



FURNITURE BARGAINING COUNCIL

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CIRCULAR 15/20

TO ALL EMPLOYERS AND EMPLOYEES

DEATH AND DISABILITY SCHEME CONTRIBUTION PAYMENTS

It is important to ensure that payments to the Council for all fees, levies and contributions are made timeously, especially for contributions towards death and disability cover which are reinsured with third parties. Where payments for fees, levies and contributions are not made in time to the Council, this may lead to a risk of members not having cover for funeral, death and disability.

Similarly, where full funeral, death and disability contributions payments are not made to the Council due to absenteeism, short time, insufficient minimum hours worked and/or any other reason for a particular period, there will be no cover for these members during that period.

In the event that the more than 20 hours per week threshold has not been reached, establishments may in terms of an arrangement between itself and its employees, voluntarily make payment for all employees to ensure that death and disability cover remains in place, subject to all fees, levies and contributions as required by the Industry's Main Collective Agreement, are up to date.

Kindly ensure that all provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or clarity regarding this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD

27 July 2020