SEIFSA
Voice of Industry

INCREASE IN PENSION AND PROVIDENT FUND CONTRIBUTIONS: 1 JULY 2026

Members will be aware that the MEIBC Pension and Provident Fund Collective Agreements were re-gazetted on 18 May 2026 for a further twelve-month period. Accordingly, all terms, including the schedule of employer contribution rate increases remain legally binding for the duration of this extension period.

The contribution increase programme, as defined in both consolidated collective agreements, remains binding on all employers participating on either fund.

The scheduled increase to the employer contribution rate of 8.5% falls within the twelve-month extension window and becomes applicable for the period 1 July 2026 to 30 June 2027. The employee contribution rate remains unchanged at 7.5%.

Employers are therefore required to implement this increased rate with effect from 1 July 2026 and deduct from the pensionable remuneration of each of his/ her employees as follows:

<u>Pension Fund</u>

<table>
<tr><th>Employee Contribution</th><th>Employer Contribution</th><td rowspan="2">"Pensionable Remuneration" means the actual wages payable to an employee by the employer each week iro the ordinary hours worked by such employee in the shifts of the establishment concerned during such week, but excluding amounts paid iro overtime, shift and other allowances and holiday leave bonus, but including amounts paid iro overtime hours worked to make up lost ordinary hours.</td></tr>
<tr><td>7,50%</td><td>8,50%</td></tr>
</table>

<u>Provident Fund</u>

<table>
<tr><th>Employee Contribution</th><th>Employer Contribution</th><td rowspan="2">Definition of "Pensionable Remuneration" as above.</td></tr>
<tr><td>7,50%</td><td>8,50%</td></tr>
</table>

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Companies having any queries regarding the above are invited to contact the Staff of the Industrial Relations Department on (011) 298-9400.

Ends.