

## Construction Workers' Sick Pay Trust sponsors Safety Week



The Construction Workers' Sick Pay Trust was a lead sponsor in the successful Construction Safety Week campaign this year which took place from October 23rd-27th. This five-day campaign was aimed at raising awareness on the importance of construction safety and saw hundreds of sites and thousands of employees taking part across the country.

Construction Safety Week is extremely important as it helps to highlight the need for safety awareness. Construction sites are dangerous environments where people need to be aware and take steps to minimize the dangers. The overall aim is to reduce accidents on construction sites in Ireland – everybody will benefit from that.



The Construction Worker's Sick Pay Trust supports members when they are absent from work due to illness or injury and was delighted to participate in Construction Safety Week this year.

## Increase in sick pay benefit

CWPS are delighted to announce an increase in the sick pay benefit payable to members. From 1 January 2018 the sick pay benefit payable will increase to **€40** per day (**€200** per week). This benefit is payable after just a three - day waiting period and is payable in addition to any benefits from the Department of Social Protection.



## Remember you can register for our Employer Online Services

Paying your monthly pension schedules online can make it even easier. Using our Online Services you can:

- Pay monthly pension schedules.
- Add new members.
- Remove members who have left employment.
- Apply for a letter of compliance from CWPS.
- Access record of pension contributions paid.



If you want to avail of this service please contact our CWPS team at:  
Phone: 01 4071488 Email: [opssupport@cwps.ie](mailto:opssupport@cwps.ie) Website: [www.cwps.ie/Employerlogin](http://www.cwps.ie/Employerlogin)

# December 2017 News



## New Sectoral Employment Order (SEO) announced for construction industry



- ➔ **CWPS has a simple and easy solution to satisfy the conditions of the SEO legislation for pensions.**
- ➔ **Construction Workers' Sick Pay Trust sponsors Construction Safety Week.**
- ➔ **Sick pay benefit increased for members.**

## Chairman's Address 2017



Welcome to the 2017 edition of the CWPS newsletter for employers.

The most significant news from 2017 was the announcement in October of a new Sectoral Employment Order (SEO) signed into law by Mr. Pat Breen, Minister of State at the Department of Business, Enterprise and Innovation. As a result of this SEO, pension, sick pay and death in service benefits are required for specified workers in the construction sector. While this SEO only covers building and civil engineering firms SEOs may follow for other sectors of the industry.

The SEO recommended by the Labour Court and accepted by the Minister has proposed CWPS as a scheme that meets all the requirements of the legal instrument. Since the removal of the protection of the REA in May 2013, construction industry employers were not legally obliged to provide any new workers with a pension scheme. However, this new law changes that, and, from last October, all employers must provide specified workers with a pension, sick pay and death in service benefit "with no less favorable terms than those set out in the Construction Workers Pension Scheme".

There has been much discussion by governments over the last number of years concerning auto-enrolment of workers to a second pillar pension scheme to supplement their State pension entitlements. The new SEO legislation now places

the construction industry in a leadership role in the pension space as the industry is the first where there is a legal obligation to provide specified employees with a pension.

This year, employment in the industry continued to rise and the Scheme membership continues to grow, although disappointingly not in line with the increase in the sector. However, this should change as the SEO takes effect.

The overall value of the CWPS fund, which provides members with a secure saving path for their retirement as well as valuable risk benefits for themselves and their families, has continued to increase in value and now exceeds €1.5 billion.

I am delighted to advise that the sick pay benefit from the Construction Workers Sick Pay Trust will increase to a daily rate of €40 from January 2018 without an increased contribution level.

As a Trustee Board we are delighted the Scheme won the award for 'Pension Trustee Board of the Year' at the Irish Pension Awards which is a fitting recognition of the Board in its ongoing efforts to ensure the industry can be proud of its dedication to excellence on its behalf. We are also pleased that the Scheme was shortlisted for 'Best Pension Scheme in Ireland' at the recent IPE European Awards as well as 'Irish Pension Scheme of the Year' at the Irish Pensions Awards.

In conclusion, I would like to congratulate everyone involved in the running of the Scheme, including the CPAS Administration team, the Scheme advisors and the Trustee Board for their ongoing hard work and dedication in providing a Scheme all can be proud of.

Andy O'Gorman - Chairman

## CWPS win Pension Trustee Board of the Year

CWPS won 'Pension Trustee Board of the Year' and was shortlisted for 'Irish Pension Scheme of the Year' at the recent Irish Pensions Awards. CWPS was also shortlisted for 'Best Pension Scheme in Ireland' at the recent IPE European Awards.



Andy O'Gorman accepting the Irish Pensions Award

## The new Sectoral Employment Order (SEO) and what it means for you

The Sectoral Employment Order (SEO), which was signed into law on 19th October 2017, represents a major development in the construction industry. This is the first SEO for the construction industry and it stipulates rates for pay, pension, sick pay and death in service benefits for specified workers between the ages of 18 and 65. With the introduction of this new legislation, employers must now ensure that all their specified workers are covered for these benefits.

- Construction industry employers are now legally obliged to provide specified workers with a pension.
- They must also provide sick pay and death in service cover.
- Registering all your specified employees in CWPS will ensure you satisfy the conditions of the new legislation.
- Members of CWPS are covered for pension, death in service cover and sick pay benefits.



## CWPS is the simple solution to new SEO

CWPS is the scheme of choice for the construction industry, and the Minister of State with responsibility for Business, Enterprise and Innovation indicated that CWPS sets the industry standard and satisfies all the pension requirements of the SEO. CWPS provides all the specified benefits to members while keeping within the specified contribution rates of the SEO.

- Members of CWPS are covered for pension, death in service and sick pay benefits.
- Death in service benefit of €100,000.
  - Plus €3,175 for dependent children under age 18.
  - Plus the value of the member's pension account.
- Sick pay benefit of €200 per week (from 1 Jan 2018).
- CWPS can provide documentary proof that employers are fulfilling their pension obligation under the SEO.
- CWPS has been providing pensions for construction workers for over 50 years.



If you have employees who come under the terms of the SEO and who are not registered in CWPS, you should register them to provide them with the same benefits enjoyed by your other employees.

Phone: 01 497 7663, email: [info@cwps.ie](mailto:info@cwps.ie) or visit our website: [www.cwps.ie](http://www.cwps.ie) for more information.

