a 90-day waiting period except hospitalisation occurs as a result of an accident.

Exclusions specific to hospital cash benefit:

1. Cosmetic treatment
2. Any pre-existing condition, medical impairment or serious past history suffered by the assured on enrolment.
3. Hospitalisation for cosmetic surgery.
4. Hospitalisation for elective surgery in the first policy year.
5. Hospitalisation due to pregnancy and childbirth
6. Dental care unless necessitated by injury caused by an accident
7. Attempted suicide or deliberate self-inflicted injury
8. Hospitalisation in a psychiatric ward, nursing, convalescent or residential care home, rehabilitation center, or any establishment used primarily for the treatment of alcohol or drug addiction; or any similar wards/units within a hospital, that provides any of these services.

1.3 Retrenchment Cover

Retrenchment shall mean the loss of job due to implementation of a staff reduction program or adverse business conditions, which results in the company winding down, or the introduction of new technology, which results in the employees' skills becoming obsolete, or the re-organization of the business by the employer.

Employees who qualify for this benefit should be a permanent Employee of the Employer, where the duration of employment is not known or certain at the commencement of the employment relationship.

Payment of this benefit is subject to the waiting period as specified below:

1. For existing MPower Account Holders, payment of retrenchment benefit is subject to a 90-day waiting period applicable from the effective date of cover of the Life Assured and 12 months continued employment (after confirmation) by the same employer prior to the event.
2. For new MPower Account Holders, payment of retrenchment benefit is subject to a 180-day waiting period applicable from the effective date of cover of the Life Assured and 12 months continued employment (after confirmation) by the same employer prior to the event.

The retrenchment cover is available to members once in their lifetime. The limit of benefit shall be 3 times the Life Assured's monthly salary but not more than €5,000.00.

Exclusions specific to Retrenchment benefit:

1. If their employment is of a seasonal nature and their employment ceased as a result of any season coming to an end.
2. Persons employed/engaged for specific contract terms or specific work and casual workers.
3. Employees under probation
4. If they have been seconded to the organisation or where the working period has been reduced prior to the inception of the insurance cover.
5. If they accept voluntary retrenchment/redundancy.
6. If their retrenchment is directly or indirectly attributable to an injury, a wilful or illegal activity.
7. If they become unemployed due to misconduct or vacation of post
8. If they were aware or had reasonable grounds to believe prior to the commencement of insurance that he /she would be retrenched or made redundant.
9. If they lose their job due to fraud, dishonesty or any illegal conduct or if he / she has received some verbal or written reprimands which constituted to form part of the disciplinary procedure.
10. If the loss of employment is directly or indirectly due to sickness, disease, accident, injury, childbirth, abortion, pregnancy, miscarriage, mental disorder or medical condition.
11. If the retrenchment or redundancy is as a result of his /her participation in any strike action, labour disturbance, unrest, political activity, civil commotion, public disorder or riot.
12. If the retrenchment or redundancy was pre-existing at commencement of cover.

General Exclusions

The Company shall not be liable to pay any benefit in respect of any event arising directly or indirectly from or traceable to any of the following events:

- i. Suicide or self-inflicted injury, while sane or insane within the first two years.
- ii. Attempted suicide which results in Hospitalization.
- iii. Committing, attempting or provoking a criminal offence or participating in a riot.
- iv. War, whether war be declared or not, from warlike action, civil war, insurrection, riot, civil commotion.
- v. Intake of illegal drugs, narcotics or alcohol other than as prescribed by a registered medical practitioner.
- vi. Engaging in aviation other than as a fare paying passenger or flight/cabin crew on a regular route of a recognized airline for business purposes.
- vii. Any other specific exclusions stated under any of the cover benefit.

Grace Period, Lapse Of Cover And Reinstatement

The insurance cover will not be in force when premium is not paid in a particular month except as indicated under the Grace period.

- I. A Grace Period of thirty-one (31) days shall be granted for the payment of every premium during which period the cover shall be in force. In the event of a claim within the grace period, the outstanding premium will be deducted from the benefit payable.

II. In the event that premiums for a Life Assured remains unpaid for two consecutive months, cover for the Life Assured shall be deemed to have lapsed from the beginning of the third month. This means that all benefits are forfeited unless the policy is reinstated as explained below. Claims that occur during the lapse period are not payable.

III. A Life Assured with a lapsed cover can have his/her cover reinstated upon payment of all outstanding premiums, however if lapse exceeds 12 months, the Assured would have to go through the applicable waiting period.

Termination And Amendment

Where it becomes necessary to terminate this Policy or amend portions thereof, either party shall be required to give thirty (30) days' written notice to that effect. During the notice period, the Policy shall remain in force and all beneficiaries shall remain covered. The Policyholder shall however remain liable for any premiums due the Company prior to the termination and the Company shall be liable to pay only claims that have occurred prior to the expiry of the notice period.

All amendments shall be in writing and signed by authorized representatives of the Company and the Policyholder.

Either Party may terminate this Policy without cause by giving the other Party at least thirty (30) days' prior written notice.

