

Good MPF Employer Award 2018-19

Detailed Eligibility and Assessment Criteria



<p>Prerequisite Employers have participated in an MPF scheme for at least one year (as of 31 March 2019).</p>	
<p>Assessment Criteria</p>	<ul style="list-style-type: none"> ● An employer must have had at least one serving employee, and have continuously participated in at least one MPF scheme, during the period from 1 April 2018 to 31 March 2019 (the Award year). ● If the employer switched schemes during the Award year, there should not have been any break in participation between schemes.
<p>FAQs</p>	<p>1. Our company changed trustee during the Award year. We did not hire any employee in September 2018 and therefore terminated the MPF scheme. We subsequently hired employees again and joined another MPF scheme in mid-November 2018. Are we eligible?</p> <p>No. There cannot be a break of participation in between schemes.</p> <p>2. Our company has joined two MPF schemes (Scheme A and Scheme B) for different employees. We terminated Scheme B in February 2019 and re-enrolled all the employees into Scheme A immediately. Are we eligible?</p> <p>Yes, as long as you have continuously participated in Scheme A without any break during the Award year.</p> <p>3. Our company has participated in an MPF scheme for one full year. However, since we did not employ any employee during the year, there was no enrolled member in the scheme. Are we eligible?</p> <p>No. You are not eligible if you did not have any serving employees during the Award year.</p>
<p>Compliance with Employers' Statutory Obligations Employers must have complied with the relevant requirements under the MPF legislation and / or the Occupational Retirement Schemes Ordinance (ORSO).</p>	
<p>Assessment Criteria</p>	<ul style="list-style-type: none"> ● Employers must have complied with their statutory obligations under the MPF legislation and / or the ORSO during the Award year. <p>For example, new employees should have been enrolled in an MPF scheme before the deadline, contributions for each contribution period paid on time, and notices promptly given to trustees when employees ceased employment.</p>
<p>FAQs</p>	<p>1. On one occasion during the Award year, our company paid MPF contributions late. We have subsequently settled the outstanding contributions and the required contribution surcharge. Are we still eligible for the Award?</p> <p>No, your company must not have any records of late contributions or defaulted on making contributions during the Award year.</p>

	<p>2. Our company has participated in two MPF schemes. Is it correct that we are only eligible if we have not made contributions late or have not defaulted on making contributions for both of the schemes during the Award year?</p> <p>Yes, that is correct.</p>
	<p>3. In addition to an MPF scheme, our company has participated in an ORSO scheme. Do we have to comply with the ORSO legislation in order to be eligible?</p> <p>Yes.</p>
<p>Provision of Better Retirement Protection for Employees Apart from being compliant with MPF legislation, employers must have taken one or more extra steps towards enhancing the retirement protection of their employees. They must have fulfilled <u>at least one</u> of the following criteria during the Award year:</p>	
<p>A.</p>	<p>Offered more than one MPF scheme for employees to choose from during the Award year.</p>
<p>Assessment Criteria</p>	<ul style="list-style-type: none"> ● The employer offered two or more MPF schemes for employees to choose from during the Award year. ● The additional scheme(s) must be set up and has been offered to employees for at least 6 months prior to 31 March 2019.
<p>FAQs</p>	<p>1. Our company offers more than one MPF scheme to some of our employees but not all of them. Are we eligible?</p> <p>Yes. There is no minimum requirement regarding the number, ranks and years of service etc. of the employees who are given more than one option of MPF schemes.</p> <p>2. Our company has participated in two MPF schemes, each for different ranks of employees. Are we eligible?</p> <p>No. Your company should offer a choice of more than one scheme to all or some of the employees in order to be eligible.</p> <p>3. Our company joined a second MPF scheme in Jan 2019 and offered both schemes to our employees. Are we eligible?</p> <p>No. Your second scheme was not set up until Jan 2019 and hence does not meet the criterion that it must have been offered to your employees for at least 6 months prior to 31 March 2019.</p> <p>4. Are we eligible if our company offers an MPF scheme and an MPF-exempted ORSO scheme for our employees to choose from?</p> <p>No. Employers are required under the Mandatory Provident Fund Schemes (Exemption) Regulation to provide an option for eligible employees to choose between an MPF scheme and an MPF-exempted ORSO scheme. Such option is thus not considered an extra step in enhancing the retirement protection of employees.</p>

B.	Offered MPF voluntary contributions to employees during the Award year.
Assessment Criteria	<ul style="list-style-type: none"> ● The employer offered MPF voluntary contributions to employees during the Award year. ● There is no minimum requirement on the coverage, amount or vesting scale of the MPF voluntary contributions offered.
FAQs	<p>1. Our company offers different percentage of voluntary contributions to our employees based on years of service. Are we eligible? Yes. There is no requirement on the percentage of voluntary contributions offered to employees.</p> <p>2. Our company offers voluntary contributions to all employees but no voluntary contribution will be vested in those employees who have worked in the company for less than 3 years. Are we eligible? Yes. There is no requirement on the vesting scale of voluntary contributions offered.</p> <p>3. Our company offers voluntary contributions to employees on condition that they will make the same amount of voluntary contributions. Are we eligible? Yes. Matching arrangement of voluntary contributions meets this criterion.</p>
C.	Offered their employees other forms of retirement benefits that are related to the MPF System.
Assessment Criteria	<ul style="list-style-type: none"> ● An employer must have offered its employees other forms of retirement protection that are related to the MPF System during the Award year.
FAQs	<p>1. Our company offers an Occupational Retirement Scheme as top-up benefits to our employees. Are we eligible? Yes.</p> <p>2. Our company offers an MPF scheme and an MPF-exempted ORSO scheme for our employees to choose from. Are we eligible? No. Employers are required under the Mandatory Provident Fund Schemes (Exemption) Regulation to provide an option for eligible employees to choose between an MPF scheme and an MPF-exempted ORSO scheme. Such option is thus not considered an extra step in enhancing the retirement protection of employees.</p> <p>3. Our company makes MPF contributions for employees who are over 65 years old. Are we eligible? Yes.</p>

Special Awards

Employers who qualify for the Good MPF Employer Award and fulfil the following assessment criteria will receive extra recognition.

Good MPF Employer 5 Years

Assessment Criteria	<ul style="list-style-type: none">● Employers must have been awarded the Good MPF Employer Award for 5 consecutive years
FAQs	1. Must the “5 years” be consecutive for us to be eligible? Yes. Your company is eligible if it has been awarded the Good MPF Employer Award during the Award years 2014-15, 2015-16, 2016-17, 2017-18 and 2018-19.
	2. Is the Good MPF Employer Award transferable among subsidiaries under the same holding company to fulfill the criteria of being awarded for 5 consecutive years? No. The Good MPF Employer Award is not transferable. If a company operates as a group, the holding company and its subsidiaries must be handled separately.
	3. If the company name is changed, what should I do? Please submit the copy of the Certificate of Change of Name issued by the Company Registry for checking. After verification, the number of awarded years will remain unchanged.

MPF Excellent Employer	
Assessment Criteria	<ul style="list-style-type: none"> ● Eligible for the Good MPF Employer 5 Years Award; and ● Offered more than one MPF scheme during the period from 1 April 2018 to 31 March 2019 (the Award year); and ● Offered MPF voluntary contributions for all employees
FAQs	<p>1. Our company offered more than one MPF scheme and MPF voluntary contributions for all employees in the previous Award year (1 April 2017 to 31 March 2018). Are we eligible?</p> <p>No. It must be during the Award year from 1 April 2018 to 31 March 2019.</p>
	<p>2. Our company has been awarded the Good MPF Employer Award for 4 consecutive years. Are we eligible?</p> <p>No.</p>
	<p>3. Our company offered MPF voluntary contributions for selected employees. Are we eligible?</p> <p>No.</p>

e-Contribution Award	
Assessment Criteria	<ul style="list-style-type: none"> ● Employers must have submitted contribution data or made contribution payments electronically for 3 months or more during the Award year. ● “Electronically” includes the use of email, an internet system or contribution software provided by trustees, etc. (depending on the services provided by trustees).
FAQs	<p>2. Our company submits remittance statements electronically but do not pay contributions electronically. Are we eligible?</p> <p>Yes.</p>
	<p>2. Our company submits remittance statements electronically for 2 months and paid contributions electronically for 1 month. Are we eligible?</p> <p>Yes.</p>
	<p>3. Must the “3 months” be consecutive in order for us to be eligible?</p> <p>No, any 3 months in the Award year will do.</p>
	<p>4. Our company save soft copies of remittance statements in a compact disc and then submit it to the trustee. Are we eligible?</p> <p>Yes.</p>
	<p>5. Our company participates in more than one MPF scheme, but we only submit remittance statements and contributions electronically to one of our trustees. Are we eligible?</p> <p>Yes, your company is eligible for the award if it submits remittance statements or contributions electronically to any one trustee for a total of 3 months or more during the Award year.</p>

MPF Support Award	
Assessment Criteria	<ul style="list-style-type: none"> ● Employers must have provided their employees with at least two kinds of support services that could help them manage their MPF. For example, they may have: <ul style="list-style-type: none"> - organized MPF talks for their employees; - provided their employees with information about MPF scheme(s) they are enrolled in (e.g. by posting the MPF scheme’s website, hotline or fund fact sheets etc. on the company/organization’s intranet or notice board); - disseminated the latest information about the MPF System to their employees (e.g. information related to the Default Investment Strategy); - provided assistance to employees in consolidating their MPF accounts (e.g. by providing the employees with the form for MPF accounts consolidation); or - provided assistance to employees who intend to transfer their MPF benefits under Employee Choice Arrangement (ECA) (e.g. by providing the employees with the scheme name and employer’s identification number of their MPF trustee to facilitate their filling in of the ECA transfer form, etc.)
FAQs	<p>1. Are there any specific requirements for MPF talks? Do they have to be conducted by a trustee?</p> <p>MPF talks are considered eligible so long as they are designed to enhance the MPF knowledge of your employees. Whether the organizer or speaker is a trustee is irrelevant.</p>
	<p>2. Are we eligible if we just copy or forward MPF messages from trustees to our employees?</p> <p>Yes.</p>
	<p>3. Are we eligible if we just provide an MPF enrolment kit to our new employees?</p> <p>Yes.</p>
	<p>4. Do we need to provide any proof in the application form about the assistance we have given to the employees relating to managing their MPF benefits?</p> <p>Yes. Please provide specific examples of the support that you have given to the employees relating to managing their MPF benefits, for instance, the date and theme of the MPF talk(s), the type of MPF information provided to your employees during the Award year and the distribution channels, etc.</p>

Note: Notwithstanding the criteria listed above, the MPFA reserves the right to determine an applicant’s eligibility for the Award. In case of dispute, the decision of the MPFA shall be final.