

B&CE Employee Benefits

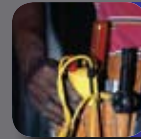
at-a-glance



**Stakeholder
Pension**



**Accident
Cover**



**Life
Cover**



**Employee
Healthcare**



**Holiday Pay
Scheme**

Dedicated to
the personal
and financial
wellbeing of
everyone in
construction

B&CE Employee Benefits

Dedication and Security

B&CE has been championing the provision of affordable financial benefits for the construction industry and its workers for more than six decades. And we remain as dedicated to the personal and financial wellbeing of everyone in construction as we were over 65 years ago.

Today we are responsible for over £1.6 billion of employee and industry funds, prudently managed by skilled investment managers.

Why provide employee benefits?

Providing an employee benefits package, which is regarded as best practice throughout the industry, shows existing and potential employees that you take their welfare seriously. B&CE's employee benefits package provides many advantages for your company:

- helps attract quality employees
- helps retain quality employees
- enhances your reputation
- improves productivity
- protects your most valuable asset – your workforce.

Using the National Insurance holiday pay concession, available to eligible operatives in the construction industry until October 2012, you can offset the cost of providing a stakeholder pension, accident cover and life cover. This can make B&CE's employee benefits incredibly cost effective.

**Incredible value for money
Even without offsetting the
National Insurance saving
against the cost of providing
additional benefits, it's great
value for money.**

Product overview

B&CE's employee benefits package is a comprehensive, flexible and cost-effective way to provide your employees with valuable financial protection.

Stakeholder Pension



What is it?

A stakeholder pension is a cost effective way of providing all your employees with access to a company pension scheme. All employees, not just operatives, are eligible to join B&CE's stakeholder pension.

Why provide one?

Stakeholder pensions were introduced by the Government to help more people save for their retirement through private pensions.

As an employer, you are required to provide your employees with access to a stakeholder pension, unless you qualify for exemption.

- Designed specifically for moderately paid workers in the construction industry.
- Tax efficient.
- Simple to administer.
- Competitive annual management charges.
- Meets the requirements of industry's working rule agreement.
- Compliant with employer requirements to provide access to a pension scheme.
- Flexible options for employees.
- Employees can transfer funds from other schemes.

It is not available to Isle of Man employees.

Accident Cover



What is it?

Accident cover provides a tax-free lump sum to your employee if they suffer a qualifying injury at work or whilst travelling to or from work.

Why provide it?

Even the most cautious working practices cannot prevent accidents entirely.

B&CE's accident cover takes care of your employees' immediate financial worries following a qualifying injury, which may result in them having months off work or being unable to return to work.

- Pays out a tax-free lump sum for qualifying injuries.
- Wide range of accidents covered.
- Cover applicable to accidents whilst travelling to and from work as well as at work.
- Claims can be made for multiple injuries up to the maximum payout.
- All employees 16 and over can be covered.
- Immediate cover.
- Simple claims procedure.
- Low cost benefit.

Full terms and conditions available on request.

6,500 employers trust us with their employee financial benefits provision.

218,000 employees are protected by our schemes.

We are a not-for-profit organisation, so our profit benefits the industry, not shareholders.

Life Cover



What is it?

Life cover provides a discretionary tax-free lump sum to an employee's financial dependant(s) if they die for any reason whilst in active service. There is also discretionary cover for cases where death was preceded by certain periods of unemployment or continuous ill health up to the age of 65. The maximum sums payable double* if the employee dies as a result of an accident at work or travelling to or from work.

Why provide it?

Life cover is a valuable component of any complete benefits package. It's reassuring for your staff to know that their financial dependants will be supported at a very difficult time.

- Pays out a discretionary tax-free lump sum on death to financial dependant(s).
- Maximum payable sum doubles if accidental death occurs at work or travelling to or from work*.
- All employees 16 and over can be covered. Exceptions apply to over 65s.
- Cover starts after only four weeks of contributions into the scheme.
- Claims can be made up to a year after death.
- Low cost benefit.

*Does not apply to Isle of Man employees. Full terms and conditions available on request.

Employee Healthcare



What is it?

Employee Healthcare from B&CE provides cash benefits towards routine healthcare plus access to diagnostic scanning and an employee assistance programme from just £1 per employee per week.

Why provide it?

In the construction industry, the average cost of absence per employee is £671 per year with employees taking on average nearly six days sick each year.

The Health and Safety Executive estimates that over 2.7 million working days are lost each year due to illness and injury.

- A corporate paid plan for companies with five or more employees.
- A comprehensive but flexible healthcare product relevant to construction employers and their families provided by Westfield Health and offered by B&CE.
- Covers your employees' pre-existing medical conditions.
- Provides 100% reimbursement up to set limits for routine healthcare.
- Employees can choose to upgrade the level of cover you provide or cover their partner at their own expense (different premiums apply).

Holiday Pay Scheme



What is it?

B&CE operates a centralised holiday pay scheme on behalf of the construction industry. The scheme is approved by HM Revenue & Customs and allows employers to save the National Insurance on holiday pay provided to their operatives. To qualify for the exemption, operatives must be 'personally engaged' in eligible construction operations.

Why participate?

The B&CE holiday pay scheme ensures you and your eligible operatives benefit from the National Insurance concession currently allowed on their holiday pay. This concession is being withdrawn in October 2012, so it's important to maximise your savings before that date.

The money made available by not having to pay National Insurance at 12.8% can offset the provision of your employee benefits package.

- Exempts you from National Insurance on your eligible operatives' holiday pay.
- Offset these savings against the cost of other benefits.
- Scheme approved by HM Revenue & Customs until October 2012.
- Industry-wide scheme.
- Eligible operatives also save 11% on National Insurance payments for holiday pay.

Since 1942, B&CE has provided financial welfare benefits to those working within the construction industry and their dependants. Today it manages assets of over £1.5 billion and provides financial benefits to over 218,000 operatives on behalf of almost 6,500 construction employers.

B&CE's EasyBuild stakeholder pension scheme for the construction industry has over 500,000 members and £420 million under management. In 2009, B&CE launched its employee healthcare product, offering a cash benefit towards routine healthcare.

The above information is correct as at March 2009.

for more information:

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To help improve our service, we may record your call

The logo for B&CE Benefit Schemes, featuring the letters 'B&CE' in a large, bold, white font with a teal outline, and the words 'Benefit Schemes' in a smaller, white font below it, all set against a teal square background.

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

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www.bandce.co.uk

Building & Civil Engineering Holidays Scheme Management Limited is an appointed representative of B&CE Insurance Limited, which provides the stakeholder pension and is authorised and regulated by the Financial Services Authority. Employee Healthcare from B&CE is offered by B&CE Financial Services Ltd, and provided by Westfield Contributory Health Scheme Ltd, which are authorised and regulated by the Financial Services Authority.

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