

Communication Workers Life Assurance Schemes

AVC Life Assurance (Members)

Scheme 26206

Spouse/Civil Partner

Scheme 26208

Retired members and Spouse/Civil Partner

Scheme 26211

February 2026



Key Facts

The Communications Workers Union (CWU) established the CWU Group AVC Life Assurance Scheme (the Scheme) and a separate scheme for Spouse/Civil Partner of members called 'the CWU Spouse/Civil Partner plan' to provide important life assurance benefits for your dependants in the unfortunate event of death. There is a third plan which provides benefit for retirees before the Retired Members Section was instituted, but scheme 26211 remains open to eligible members who retire before they are age 66.

This leaflet provides a brief outline of the main benefits of the schemes as at June 2025.

A more detailed explanation of the benefits is set out in the plan booklet. If you wish to join the Scheme, please ensure you receive a copy of the Plan Booklet as it contains important information.

Scheme Benefits

Cover for you and your Family

The schemes provide a different level of benefit depending on your age. The following table outlines the benefits payable on death that are applicable to each Member and Spouse/Civil Partner in the schemes.

Age	CWU AVC Life Assurance (Members) Plan	Spouse/Civil Partner Plan	Retired Members and Spouses/Civil Partner Plan
18-34	€100,000	€100,000	€30,000
35-44	€100,000	€100,000	€30,000
45-54	€85,000	€75,000	€25,000
55-64	€75,000	€65,000	€25,000
65 exactly	€17,500	€17,500	€17,500
66-69	n/a	n/a	€17,500
70-74	n/a	n/a	€12,500
75-79	n/a	n/a	€7,500

For those members who participate in the CWU AVC Life Assurance (Members) Plan the cost of this cover may be reduced by your highest marginal tax rate. These premiums would count towards the maximum amount you can claim for pension tax relief for any contributions you are making to a pension plan with your employer. Details of the maximum amount of your salary and the maximum income against which you can claim tax relief are set out overleaf. If you are participating in any scheme other than the CWU AVC Life Assurance (Members) Plan your premiums to these plans will not qualify for tax relief.

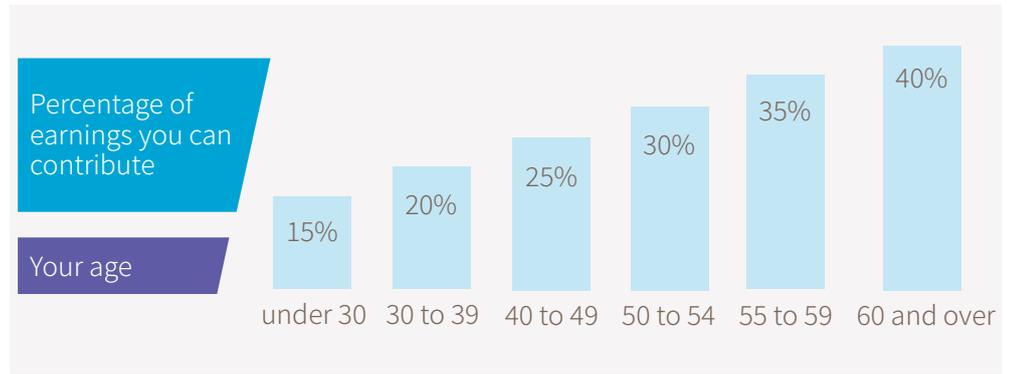


Allowable Tax Relief

The CWU AVC Life Assurance (Members) Plan is an approved plan. You may be eligible obtain tax relief on premiums paid to this scheme depending on your tax circumstances.

Here is the revenue limit table and is based on *total earnings.

*The Revenue's limits are applied to your total earnings, subject to a maximum of €115,000.



The earnings limit is subject to review. There is no maximum payment that can be made, but you may only claim tax relief within Revenue limits. There are also limits on the benefits that may be provided.

In the event of a Member's death, cover may still continue for the Spouse/Civil Partner if premiums for the Spouse/Civil Partner continue to be paid. The level of cover applicable will correspond to the status of the member at the time of their death. For example, if the member was actively working and would have been considered an 'Active In Benefit' member at the time of their death, the Spouse/Civil Partner can continue to be covered under the Spouse/Civil Partner scheme if they continue to pay the premium required. In this situation the surviving Spouse/Civil Partner will need to contact Halligan Insurances to arrange to pay the regular premiums to continue cover.

Cost for you and your Family

AVC Life Assurance (Members) Plan costs

Member Life cover for those aged between 18-34 is €2.00 per week, €4.00 per fortnight, €8.88 per month.

Member Life cover for those aged 35+ €3.89 per week, €7.78 per fortnight, €16.85 per month.

Full Tax Relief may be available on these contributions depending on your tax circumstances. In addition to this life cover benefit, each member of the CWU AVC Life Assurance (Members) Plan is also covered for €10,000 Accidental Death Benefit and €10,000 Children's Death Benefit at no additional cost (children are covered from birth to age 25).

Spouse/Civil partner Plan costs

Life cover for those aged between 18-34 is €1.00 per week, €2.00 per fortnight, €4.44 per month.

Life cover for those aged 35+ €3.46 per week, €6.92 per fortnight, €14.99 per month.

Tax Relief is not available on the premium to the Spouse/Civil Partner Plan.

Each member of the Spouse/Civil Partner Plan is also covered for €10,000 Accidental Death Benefit and €10,000 Children's Death Benefit at no additional cost. If a children's benefit is paid under the CWU AVC Life Assurance (Members) Plan then no children's benefit will be payable from this plan as well.

WARNING: The current premium may increase after 01/06/2028



What happens when I retire?

If you retire before age 66 you can choose to maintain the cover for you and, if applicable, your Spouse/Civil Partner until age of 66, once:

- You are a member of the CWU AVC Life Assurance (Members) Plan whilst an employee, and join the CWU Retired Members Plan of the CWU.
- You elect to maintain your cover within three months of early retiring, and
- Your premiums are paid to Halligan Insurances either by deduction from your pension or collection by direct debit.

On continuing cover in the retired members scheme, weekly premiums are €5.05 and €3.46 per member and Spouse/Civil Partner respectively but tax relief is no longer available on the member premium.

Cover for your Spouse/Civil Partner, if applicable, ceases when your Spouse/Civil Partner reaches age 66. See below for information on continuing cover past age 66.

These premium costs apply for the period of review. This begins from 01/06/2025 for a period of 3 years. After this the cost of premiums may change.

Extended life cover from age 66 to age 80

Cover under the AVC Life Assurance (Members) Plan and Spouses/Civil Partners Life Assurance Plan ceases at age 65 or on your retirement date, whichever is earlier. You and your Spouse/Civil Partner can choose to maintain Life cover upon retirement by joining the Retired Members & Spouses/Civil Partner Plan(26211). You must take up this option within 3 months of reaching age 66 or an earlier retirement age. The benefit payable as outlined on page 1 depends on your age and status of your CWU membership:

What if the person is still in employment with a sponsoring employer past age 66?

In such cases, the person will be treated as if they were retired. Premiums and benefit will be based on their age as outlined in the table on page 1 under the 'Retired Members and Spouses/Civil Partner Plan.

Schedule of costs

Age	CWU AVC Life Assurance Plan Member	Spouse/Civil Partner Life Assurance Plan	Retired Members Life Assurance Plan	Retired Spouses/Civil Partner Life Assurance Plan
18-34	€2.00	€1.00	€2.00	€1.00
35-65	€3.89	€3.46	€5.05	€3.46
66-79 exact	n/a	n/a	€5.05	€4.04

WARNING: The current premium may increase after 01/06/2028.



Tax relief only applies to in benefits AVC members and tax relief is not available on the Spouse/Civil Partner Plan and Retired Members & Spouses/Civil Partner Plan.

Your cover will cease when you:

- Reach age 80 (if have elected to continue cover by joining the Retired Members Plan at retirement)
- Cease to pay the premiums.
- On Death.
- Ceasing to be a member of the CWU.
- Grantees/Trustees discontinuing the plan.

If applicable, the cover for your Spouse/Civil Partner ceases in the event of:

- When they reach age 80 (if have elected to continue cover by joining the Retired Spouses/Civil Partner Plan at retirement)
- You cease to pay the premiums.
- Your spouse does not arrange to continue premiums in the event of your death in order to maintain their own cover
- On Death.

Please note there is no tax relief granted on premiums paid to the Spouse/Civil Partner or Retired Members & Spouse/Civil Partner life cover plans.



Who is eligible to join?

If you meet the following conditions, you are eligible to join the AVC Life Assurance (Members) Scheme.

If you are:

- An Active in Benefit member of the CWU (ie a member actively working for an Employer of the Scheme).
- Under age 60, and
- Subject to tax under Irish PAYE.

To be eligible to join the Spouse/Civil Partner scheme you must be a Spouse/Civil Partner of a CWU member who satisfies the member eligibility of the AVC Life Assurance (Members) Scheme. Membership of the schemes/plans is voluntary. On reaching age 66 you can join the Extended Life Cover Plan, which can provide cover until age 80.

You can elect for you and your Spouse/Civil Partner to join the Retired members scheme if you notify Halligan Insurances within 3 months of retiring and arrange continuation of premiums as a retired member. If you do not do this within the required time you will both need (if necessary) to fill in a subsequent statement of Health application form.

Subject to payment of the premium, your cover will start when you receive a written acceptance letter from Irish Life confirming that you have been included as a member of the Scheme/Plan and outlining the start date of your deduction/payments.

How to join. - Under 35s can have preferential entry!

There is an Application Form, which has preferential entry questions and standard medical questions. If you can meet the conditions in the 'preferential section' of the Irish Life Application form, you will be accepted for cover. If you cannot do this you will be asked to answer some medical/lifestyle questions in order for Irish Life to decide if we need any additional information, including medical evidence, before making known our terms. Additional medical evidence usually takes the form of a Medi-Phone* interview, a report from your own doctor and/or an independent medical examination.

*MEDI-PHONE Medi-Phone is an interview over the phone. We use it to gather medical or 'risk-related' information when you apply for Life Assurance cover. This information might include details of your current health, past medical history, family medical history, occupational risks and sports or hobbies. This call will be recorded and will be a permanent part of your application for cover. If you have any queries in relation to this please contact CB Voluntary Risk on 01 7041776

In a small percentage of cases applications to join the Scheme/Plan may be refused, or an Exclusion may be applied. In such cases applicants will receive a letter confirming that they have not been accepted into the Scheme/Plan or they have been accepted but an Exclusion applies.

Will the costs change over time?

The next review will take place on 1 June 2028. The cost of the Plan is reviewed every 3 years. If large numbers of people leave the plan or if there are a high number of people claiming, then Irish Life reserves the right to increase the cost of cover, change the terms and conditions, or with agreement from Policyholder, cease cover. Of course, the costs can also be reviewed downwards in the future. The term of this Group Policy is to the next review date. The premium rate will not change prior to the next review date.

Contact details:

If you have any queries about the Scheme or your benefits please contact Halligan Insurances.

Scheme Broker:

Halligan Insurances
William Norton House,
575 North Circular Road, Dublin 1

Telephone: 01 879 7100

LoCall: 1890 125 100

E-mail: info@halligan.ie

Product provider/Underwriter:

Irish Life Assurance plc
Irish Life Centre,
Lower Abbey Street,
Dublin 1

Telephone: 01 704 2000

Contact us

Phone: 01 704 2000
Email: code@irishlife.ie
Website: www.irishlifeemployersolutions.ie
Write to: Irish Life Assurance plc, Lower Abbey Street, Dublin 1

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