

**CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)**

**RESOLUTION AND PROMULGATION**

**WORKING RULE AGREEMENT**

**Changes to CIJC Pensions Arrangement effective 6<sup>th</sup> April 2019**

**WRA.21 BENEFIT SCHEMES**

**21.2 Pension Scheme**

Under the provisions of the Pensions Act 2011 the government is progressively introducing new, statutory pension's requirements. The next phase will trigger from 6<sup>th</sup> April 2019 and is known as Stage Three. CIJC employers will comply fully with these requirements.

**21.3 Pension Arrangements**

CIJC has nominated the B&CE "Peoples Pension" as the preferred pension provider for operatives employed under CIJC terms. An industry wide scheme is important because of the transient nature of employment and the aim is to consolidate the number of pension pots held by individuals. However, CIJC recognises that it is ultimately for the employer to decide on a pension provider and in the event that an employer utilises an alternative to B&CE the contribution levels and general arrangements in respect of pension provision shall be no less favorable than the following provisions:

- (a) Operatives within the age range 22 up to state pension age to be auto-enrolled with those outside of this range being given the opportunity to enroll if they wish.
- (b) The existing £5.00 per week minimum employer contribution for eligible operatives to be maintained with employers making a higher level of contribution if required as a result of the operatives' level of earnings.
- (c) Contributions to be based on banded earnings as determined by the Pensions Regulator.
- (d) Operatives who currently receive a £5.00 per week employer contribution but make no personal contribution and decide to opt-out shall continue to receive the existing £5.00 per week employer contribution.
- (e) Operatives who currently neither receive an employer contribution nor

make a personal contribution and decide to opt-out shall not be eligible to receive any employer contributions.

- (f) Operatives who currently make a voluntary personal contribution of between £5.01 and £10.00 per week and while they continue to do so shall receive a matching employer contribution.
- (g) An operative who has opted-out of the new pension arrangements may, at any time decide to enroll and providing such operative makes a minimum £5.00 per week personal contribution will receive a matched contribution from the employer up to a maximum of £10 per week.
- (h) An operative may choose to make a personal contribution of any amount above £10.00 per week however, in such circumstances the employer's contribution will be limited to £10.00 per week or that required as a result of the operatives level of earnings.
- (i) As an objective newly employed eligible operatives should be auto-enrolled within 6 weeks of commencing employment.
- (j) Under the regulations an operative may choose to opt-out at any time in the future in which case such operative shall not be entitled to receive any employer contributions.

The above arrangements are intended to be generally superior to the minimum statutory provisions. However, nothing within the above shall diminish or detract from the operative's statutory entitlements.

J Swain.  
Operatives' Secretary

G C Lean.  
Employers' Secretary

20<sup>th</sup> February 2019.