

B&CE Employee Benefits

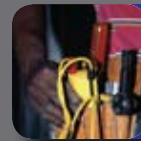
at-a-glance



**Workplace
Pension**



**Employee
Accident Cover**



**Employee
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 £1.7 billion of employee and industry funds, prudently managed by skilled investment managers.

Why provide employee benefits?

Providing an employee benefits plan, 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 plan 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.

Product overview

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

Stakeholder Pension



What is it?

EasyBuild, is the construction industry's leading workplace pension and one of the largest Group Stakeholder Pension Schemes in the UK¹.

All employees not just operatives are eligible to join, making EasyBuild the right solution for your entire workforce.

Why provide it?

From October 2012, every employer will be required to provide a workplace pensions scheme, make minimum contributions and automatically enrol employees into it. EasyBuild already meets these obligations making automatic-enrolment simple.

Currently, as an employer you are required to provide your employees with access to a stakeholder pension, unless you qualify for exemption. This requirement will be superseded upon the introduction of automatic-enrolment. Further details are in our Guide to Pensions Reform brochure and information on EasyBuild can be found in our EasyBuild brochure.

- Hassle-free, simple and flexible administration
- Suitable for all employees
- Simple fund choice
- Fair and cost-effective charging structure
- Designed specifically for construction industry
- Requirements in line with the industry's Working Rule Agreement

¹ EasyBuild is the Construction Industry Joint Council pension scheme of choice. With over 500,000 members, it is the largest pension scheme in the construction industry.

It is not available to Isle of Man employees.

Employee Accident Cover



What is it?

Employee 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.

6,400 employers trust us with their employee financial benefits provision.

209,000 employees are protected by our schemes.

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

Employee Life Cover



What is it?

Employee Life Cover provides a tax-free lump sum to an employee's nominated beneficiaries if they die for any reason whilst in active service. There is also an element of cover in cases where death was preceded by certain periods of unemployment or continuous ill health up to the state retirement age. 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 plan. It's reassuring for your staff to know that their nominated beneficiaries will be supported at a very difficult time.

- Pays out a discretionary tax-free lump sum on death to nominated beneficiaries.
- Maximum payable sum doubles if accidental death occurs at work or travelling to or from work.
- All employees 16 and over can be covered.
- Cover starts immediately when the employee joins the scheme.
- Claims can be made up to a year after death.
- Low cost benefit.
- You can also increase the levels of life cover for different categories of your employees.*

*See the EAC/ELC Technical Guide for more details.

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 £582 per year with employees taking on average nearly six days sick each year¹.

The Health and Safety Executive estimates that over 2.4 million working days are lost each year due to illness and injury².

- 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).

¹ CIPD Absence management report 2010.
² www.hse.gov.uk/statistics/lfs/0809/wdind.htm.

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 currently at 12.8%[▲] can offset the provision of your employee benefits plan.

- 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 at currently 11%^{▲▲} on National Insurance payments for holiday pay.

[▲] 13.8% from 6 April 2011

^{▲▲} 12% from 6 April 2011

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 £1.7 billion and provides financial benefits to more than 209,000 operatives on behalf of over 6,400 construction employers.

B&CE's current product offering includes a workplace pension, employee accident cover, employee life cover, employee healthcare and holiday pay. B&CE's workplace pension EasyBuild is a Group Stakeholder Pensions Scheme. Designed for the construction industry it is the largest in the UK with over 500,000 members and £670 million under management.

The above information is correct as at end December 2010.

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



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