

2015

Your Pension – Your Future



Chairman’s Welcome

Welcome to the eighth edition of the CWPS annual newsletter. It is, at last, possible to talk of growth in the construction sector and we can also look forward to growth in scheme membership.

I commented last year on the negative impact of the removal of the protection offered by the Registered Employment Agreement on our scheme and expressed the Trustee hope that both employers and employees would continue to avail of the benefits of active membership. Over the last year, the reduction in active members has been less than 2.5% which shows that employers and members still see the benefits of continued membership.

However, now that the sector is growing again, every effort must be made to extend the same protection and benefits offered by the Sick Pay Scheme, Death in Service and, of course, saving for a future pension to both those returning to work in construction or those new to construction. In relation to the Death-in-Service benefit, the CWPS Trustee are delighted to announce an increase in cover from €63,500 to €100,000 from 1st May 2015 for members currently paying into CWPS. This is at no additional cost to members or employers.

The value of the overall fund, made up of all the individual member’s pots, has grown from €946 million at the end of 2009 to €1347 million at the end of 2014; an increase of €400 million or 42% in 5 years of turmoil nationally and internationally, as well as enormous contraction in the active members of the scheme since 2009.

The Scheme has received the award for ‘Best Pension Scheme in Ireland’ at the IPE Awards 2014, which were held in Vienna. When presenting the Award the judges’ commented that CWPS was: *“A well structured scheme with rigorous governance structure; there would appear to be a good understanding of the underlying liabilities and assets to appropriately manage risk.”* I am sure that you, as members, will join with the Trustee in extending our congratulations to the management and staff who work so hard to achieve this level of recognition for the Scheme.

2014 saw the retirement of Pat Ferguson after many years of service as Secretary to the Trustee, and I take this opportunity to wish him a happy and healthy retirement. I also welcome Anne Keogh as the new Secretary to the Trustee and wish her well in her new position.

I encourage all members to read this newsletter and the interesting information about your scheme it contains. Any questions or queries in relation to the Scheme, or your particular pension, can be dealt with by calling our dedicated Team on 01 497 7663; or by visiting our website www.cwps.ie. You will find some very useful information to help manage your pension and ensure you have your future covered.

Wishing all our members the best for 2015.

Andy O’Gorman

Chairman

Breaking News

Death-in-Service benefit increases to €100,000 for active CWPS members from 1st May 2015 at no extra cost. See page 4 for details.



There are many benefits of being a member of the Construction Workers Pension Scheme. We’ve identified 10 of the benefits and placed them throughout this newsletter, to remind you of some of the great features of this scheme!

For more information on any of these benefits, please visit www.cwps.ie or contact our team at 01 497 7663

Benefit 1

Retire when you want

You have the potential to retire between age 60 and 70 or avail of early retirement if you suffer ill health

Benefit 2

Employer contribution

Did you know that your employer pays a valuable contribution to your pension account which is almost €10 more than your own contribution?

THE BENEFITS OF MAKING AVCs

What do you want to do when you retire? Do you want to travel the world and be able to afford a few small luxuries for yourself and your family?



As a member of CWPS you're already building up valuable benefits for your retirement. However, by paying a little more into your pension account through Additional Voluntary Contributions (AVCs), you can help yourself achieve the lifestyle you want in your later years! AVCs paid to CWPS are commission free and can help you to

- **Improve** your lifestyle by increasing your income after you retire
- **Increase** your tax free lump sum at retirement
- **Reduce** the amount of tax you pay when you pay AVCs
- **Watch** your savings grow tax free between now and retirement
- **Access** additional retirement options by availing of an Approved Retirement Fund with your AVCs

And this is one area where the Government are quite generous! Depending on your age you can claim full tax relief on AVCs paid up to a certain percentage of your earnings.

See Revenue Limits →

For every €100 you invest it will only cost you €60 – assuming you pay tax at 40%.

Revenue Limits for AVCs	
Your age	Maximum %
Up to age 29	15% of gross pay
Age 30 to 39	20% of gross pay
Age 40 to 49	25% of gross pay
Age 50 to 54	30% of gross pay
Age 55 to 59	35% of gross pay
Age 60 or over	40% of gross pay

BENEFIT 4



Protecting your family

Low cost Death in Service benefit is available to you while you are an active member of CWPS, protecting your family in the event of your death

BENEFIT 5



Sick Pay Benefit

Low cost sick pay benefits are available to you while you are a CWPS member, and sick pay benefits will be paid in addition to any Social Protection entitlements you may have

BENEFIT 6



Topping up your Pension Account

You can pay more into your pension account through our Additional Voluntary Contribution Scheme, avail of more tax relief and secure a bigger pension and better lifestyle in retirement

BENEFIT 3



Reduce your tax bill

You get full tax relief at your highest income tax rate on your pension contributions, significantly reducing the real cost to you

Member Online Access

CWPS offer our members access to their pension account through our CWPS website. All you will need to do is register online at www.cwps.ie. CWPS will then issue you with your own password to use the service.



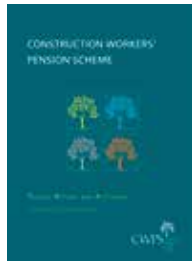
With Member Online Access you can:

- View your pension contributions paid to CWPS
- View your current up to date fund value
- View any Additional Voluntary Contributions paid to CWPS
- Calculate your future fund values using the pension calculator
- Update your personal details
- Download CWPS Booklets and Forms

For more information on our Member Online Access please contact **01 407 1485** to speak to one of the CWPS team or log onto www.cwps.ie and click on the Member Access Icon.

CWPS – the Highlights

The Construction Workers Pension Scheme is one of the largest pension schemes in Ireland. Here are some of the headline numbers from the 2013 Trustee Annual Report & Accounts which was made available to members in August 2014. Copies are available to download at www.cwps.ie/booklets or by request to the CWPS Team at **01 497 7663**.

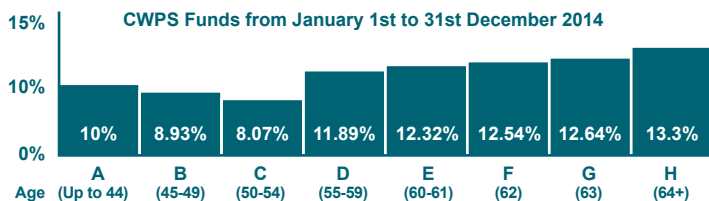


Members	
individual member accounts	292,667
active members	21,064
pensioners and dependents being paid by the scheme	7,916
members retired in 2013	2,853

Employers	
participating employers	7,973
employers joined the Scheme	196

Scheme Assets	Total net asset value of the Scheme	1,216 million ▶
	Value of the Annuity Fund	212 million
	Increase in scheme's investments assets	68 million
	Collected in contributions in 2013	45 million
	Pension payments made	25 million
	Lump Sum Death Benefit payments	3.3 million

All eight CWPS Lifestyle Investment Funds experienced excellent positive returns for 2014



CWPS Award Win



Winners of the Best Pension Fund in Ireland Award

CWPS wins Best Pension Fund in Ireland Award



At the recent IPE Awards in Vienna, the Construction Workers' Pension Scheme (CWPS) won Best Pension Fund in Ireland.

The IPE Awards is an annual event that sets the industry benchmark for excellence in the management of Europe's pension funds. The event recognises and rewards the hard work and creative thinking of both the pension funds and their executives.

Commenting on their win, Mr Andy O'Gorman, Chairman of CWPS said *"I am delighted that the Pension Fund has won such a prestigious award and I congratulate everyone involved in the running of the Scheme including the CPAS administration team, all the Scheme advisors and the Trustee Board"*.

BENEFIT 7



Lifestyle Investments

Your pension fund is invested in a Lifestyle Fund which means that your fund is invested in a range of funds that are appropriate to your age and length of time to your retirement



We want to help you manage your money better!

The Construction Workers Pension Scheme is administered by CIF Pension Administration Services (CPAS). CPAS are the Pensions and Financial Services arm of the Construction Industry Federation, and manage employee benefits for members of the construction sector. However CPAS wants to do more for our members; they want to help you manage your money better by providing you with useful information in relation to your personal finances.

To do this, they have launched a client newsletter called CPAS Insights that they send by email every two months. In it they provide tips and tricks to manage your money better, updates on pension developments and legislation that might impact you and articles on a wide range of other personal finance topics.

If you would like to receive a copy, please sign up at www.cpas.ie/signup

Pensions Levy

In the December 2013 Budget, the Minister for Finance announced that he was increasing the already existing Government pension levy of 0.6% by a further 0.15%. This increase brought the overall Government pensions levy for 2014 from 0.6% to 0.75% and this new 0.75% levy was applied to all pension funds in 2014.

For 2015, the original Government pension levy of 0.6% will be reduced to 0.15%, this means that a Government pension levy of 0.15% will be applied to all pension funds in 2015. The good news is that the Government has no plans to continue with the pension levy after 2015.

The impact of the levy on the value of your fund for the year 2011 was nil as the Trustees paid this levy on your behalf. For 2012 and 2013 the levy of 6% was deducted and in 2014 a levy of 0.75% was deducted.

Benefit 8



Stay Informed

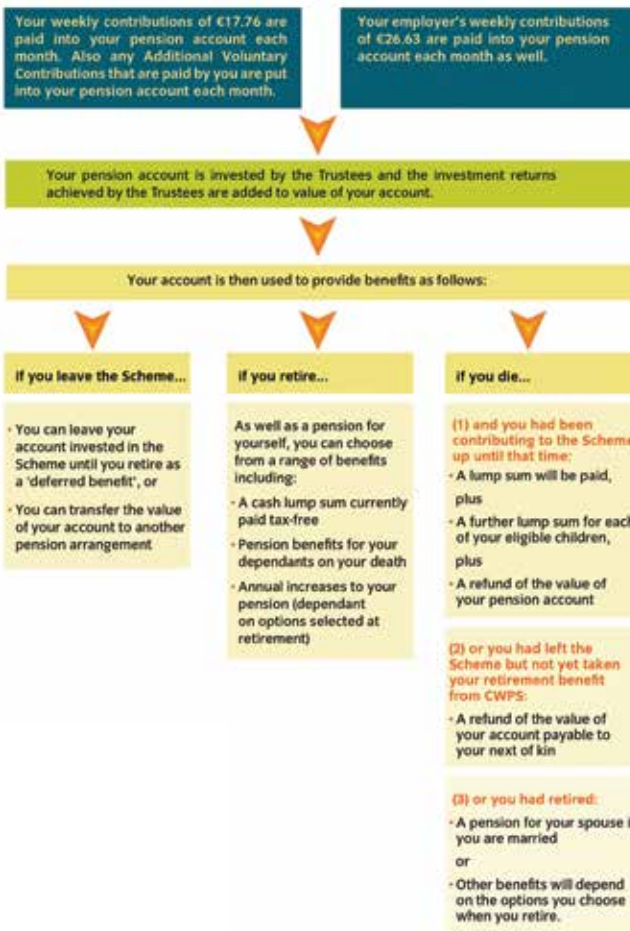
You have 24 Hour online access to your Pension Account. You can see your contributions paid and keep up to date on the current value of your pension fund

Trust Deed & Rules

The Trust Deed & Rules are the legal documents by which the Scheme is governed. They contain details of the Trustees' powers, sets out the provisions for operating the Scheme as a trust and give full details of all the Scheme's benefits. During 2014 there were no changes to the Trust Deed and Rules.

Copies of the Deed are available on request or can be downloaded from our website www.cwps.ie

How does CWPS work?



Increased protection for your dependants if you die before Retirement!

The CWPS Trustee are delighted that with effect from 1st May 2015, the Death-in-Service benefit for members currently paying into CWPS will increase from €63,500 to €100,000, at no additional cost to you! This benefit will be paid to your next of kin along with the total value of your CWPS Pension Account.

This benefit is subject to CWPS rules, please see our website www.cwps.ie for more information

Benefit 9



Excellent Value for Money

Our extremely low charging structure ensures more of your money is invested for your own benefit


Benefit 10



Valuable Retirement Options

You can choose to take some of your money as a tax-free lump sum at retirement and then the rest as an income in retirement

Construction Workers Pension Scheme
Canal House, Canal Road, Dublin 6

CWPS 
Construction
Workers
Pension
Scheme