

CIMA = Construction Industry Monitoring Agency

Country	Ireland
Name of Organization	CIMA
Main activity	Other



General Information

Presentation

The Construction Industry Federation (CIF) and the Construction Industry Committee (CIC) of the Irish Congress of Trade Unions (ICTU) established the Construction Industry Monitoring Agency in 1988.

The role of the Monitoring Agency is to investigate complaints of non-compliance with the Registered Employment Agreement 'REA' (Construction Industry, Pensions Assurance & Sick Pay).

This REA places a legal obligation on employers in the industry to register their workers in a compliant pension scheme and to make contributions on their behalf.

The terms of the REA for the Construction Industry relating to Pensions, Assurance & Sick Pay was registered with the Labour Court on 7th March 1969 under the Industrial Relations Acts 1946-1969. As a result of this agreement, it became compulsory for all employers in the construction industry to meet the provisions outlined in the REA irrespective of whether or not;

- The employer is a member of the Construction Industry Federation
- The workers are members of a Trade Union.

Address

Unit 26 Northwood Business Campus, Santry

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Website

www.monagency.ie

Contact details

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Supervisory Authority

CIMA is a public monitoring agency supervised by the National Employment Rights Authority (NERA).

Board composition

Chairman, 5 representatives of the employers (CIF delegates) & 5 representatives of trade union (ICTU delegates)

Regulatory framework

- Registered Employment Agreement – Industrial Relations Act 1946
- Public Procurement Works Contracts, 19 February 2007

Employee Group Covered

White-collars & General Operatives are covered

Eligibility

Immediate eligibility for employees aged between 20 to 65 yrs old

Benefits

▪ Retirement

The employee contributes towards a pension up to the age of 65 based on his/her accumulated fund at retirement

▪ Additional Sick Pay

Additional sick pay benefit to any Social Welfare Entitlement up to 50 days in any calendar year. Payment is tax free and by cheque

▪ Death in service

€63,500 for next of kin and €3,175 for each dependent child tax free on death.

Cost Sharing

Shared cost required by plan rules

Employee contributions

Employees contribute up to 2.8% of the average industry wage. Currently €19.20 p.w - 2010

Employer contributions

Employer contributes up to 3.2% of the average industry wage. Currently €28.79 p.w – 2010

Information to Employees

- Worker's guide booklet
- Online pension contribution history through www.monagency.ie; All queries are registered online, investigated and responded.