



EasyBuild stakeholder pension Important rate changes

Helping you plan for the mandatory new pension regime of 2012

Pensions are set for a big change in 2012. We want EasyBuild to continue to be the 1st choice personal pension for the construction industry – we already look after the pension provision of 450,000 individuals in construction. We are currently making plans to reflect the Government's objectives which are to substantially improve pension benefits for all.

The arrival of personal accounts due in 2012 will introduce compulsion for the employer to match employees pension contributions of around 4% of earnings by 3% with the provision of an additional 1% provided in the form of tax relief from the state.

In consultation with industry parties we want to act now to help improve the retirement income available to construction employees and importantly help you prepare for the major changes to the pensions regime planned for 2012.

With this in mind B&CE have made important changes to the EasyBuild stakeholder pension scheme from 30 June 2008.

Important changes to EasyBuild

From your July Payment Schedule

- a minimum employer contribution level of £5 per week per employee will be introduced for all existing EasyBuild members
- new starters will only receive employer contributions to EasyBuild if they make a minimum £5 weekly contribution in addition to the minimum employer contribution of £5

These changes are also outlined in the industry's CIJC Working Rule Agreement. If you employ operatives under the CIJC you should match operative contributions up to £10 per week.

What you need to do from your July Payment Schedule

- You should still inform us of new employees in the usual way, providing us with their personal details and the benefits you will be providing them with – EasyBuild stakeholder pension and/or accident and life cover.
- If you have chosen to make the EasyBuild pension available to them, we will write to tell them this once you have given us their details and send them a Welcome Pack including a Payroll Deduction form to complete so they can start investing a minimum contribution of £5 per week.

We are here to help and can provide you with information on EasyBuild to pass on to your employees. We also provide workplace presentations to explain the full range of employee benefits you are providing for them and the importance of making their own pension contributions.

Frequently asked questions

The FAQs below should hopefully answer any questions you have with regards to the changes. However, if you have any further questions please do not hesitate to contact us on 08457 414142 or 01293 586790*.

1. What is a new starter?

Any employee that you are adding on to the Payment Schedule – even if they have previously been employed by you or had an EasyBuild stakeholder pension with a previous employer.

2. What pension contributions will I have to pay for 'new starters' from my July Payment Schedule?

The minimum weekly contribution per employee will be £5. However, whereas you previously automatically enrolled all employees and made a £3 weekly contribution, you will now only have to make a £5 pension contribution if the new employee decides to contribute a minimum of £5 per week.

3. This means some new starters will not be set up for an EasyBuild pension. Does this affect their scheme membership to accident and life cover?

No, if you pay to provide accident and life cover for your new starters they will automatically receive these benefits. (There is a scheme membership qualifying period of 40 weeks for life cover).

4. I have tendered for jobs based on £3 per week, can I continue to pay this amount for existing and new employees?

If this is a problem for existing members, please contact us as soon as possible. From 30 June 2008 new EasyBuild policies cannot be set up unless we receive the required £5 minimum contributions from both the employer and employee.

5. I want all of my employees to receive the same contribution. From 30 June employees already in the scheme will receive our minimum contribution of £5 per week but there is a possibility that new employees will receive nothing at all. Why can't we make a minimum £5 contribution on their behalf?

It is in all of your employees' interests to realise the importance of pensions and make their own contributions. It is important you inform your new starters of the arrangements you are making so they can benefit from your contributions.

6. I don't employ under the CIJC Working Rule Agreement, do these changes still affect me?

Yes, these changes have been made for the benefit of individuals to improve their pension fund providing them a more comfortable income in retirement and to prepare employers for the changes in 2012.

Although these changes are reflected in the CIJC Working Rule Agreement, B&CE have been involved in setting these levels and intend them to be applied to EasyBuild for all customers, not just those who employ under the CIJC Working Rule Agreement.

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

Please complete and return to B&CE

From your July Payment Schedule, when you make EasyBuild available for new starters we want to be able to inform them and let them know how much you will put into EasyBuild if they decide to make their own contributions.

In order for us to do this please help us by answering the questions below and sending this back to Freepost CY384, B&CE Benefit Schemes, Crawley, West Sussex, RH10 9BR or fax it to 01293 586549. You can also simply put your answers in an email to info@bandce.co.uk – please include your account number.

From your July Payment Schedule the minimum weekly employer contribution will be £5. If you employ operatives under the CIJC Working Rule Agreement, you should match operative contributions up to £10 per week.

1. From your July Payment Schedule what contributions will you match for NEW employees?

- £5 (minimum amount)
- Up to £10 (CIJC)
- Other _____ please specify amount
- Varies depending on employee

2. From your July Payment Schedule the new minimum employer contribution for EXISTING employees is £5, will you offer to make additional matching contributions above this?

- No
- Up to £10 (CIJC)
- Other _____ please specify amount
- Varies depending on employee

If you have a matching arrangement we will write to your employees to explain the level of employee contributions you are willing to match – please contact us if you do not want us to do this.

Your Name: _____

Company Name: _____

Account Number: _____

Please return by:



Post to:

Freepost CY384
B&CE Benefit Schemes,
Crawley, West Sussex,
RH10 9BR



Fax to:

01293 586 549



Email to:

info@bandce.co.uk

Since 1942 B&CE has provided financial welfare benefits to those working within the construction industry and their dependants. Today it manages assets of £1.6 billion and currently provides financial benefits to over 230,000 employees on behalf of 6,500 construction employers.

In 2001 B&CE launched EasyBuild, its stakeholder pension scheme for the construction industry. This is the most popular* stakeholder pension scheme in the UK with 450,000 members and £440 million under management.

*Pensions World 2006



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