

B&CE's employee benefits for the Isle of Man



B&CE's employee benefits enable employers to comply with the requirements for inclusion on the Isle of Man Government List of Approved Contractors. This requires employers to provide their workforce with accident and life cover and holiday pay.

The full employee benefits package also includes EasyBuild, our industry-wide stakeholder pension, but unfortunately due to differences in tax legislation, employers are unable to offer this to employees resident for tax purposes in the Isle of Man.

Differences also apply to the life cover benefit for Isle of Man employees.

- There is no qualifying period on the life cover. Employees will be covered as soon as we receive the first payment from you for accident and life cover.

- Payouts on life cover will be made even if there isn't a financial dependant. The payment forms part of the deceased's estate.
- The lump sum life cover pay out will not double if death is a result of an accident at work or while travelling to/from work as it does for the rest of the U.K.
- The cover ceases for operatives when their employment with you is terminated.

Please see the table below for a summary of B&CE's employee benefits available to Isle of Man employees.

Accident Cover	Life Cover	Holiday Pay
<ul style="list-style-type: none"> • Lump sum payout of up to £17,500 • Immediate cover • All employees aged 16 and over can be covered (Except company directors and partners) • Cover applicable to accidents whilst travelling to and from work as well as at work • Simple claims procedure 	<ul style="list-style-type: none"> • Pays out lump sum of up to £23,000 on death to the deceased's employees estate • Immediate cover • All employees aged 16 and over can be covered (Some exceptions apply to over 64's) • Claims can be made up to a year after death 	<ul style="list-style-type: none"> • Exempts you from paying National Insurance on your operatives' holiday pay • NI saving helps fund the cost of accident and life cover • Reputable provider – last year we reimbursed £360 million of holiday pay to employers

The combined weekly cost for the above benefits is just £1.00 per employee per week, which can be offset by the National Insurance savings on holiday pay.

**Building & Civil Engineering
Holidays Scheme Management Ltd**

Manor Royal, Crawley
West Sussex, RH10 9QP

www.bandce.co.uk

for more information:

tel 08457 414142 or 01293 586790

email info@bandce.co.uk

To help improve our service, we may record your call.