



FURNITURE BARGAINING COUNCIL

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CIRCULAR 11/20

TO ALL EMPLOYERS AND EMPLOYEES

TEMPORARY SUSPENSION OF DUTY TO PAY PROVIDENT FUND CONTRIBUTIONS

COVID-19 is having a profound impact globally, in our country and specifically at establishments in the scope of this Council. During this time, we all need to work together to overcome this global threat whilst also minimising disruption and trying to maintain our financial sustainability and wellness on Industry level.

To this end, the parties to the Council have resolved to temporarily suspend the duty to comply with the payment of the Provident Fund contributions, as prescribed in the prevailing Main Collective Agreement.

This temporary suspension of the duty to pay Provident Fund contributions is applicable across our entire Industry by all employees and employers in the scope of this Council, but will exclude the risk benefit portion of the Death, Disability and Funeral benefits (including the NUFAWSA funeral benefit where applicable) and will also exclude the costs associated with the administration of all benefits, on condition that:

1. Any duly registered establishment in our scope must inform the Council of its intention to apply the period of suspension, by submitting the details in writing to the Council.
2. Any duly registered establishment may decide to utilise the temporary suspension for a maximum period of **3** (three) consecutive months, as determined by the establishment, during a window period of **12** (twelve) months, calculated from the first day that such establishment commences with its operations after the current lockdown.
3. No period of suspension may be utilised retroactively.
4. The temporary suspension of the duty to pay Provident Fund contributions applies to both employer and employees simultaneously during this period.
5. All other fees, levies and contributions, including Additional Provident fund will remain payable as prescribed, unless you already received an exemption from Council.

In the event that an establishment/employer decides to utilise this temporary suspension period, you need to notify Council thereof in writing, after which you will be informed of the amounts payable in this regard.

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

12 May 2020