



News

“Know More about Government Employment Support Scheme (“ESS”)” Webinar Assisted Employers to Get through Difficult Times



The Government launched the second tranche of ESS in end of August. In this regard, China Life Trustees Limited (“China Life Trustees”) organized a “Know More about Government Employment Support Scheme (“ESS”)” webinar for employers on 27 August. Through sharing various tips in application, e.g. common issues found in the first tranche, and answering employers’ queries for their companies, we have been trying our best to assist employers to receive Government’s economic subsidies in difficult times as soon as possible.



Reform of Guaranteed Funds

China Life Guaranteed Return Fund will be terminated on 30 November 2020. Should you choose to remain invested in the China Life Guaranteed Return Fund, the payout amount of it will be transferred to and used to purchase units in China Life Retire-Easy Guarantee Fund.

Please note the following cut-off times for instructions involving China Life Guaranteed Return Fund:

- **Rebalancing and change of investment mandate instructions** involving China Life Guaranteed Return Fund, which are received by China Life Trustees Limited after **4 p.m. (HKT) on 18 November 2020** will be rejected.
- Instructions for **member enrolment, subscriptions (i.e. contributions and transfer-in assets), redemption (i.e. claims, withdrawals, and transfer-out assets)** involving China Life Guaranteed Return Fund, which are received by China Life Trustees Limited after **4 p.m. (HKT) on 26 November 2020** will be withheld. Such instructions involving the China Life Guaranteed Return Fund will be deemed and processed as instructions with respect to the China Life Retire-Easy Guarantee Fund. Processing of these instructions will be resumed from 1 to 3 Dec 2020 free of charge.

Besides, certain changes will also be made to the China Life Retire-Easy Guarantee Fund, including changes to its guarantee mechanism, reduction of Management fees and guarantee charge, and change its name to China Life Joyful Retirement Guaranteed Fund, which will take effect on 4 December 2020.

For details, please refer to the “Notice to Participating Employers and Members” issued on 28 August 2020.



China Life (Overseas) Named “Good MPF Employer” for 5 Consecutive Years

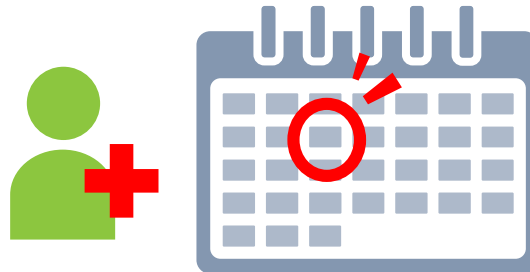
The result of MPFA’s 2019-2020 Good MPF Employer Award has been announced. China Life (Overseas) has been named “Good MPF Employer” for 5 consecutive years, and once again received “MPF Support Award” and “e-Contribution” awards. These awards recognized China Life’s dedication in performing employer’s duties, attend to retirement protection of employees, and proactively promote MPF e-services.





Article
From MPFA

Be a Responsible Employer: Enrol your New Employees in an MPF Scheme on Time



According to the Mandatory Provident Funds Schemes Ordinance, employers are required to enrol their employees in an MPF scheme. Apart from exempt persons, employers should enrol both full-time and part-time employees aged between 18 and 64 in an MPF scheme within the first 60 days of employment and make regular MPF contributions on time.

The “60-day” rule, which refers to the duration of the employment relationship that an employer and an employee have entered into, is counted by calendar days, including holidays. The actual number of days or hours the employee works is irrelevant. An employer cannot evade its MPF obligations by intentionally breaking up an employee’s employment into periods of less than 60 days. If there is evidence that the employment relationship has lasted for 60 days or more, the employer must enrol the employee in an MPF scheme and make contributions.

However, the above-mentioned “60-day” rule is not applicable to casual employees in the construction and catering industries, as they are usually employed on a day-to-day basis or for a fixed period of less than 60 days. No matter how long they are employed, employers must enrol them in an MPF scheme in order to protect their rights.

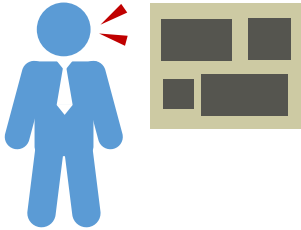
Employers should also note that the probation period has no bearing on the 60-day employment rule. Even if an employee has not completed the probation period on the 60th day of employment, the employer still needs to enrol the employee in an MPF scheme. If the 60th day is a Saturday, a public holiday, a gale warning day (i.e. Tropical Cyclone Warning Signal no. 8 or above) or a black rainstorm warning day, the enrolment deadline will be extended to the next working day.

As the saying goes “a good beginning is half the task.” Enrolling new employees in an MPF scheme is the essential first step of becoming a responsible employer. Employers should familiarize themselves with the relevant arrangements and requirements to fulfil their legal obligations while protecting the rights of their employees.



Know More About MPF

Tips for Employers on Enrolling MPF Accounts for Their Staff



- China Life Trustees is always pleased to conduct briefings for your employees about our MPF scheme, fund choices available and services we offer. Please contact your relationship manager to arrange.



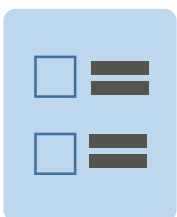
- Please remind employees to fill in their contact information on the enrolment form accurately, to ensure that they receive MPF news from us in a timely manner.
- Employees can manage their MPF anytime, anywhere through China Life MPF Online Account (website and mobile apps). This Online Account uses “Two-factor Authentication” as login method, i.e. employees need to input a one-time verification code together with the password they have set to login. So the employees’ mobile number or email address is essential to receive the one-time verification code.



- Please remind employees to manage their accumulated MPF benefits from previous job so as to avoid creating a new personal account; and remind those who already hold more than one personal account to consider consolidating multiple personal accounts into one for easy management.
- Consolidating personal accounts to China Life MPF is very simple for employees. They just have to login to their Online Accounts (website version), then they can apply the consolidation electronically.



- Allow sufficient time for employees to study the documents so they can familiarize themselves with the funds available in the scheme, and make their own choice of funds for their investment portfolio.



- Please remind employees that if they do not provide investment instructions on the enrolment form, their MPF benefits will be invested automatically according to the Default Investment Strategy (DIS). Please provide information about DIS to employees and advise employees to learn more about the DIS by reading the scheme offering documents carefully, so that they know they can choose to invest:
 - entirely according to the DIS; or
 - entirely in one or more MPF funds