

B&CE Retirement Benefit Scheme

Qualification for Retirement Benefit

The payment is a one off tax-free lump sum. It is based on the number of weeks a member has accrued during any employment with an employer operating the Benefit Schemes between 6 April 1982 and 8 April 2001. This was replaced by EasyBuild our Stakeholder Pension. Under the rules of the scheme there is a minimum requirement of 80 weeks of service before a preserved benefit is payable. Benefit is normally paid at age 65 whether you retire or not.

A reduced benefit (see Table B) will be payable if:

- a) you retire early between the age of 60 and 65 or;
- b) you retire on medical grounds* from the construction industry between the age of 50 and 65.

The full value of your benefits will be payable if:

- c) on your 65th birthday**, whether or not you are still employed or;
- d) in exceptional circumstances* and at the absolute discretion of the Trustees, if you are totally and permanently incapable of any work of any kind, at any age. This will have to be certified by a registered medical practitioner at least 1 year previously.

*Note: Satisfactory medical evidence will be required for claims made under b) and d) above.

**Note: If you do not claim your benefit at age 65, the sum payable will not increase in value unless you continue to be employed by an employer operating the B&CE Schemes on your behalf.

Amount Payable

The amount payable is calculated by multiplying the recorded number of weeks of service by the Retirement Benefit Rate applicable at the date of your retirement (see Table A).

Table A		
Date of Retirement		Benefit Rate
From	To	
1 Jan 2000	31 March 2006	£6.60
1 April 2006	31 Dec 2006	£6.70
1 Jan 2007	31 July 2007	£6.95
1 Aug 2007	31 July 2008	£7.25
1 Aug 2008	31 July 2010	£7.55
1 Aug 2010	31 July 2011	£7.85
1 Aug 2011		£8.25

Death before Age 65

Your dependants may be entitled to a payment from the B&CE Death Benefit Scheme. Alternatively, the value of your Retirement Benefit is payable to your dependants or personal representative.

To Claim

You will need to complete a claim form and return it with a photocopy of your birth certificate, passport or driving licence. If you are a married woman we would also need a photocopy of your marriage certificate.

Table B	
Age at Retirement	Percentage Payable
64	96.3%
63	92.8%
62	89.4%
61	86.1%
60	83.0%
59	79.9%
58	77.0%
57	74.2%
56	71.5%
55	68.9%
54	66.3%
53	63.9%
52	61.6%
51	59.3%
50	57.2%

B&CE Additional Voluntary Contributions Scheme

(To be read in conjunction with the B&CE Retirement Benefit guide)

Details

The Scheme started in 1986 and ran until 08 April 2001 when B&CE's new EasyBuild Stakeholder Pension was introduced. It was designed to give workers in the construction industry the opportunity to boost their retirement benefit by making their own regular contributions to the B&CE retirement fund. It was available to all construction workers who, through their employers' contributions, were members of the B&CE Lump Sum Retirement Benefit Scheme (an approved Occupational Pension Scheme).

The minimum contribution was £1 per week and the maximum was 15% of the member's gross annual income in each year. Contributions were received into the Scheme through employers via the 'net pay' arrangement when deductions were made from members' gross pay.

Investment Bonus

The Additional Voluntary Contributions (AVC) Fund has investments across a range of equities, corporate bonds, bonds, gilts, cash, etc. There are no charges deducted from members' contributions and therefore the full contribution was invested.

A bonus is declared each year subject to the investment performance of the fund and based on Actuarial recommendations (see Table for bonus history). Once the bonus has been added it is guaranteed not to be taken away.

Please note that past performance is not a guide to future performance. It is not guaranteed.

Death before Retirement

In the event of death before retirement, the total value of the fund will be paid to his/her dependants or personal representative.

To Claim

Your AVC fund must be taken at the same time as the Lump Sum Retirement Benefit.

For any AVCs started before 8 April 1987, you can take the entire fund as a tax free lump sum subject to HM Revenue & Customs limits.

For any AVCs started after 8 April 1987, Under HM Revenue and Customs regulations, you would normally have to buy a pension from at least 75% of the fund. However, if the total value of all your pension arrangements is less than 1% of the lifetime allowance (maximum amount a person can build up and benefit from tax relief), it may be possible to take the benefits as a lump sum under the triviality rules.

If you are in serious ill health which is defined as having a life expectancy of less than 12 months, then 100% of the fund can be paid to you as a tax free lump sum. This will be subject to receiving suitable medical evidence from a registered medical practitioner and you must have sufficient Lifetime Allowance remaining.

Year	Bonus
1988/89	14.00%
1989/90	8.00%
1990/91	11.50%
1991/92	8.00%
1992/93	15.00%
1993/94	15.00%
1994/95	7.00%
1995/96	15.00%
1996/97	10.00%
1997/98	16.00%
1998/99	8.00%
1999/00	10.00%
2000/01	4.00%
2001/02	1.00%
2002/03	0.00%
2003/04	0.00%
2004/05	0.00%
2005/06	1.00%
2006/07	5.00%
2007/08	4.30%
2008/09	0.00%
2009/10	3.95%
2010/11	5.20%