

# Power Talk



Meet our new Member  
Experience Manager,  
*Ms Natasha Doren* 

Your Finances - Focus on  
Preservation of Wealth 

Health focus from ICAS:  
Night-time habits for better sleep 

CE and PO's address to the  
Batseta Winter Conference 

We hear from our  
growing family! 



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## Editor's Note

How incredible that we're almost at the end of winter. It seems it was only the other day that we were ringing in 2022. Speaking of time flying, did you know that if you work for 35 years you only have 420 pay days to save for your retirement? We've done more math for you on this critical subject. Have a read on pages 6 to 25.

### Member Experience Manager

The EPPF is committed to ensuring our members' voices are heard. The powerhouse in charge of leading the project is our new Member Experience Manager, Natasha Doren. Say hello to one of the newest members of the EPPF family on pages 2 to 5.

### Responsive, Resilient, Responsible

The headline could well describe the vision EPPF Chief Executive and Principal Officer Shafeeq Abrahams has for the Fund. You can read his insightful words to the recent Council of Retirement Funds for South Africa Winter Conference on pages 28 to 31.

### Out of the mouths of babes

The EPPF is keen to shape a team of passionate go-getters. We sat down with some of the younger members of Team EPPF to find out their thoughts on Youth Day. Read all about it on pages 35 to 37.

### We would like to hear from you

Please take a moment to share what you'd like to see more of in the upcoming Power Talk. If you'd like to share exciting news that we can feature, pop us an e-mail: [eppfcommunications@-eppf.co.za](mailto:eppfcommunications@-eppf.co.za) Remember, if you have a general EPPF query, send it to [info@eppf.co.za](mailto:info@eppf.co.za).

Happy reading!

*Seema*

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*Meet our new Member Experience Manager*

**Ms Natasha Doren**



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**1** Congratulations on your appointment as the Fund's first-ever Member Experience Manager! How are you feeling and what's on your to-do list for the first 100 days in your new role??

Thank you, Pensioner Talk, for this opportunity. Excited to be here and join the Fund at this point in the journey.

Lots to do.

- Ask as many questions as possible (at least 20 per day) to understand the current lay of the land and how things work together to deliver the member experience
- Understand how we gather what members do and say and what we do with that information
- Based on the above, design a member experience path

**2** Why the EPPF as an employer??

Why not?

- known product, proven track record
- defined Vision, Purpose and Strategy which emphasises and recognises the role of the member
- the buy-in and support of the leadership team.
- the CARE values
- to expand the current ways, we offer value to members

**3** You have extensive experience in keeping customers happy. What's the secret to your success in this area?

No secret at all...

There must be a shared understanding of:

- who the customer is and what the customer is trying to do?
- Recover quickly – things happen, and we fail our customers, it's how quickly we recover that makes all the difference
- Use the feedback – share the stories, it must become a new language

**4** What can EPPF members and pensioners expect over the next year from a member experience perspective?

With the information we are gathering through daily member contacts, complaints and compliments, survey feedback. This information will be used to understand the gaps between what members expect and what we deliver. Action will be taken to address the gaps and we will continue to gather information to measure the impact of the actions.

The aim is to continuously close the gap, learn more about the member so we can enhance the experiences.

**5** What's your advice to members and pensioners who want to raise challenges they may be experiencing?

It's so important to capture and use all feedback, which we receive. This helps shape how we do things and what we do. It's therefore important for us, to have the right things in place so we can deal effectively with the feedback, act and give members feedback. For now, please continue to use our touchpoints. (Read more on how to contact us at the end of the publication)



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6 How important is it to give feedback when things go well? What should members and pensioners do in this regard?

Very important. We're often so focused on finding the gaps and making things better, that when you receive feedback from members who have taken time out of their day to share ... it's an acknowledgement that there's improvement and we're one step closer. It's the best team feedback. We're working on improving these channels so we can give real-time responses to members and pensioners.

7 You have experience in shaping high performance teams. What's your plan for your team at the EPPF?

Simon Sinek says, that "Customers will never love a company, unless employees love it first". As a leader of a team, I must be the example to the team, in what I say and do towards them as my clients. There must be clear "line of sight" i.e., that connection between what the person does and the EPPF goal. Clearly define what success means per role, set the team up for success through initiatives which help them grow and become self-managed. We must embrace the mindset of entrepreneurship, so staff approach the role as if it's their own business... they become vested.

8 We consider the EPPF to be a member-centric organisation. What does this mean to you and how do you intend firming up this culture?

As the EPPF, we are starting and that is progress.

Member Centricity requires change – our starting point is different. To me it means we must think beyond today and plan for what the member will desire tomorrow. This means we're able to anticipate needs and desires far into the future (without members asking for it), Like in any relationship, I must know you so well, learn how you behave. what you prefer and what success means to you.

As an organisation, it means re-thinking everything we do in EPPF. This includes, a change process, introducing a new channel, recruiting staff, or preparing communication we must start with the member, what the current experience is or how the change will add value to the member. There is always a centredness around the member.

As a start, we'll set up a Member Experience Collective to intentionally control and prioritise initiatives.

We will have many member immersions (to get to where our members are), get everyone to spend time in another department, to understand the different roles and how each one fits into the bigger scheme of things and how what they do impacts on that person's ability to deliver on their part.

Get everyone to spend time in the contact centre speaking to members.



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- 9 Member experience and customer service teams are among the hardest working in any organisation. What's your advice to young people who want to enter this area of work? Where should they start?

It's the best place to be and start in any organisation.

In the contact centre where you interact directly with the customers. You will learn about the customer's needs and how the organisation meets or missed the needs. Understand who your customer is, and what they say – through their actions (or non-actions). Ask questions all the time.

Ask yourself: with every contact a client makes, what can be done to eliminate the need for the client to contact us.

- 10 What legacy do you want to leave at the EPPF, and why?

The question: we provide an income when someone stops working.

Every action we take, from the time a form is completed for joining the fund, impacts on the funds ability to deliver on that promise. There are so many things which go wrong, which can easily be fixed to help members.

## Quick and Quirky

### Fun facts about the EPPF's Member Experience Manager:

1. Favourite food

"Absolutely Mexican – the variety and the spice"

2. Favourite restaurant

"Bistro's (I like the exclusivity)"

3. Favourite movie

"Goodwill Hunting"

4. Favourite flower

"Sunflower – focused on the sun"

5. Cats or dogs?

"Dogs absolutely"

6. Mountains, the beach or the bush?

"Beach"

7. Favourite dinner party guest of all time:

"Simon Sinek"

8. When you were a kid, what did you say you were going to be when you grew up?

"Accountant"

9. If you were stranded on an island and could only take one 'comfort' item, what would it be?

Nutribullet mini - for the coconut mixes



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## Focus on Preservation of Wealth



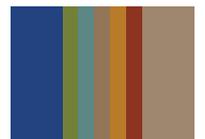
Did you know that the average South African changes jobs on average between 4-6 times during their lifetime. Very often cashing in their retirement fund benefits along the way. This creates a scenario where many members of retirement funds end up in their final jobs before retirement and having only 10 years or less of savings for retirement.

Research has shown that in order to retire comfortably at age 60, you need to save at least 17.5% of your salary, for at least 35 years, invested largely in growth assets (such as shares). The savings period is extremely important. Every time you change jobs and take the money in cash to spend, you are shortening the savings period.

Facing retirement with only 10 years worth of savings is one of the main reasons why the average member of retirement funds in South Africa can only replace about 30% of their salary with a pension income when they retire. This means that if you were earning R30 000 per month before retirement – your retirement capital would only be able to buy a pension income equal to R9 000 per month.

In order to retire comfortably you need to accumulate a fund credit (retirement capital) of between 12-17 times your final annual salary. If you are earning R30 000 per month (R360 000 per annum) before retirement you need to have saved between R4.3 million (12 times) and R6.1 million (17 times) in order to receive a comfortable pension.

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### Need more convincing?

- ✓ If you work for 35 years you ONLY have 420 pay days to save for your retirement, make each of these pay dates count.
- ✓ Your retirement savings in the first 10 years of your working life (i.e. assuming you contribute for 35 years), could contribute towards 50% of your pension as a result of compound interest. Cashing in your first 10 years of savings could reduce your pension income by 50%.
- ✓ When you cash in each time you change jobs, you reset your retirement savings journey and start from zero again.
- ✓ The new contribution level you need (post cashing in) to retire well, will jump by a significant amount (you will now need to save more than the recommended 17.5% of your salary).

### Take more action

- ✓ Preserve your benefits every time you change jobs.
- ✓ Establish what percentage of your salary you are saving each month - if this is less than 17.5%, make additional voluntary contributions to the Fund or save outside of the Fund.
- ✓ Don't retire early as the full benefit of compounded interest (interest on interest) kicks in when you are older and earning a higher salary.
- ✓ Learn about the Fund's investment portfolios. If you still have ten years to go before you retire you should make sure you are invested in a portfolio with a high exposure to equities (to ensure the best possible growth).
- ✓ Learn about the various ways in which you can preserve your benefits.
- ✓ Make sure you are debt-free before you retire.
- ✓ Make sure you find a reliable accredited financial adviser to help you create a plan for retirement.

### More ways to preserve

1. The easiest way to preserve your benefits is to become a Paid-up (deferred) member of the Fund. When you resign you don't withdraw your money from the Fund. It remains invested in the portfolio it was invested in, prior to your resigna-

tion and it will continue to grow until you decide to retire and claim the money.

2. You may transfer the benefit tax-free to a Preservation Fund of your choice.
3. You may transfer the benefit tax-free to the Fund of your new employer.

### Call to action

#### Do a calculation and see how many pay days you have left until your planned retirement.

If you are worried that you are not saving enough and that your contribution rate is too low, you may make additional voluntary contributions to the Fund each month. Simply ask your Human Resources to assist you to arrange the additional deduction form your monthly salary.

You may start and stop making these additional voluntary contributions at any time.

### After retirement

With proper planning and a disciplined approach to saving you can build more of a nest egg for your retirement.

#### How can I preserve my benefits when I leave the Fund?

You can preserve your benefits in one of the following ways:

#### Deferring a part or the whole benefit in the EPPF

You may defer your full benefit, or a portion thereof in the EPPF.

You have the following three options on deferment:



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- ✓ Defer the full value of your benefit in the EPPF;
- ✓ Take a maximum of the tax-free amount in cash and defer the balance in the EPPF; or
- ✓ On retrenchment, you also have the option to take a cash refund equal to your accumulated member contributions, less tax and defer the balance in the EPPF.

Tax tables for the relevant tax year are available on the EPPF website on [www.eppf.co.za](http://www.eppf.co.za).

Once you defer your benefit, the following conditions are applicable:

- ✓ The decision to defer your transfer value is irrevocable once made;
- ✓ Your deferred benefit may not be ceded or used as security for a loan;
- ✓ No further contributions can be made once your benefit is deferred;
- ✓ If you return to the service of the employer after your withdrawal and deferment, your deferred benefit remains separate and is retained as a deferred benefit in the EPPF until
- ✓ Interest on your deferred benefit is compounded on a monthly basis and the Board reviews and declares a rate of interest on a quarterly basis. Interest rates can be viewed on the EPPF website on [www.eppf.co.za](http://www.eppf.co.za);
- ✓ You may retire and take pension on your deferred benefit at any time from age 55, but no later than the month in which you turn 65; and
- ✓ On retiring you may take a maximum of one third of your benefit in cash. The balance must be used to provide a compulsory life-long pension from the EPPF.



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### Advantages

- ✓ Interestingly, if you elect to defer your benefit in the EPPF, the benefit payable is based on your actuarial value, which is slightly greater than your MIR. This provides a good opportunity to attain a higher resignation benefit and to preserve it in the EPPF.
- ✓ There are no administration costs to deferring your benefit in the EPPF.
- ✓ If you defer your benefit in the EPPF, each year you will receive a Deferred Benefit Statement, which reflects your original transfer value and the interest accumulated thereon. You may elect to receive your annual deferred statement and all other correspondence from the EPPF by email and SMS by completing a Consent to Receive Correspondence by Email and SMS form, which can be obtained from the EPPF website on [www.eppf.co.za](http://www.eppf.co.za). You will be taking advantage of favourable investment fees and will remain invested in the Fund's investment strategy;
- ✓ You will have peace of mind that your savings are being looked after by a well-governed fund with capable trustees; You will not have to pay commissions or upfront investment fees as would be the case if you moved the money to a preservation or retirement annuity fund.

### Disadvantages

- ✓ You cannot make a partial withdrawal.

Or, transferring to:

### Retirement Annuity (RA)

Retirement annuity funds are similar to pension funds but geared for individuals.

### Advantages

- ✓ No tax is payable on the transfer of the money.
- ✓ You can continue to make contributions to the RA if you wish.
- ✓ This product is exempt from estate duty and protected by law against claims by creditors.

### Disadvantages

- ✓ You cannot access the money before your 55th birthday.
- ✓ At retirement you can only take 1/3rd of the money as a cash lump sum and the balance must be taken as a pension.

### Preservation Fund

A preservation fund preserves your benefits until retirement. You may also choose a preservation fund from any insurer of your choice.

### Advantages

- ✓ No tax is payable on the transfer of the money. You may make one cash withdrawal (which could be the whole balance) before the age of 55 years.
- ✓ You may choose a retirement date that suits your needs - no official retirement age.

### Disadvantages

- ✓ You cannot make contributions to a preservation fund.

### Your new employer's fund

Provided the new Fund's Rules allow for the transfer.

### Advantages

- ✓ No tax is payable on the transfer of the money to a provident or pension fund. You and your new employer will continue to make contributions to your Fund. You will benefit from the lower costs of an occupational fund.

### Disadvantages

- ✓ You do not have access to the money while you are employed.

### Remember:

Don't become one of the sad statistics make preservation of your benefits your first priority when you decide to leave your job.



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## *Fokus op die behoud van welvaart*

Het jy geweet dat die gemiddelde Suid-Afrikaner gemiddeld tussen 4 en 6 keer gedurende hulle lewe van werk verander? En dikwels neem hulle in die proses hulle aftreefondsvoordele as kontant. Dit skep 'n scenario waar talle aftreefondsleder kort voor hulle aftrede by hulle laaste werk begin, en dan het hulle net 10 jaar of minder om vir aftrede te spaar.

Navorsing toon dat 'n mens, as jy gerieflik teen ouderdom 60 wil aftree, ten minste 17,5% van jou salaris vir ten minste 35 jaar moet spaar en dat dit belê moet wees in groeibates (soos aandele). Die spaartydperk is uiters belangrik. Elke keer wat jy van werk verander en die geld as kontant neem om dit te spandeer, verkort jy jou spaartydperk.

Die feit dat baie mense net 10 jaar oor het om te spaar, is een van die hoofredes waarom die gemiddelde lid van 'n aftreefonds in Suid-Afrika net omtrent 30% van hulle salaris met 'n pensioeninkomste kan vervang wanneer hulle aftree. Dit beteken dat, as jy R30 000 per maand verdien het voor jou aftrede, jou aftreekapitaal vir jou slegs 'n pensioeninkomste gelyk aan R9 000 per maand kan koop.

Om gerieflik te kan aftree, moet jy 'n fondskrediet (aftreekapitaal) van tussen 12 en 17 keer jou finale jaarlikse salaris akkumuleer. As jy R30 000 per maand (R360 000 per jaar) verdien voordat jy aftree, moet jy tussen R4,3 miljoen (12 keer) en R6,1 miljoen (17 keer) gespaar het om 'n gerieflike pensioen te kry.

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### Het jy nog oorreding nodig?

- ✓ As jy 35 jaar lank werk, het jy net 420 betaaldae om vir jou aftrede te spaar, en daarom moet jy elk van daardie betaaldae laat tel.
- ✓ Jou aftreespaargeld in die eerste 10 jaar van jou werkende lewe (d.w.s. indien jy 35 jaar sou bydra) kan tot 50% van jou pensioen bydra as gevolg van saamgestelde rente. As jy jou eerste 10 jaar se spaargeld as kontant neem, kan jy jou pensioeninkomste met 50% verminder.
- ✓ Wanneer jy kontant neem elke keer as jy van werk verander, begin jy jou spaarreis vir aftrede van voor af en staan dit op nul.
- ✓ Die nuwe bydraevlak wat jy nodig het (nadat kontant geneem is) om gerieflik te kan aftree, sal met 'n aansienlike bedrag spring (jy sal nou meer as die aanbevole 17,5% van jou salaris moet spaar).

### Doen iets meer

- ✓ Behou jou voordele elke keer as jy van werk verander.
- ✓ Bepaal watter persentasie van jou salaris jy elke maand spaar – indien dit minder as 17,5% is, moet jy bykomende vrywillige bydraes tot die Fonds maak of buite die Fonds spaar.
- ✓ Moenie vroeg aftree nie, aangesien die volle voordeel van saamgestelde rente (rente op rente) inskop wanneer jy ouer is en 'n hoër salaris verdien.
- ✓ Kom meer te wete oor die Fonds se beleggingsportefeuljes. As jy nog tien jaar oor het voordat jy aftree, moet jy seker maak jy is belê in 'n portefeulje met hoë blootstelling aan aandele (om die beste moontlike groei te verseker).
- ✓ Kom meer te wete oor die verskillende maniere waarop jy jou voordele kan bewaar.
- ✓ Maak seker jy is skuldvry voor jy aftree.
- ✓ Maak seker jy kry 'n betroubare, geakkrediteerde finansiële adviseur om jou te help om 'n plan vir aftrede te skep.

### Meer maniere om te bewaar

1. Die maklikste manier om jou voordele te bewaar, is om 'n opbetaalde (uitgestelde) lid

van die Fonds te word. Wanneer jy bedank, onttrek jy nie jou geld uit die Fonds nie. Dit bly belê in die portefeulje waarin dit belê was voor jou bedanking, en dit sal aanhou groei totdat jy besluit om af te tree en die geld te eis.

2. Jy kan die voordeel belastingvry na 'n bewaringsfonds van jou keuse oordra.
3. Jy kan die voordeel belastingvry na die fonds van jou nuwe werkgever oordra.

### Neem aksie

#### Doen 'n berekening en kyk hoeveel betaaldae jy oor het tot jou beplande aftrede.

As jy bekommerd is dat jy nie genoeg spaar nie en dat jou bydraekoers te laag is, kan jy elke maand bykomende vrywillige bydraes tot die Fonds maak. Vra eenvoudig jou Menslike Hulpbronne om jou te help om die bykomende aftrekking op jou maandelikse salaris te reël.

Jy kan enige tyd begin om hierdie bykomende vrywillige bydraes te maak en enige tyd ophou daarmee.

### Ná aftrede

Met behoorlike beplanning en 'n gedissiplineerde benadering tot spaar, kan jy vir jou 'n groter neseier bou vir jou aftrede.

#### Hoe kan ek my voordele bewaar wanneer ek die Fonds verlaat?

Jy kan jou voordele op een van die volgende maniere bewaar:

Uitstel van 'n deel van of die hele voordeel in die EPPF

Jy kan jou volle voordeel of 'n gedeelte daarvan in die EPPF uitstel.

Jy het die volgende drie opsies vir uitstel:

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- ✓ Stel die volle waarde van jou voordeel in die EPPF uit;
- ✓ Neem die maksimum van die belastingvrye bedrag in kontant en stel die balans in die EPPF uit; of
- ✓ By aflegging het jy ook die opsie om 'n kontant-terugbetaling gelykstaande aan jou opgehoopte ledebydraes te neem, minus belasting, en dan die balans in die EPPF uit te stel.

Belastingtabelle vir die betrokke belastingjaar is beskikbaar op die EPPF-webwerf by [www.eppf.co.za](http://www.eppf.co.za). Wanneer jy jou voordeel uitgestel het, geld die volgende voorwaardes:

- ✓ Die besluit om jou oordragwaarde uit te stel, kan nie teruggetrek word wanneer dit eers gedoen is nie;
- ✓ Jou uitgestelde voordeel mag nie gesedeer of as sekuriteit vir 'n lening gebruik word nie;

- ✓ Geen verdere bydraes kan gemaak word wanneer jou voordeel eers uitgestel is nie;
- ✓ As jy ná jou onttrekking en uitstel na die diens van die werkgewer terugkeer, bly jou uitgestelde voordeel apart en word as 'n uitgestelde voordeel in die EPPF behou tot jou aftrede;
- ✓ Rente op jou uitgestelde voordeel word maandeliks saamgestel en die Raad hersien en verklaar 'n rentekoers op 'n kwartaallikse basis. Rentekoerse is beskikbaar op die EPPF-webwerf by [www.eppf.co.za](http://www.eppf.co.za) ;
- ✓ Jy kan enige tyd vanaf ouderdom 55 aftree en pensioen op jou uitgestelde voordeel neem, maar nie later as die maand waarin jy 65 word nie; en
- ✓ Met aftrede mag jy 'n maksimum van een derde van jou voordeel in kontant neem. Die balans moet gebruik word om 'n verpligte lewenslange pensioen van die EPPF te voorsien.



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### Voordele

- ✓ Interessant genoeg, as jy kies om jou voordeel in die EPPF uit te stel, word die betaalbare voordeel gebaseer op jou aktuariële waarde, wat effens hoër is as jou MIR. Dit bied 'n goeie geleentheid om 'n hoër bedankingsvoordeel te verkry en dit in die EPPF te bewaar.
- ✓ Daar is geen administrasiekoste om jou voordeel in die EPPF uit te stel nie.
- ✓ As jy jou voordeel in die EPPF uitstel, sal jy elke jaar 'n Uitgesteldevoordeel-staat ontvang, wat jou oorspronklike oordragwaarde en die rente wat daarop opgehoop het, weerspieël. Jy kan kies om jou jaarlikse uitgestelde opgewaarde en alle ander korrespondensie van die EPPF per e-pos en SMS te ontvang deur 'n 'Toestemming om korrespondensie per e-pos en SMS-vorm te ontvang', te voltooi. Die vorm is beskikbaar op die EPPF-webwerf by [www.eppf.co.za](http://www.eppf.co.za). Jy sal voordeel trek uit gunstige beleggingsfooie en sal in die Fonds se beleggingstrategie belê bly;
- ✓ Jy sal gemoedsrus hê dat jou spaargeld deur 'n goedbestuurde fonds met bekwame trustees opgepas word; jy sal nie kommissies of voorafbeleggingsfooie hoef te betaal soos wat die geval sou wees as jy die geld na 'n bewarings- of uittree-annuïteitsfonds sou skuif nie.

### Nadeel

- ✓ Jy kan nie 'n gedeeltelike onttrekking maak nie.

Of, oordrag na:

### Uittree-annuïteit (UA)

Uittree-annuïteitsfondse is soortgelyk aan pensioenfondse, maar is op individue gerig.

### Voordele

- ✓ Geen belasting is betaalbaar op die oordrag van die geld nie.
- ✓ Jy kan voortgaan om bydraes tot die UA te maak as jy wil.
- ✓ Hierdie produk is vrygestel van boedelbelasting en word deur die wet beskerm teen eise van krediteure.

### Nadele

- ✓ Jy kan nie toegang tot die geld kry voor jou 55ste verjaardag nie.
- ✓ By aftrede kan jy slegs 1/3de van die geld as 'n kontantlomsom neem en die balans moet as 'n pensioen geneem word.

### Bewaringsfonds

'n Bewaringsfonds bewaar jou voordele tot aftrede. Jy kan ook 'n bewaringsfonds kies by enige verskeraar van jou keuse.

### Voordele

- ✓ Geen belasting is betaalbaar op die oordrag van die geld nie.
- ✓ Jy mag een kontantonttrekking maak (wat die hele balans kan wees) voor die ouderdom van 55 jaar.
- ✓ Jy kan 'n aftreedatum kies wat by jou behoeftes pas – geen amptelike aftree-ouderdom nie.

### Nadeel

- ✓ Jy kan nie bydraes tot 'n bewaringsfonds maak nie.

### Jou nuwe werkgewer se fonds

Met dien verstande dat die nuwe Fonds se Reëls die oordrag toelaat.

### Voordele

- ✓ Geen belasting is betaalbaar op die oordrag van die geld na 'n voorsorg- of pensioenfonds nie. Jy en jou nuwe werkgewer sal voortgaan om bydraes tot jou Fonds te maak. Jy sal baat vind by die laer koste van 'n beroepsfonds.

### Nadeel

- ✓ Jy het nie toegang tot die geld terwyl jy in diens is nie.

### Onthou:

Moenie een van die hartseer statistieke word nie; maak die bewaring van jou voordele jou grootste prioriteit wanneer jy besluit om jou werk te verlaat.

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## *Ameha ka ho Boloka Tjhelete Hantle*

Ka kakaretso, baahi ba Afrika Borwa ba etsa mosebetsi e ka bang 4 ho isa ho 6 e fapaneng pele ba tlohela mosebetsi. Hangata ba sebedisa tjhelete ya bona ya penshene ha ba tlohela mosebetsi. Sena se etsa hore batho ba bangata ba be le tjhelete ya penshene e fokolang le pele ba beha meja fatshe, mme ba sallwa ke dilemo tse 10 kapa ka tlaase ho moo hore ba ipolokele tjhelete.

Dipatlisiso di bontsha hore e le hore motho a phele hantle ka mora ho tlohela mosebetsi, o lokela hore bonyane a boloke tjhelete e etsang 17.5% moputsong wa hae ka dilemo tse 35, le hore a etse matsete thepeng e nang le kgolo (jwalo ka diabo). Nako eo o e qetang o ipolokela tjhelete ke ya bohlokwa haholo. Nako le nako ha o tlohela mosebetsi mme o nka tjhelete o e sebedisa, o kgutsufatsa nako ya ho ipolokela yona. Le leng la mabaka a etsang hore bohobo ba batho

ba tlohelang mosebetsi Afrika Borwa ba fumane feela tjhelete e etsang 30% ya mokgolo wa bona, ke hobane ba tlohela mosebetsi ka mora ho ipolokela tjhelete ka dilemo tse ka bang 10 feela. Sena se bolela hore haeba o ne o fumana moputso wa R30 000 ka kgwedi pele o tlohela mosebetsi—tjhelete ya hao e tla o dumella ho fumana lekeno la R9 000 kgwedi le kgwedi pensheneng ya hao.

E le hore o tle o thabele penshene, o lokela ho hodisa tjhelete ya hao (tjhelete ya ho tlohela mosebetsi) hore e mene moputso wa hao wa selemo ka makgetlo a 12-17. Haeba o fumana moputso wa R30 000 ka kgwedi (R360 000 ka selemo), o lokela hore o be o bolokile tjhelete e pakeng tsa dimilione tse 4.3 (e imenne ka makgetlo a 12) le dimilione tse 6.1 (e imenne ka makgetlo a 17) pele o tlohela mosebetsi e le hore o thabele penshene ya hao.

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## Na o hloka mabaka a eketsehileng?

- ✓ Haeba o sebetsa dilemo tse 35, o na le matsatsi a ka bang 420 FEELA ho boloka tjehelete ya penshene, ka hona sebedisa letsatsi ka leng ka molemo.
- ✓ Tjehelete eo o e bolokang dilemong tsa ho qala tse 10 o sebetsa (mohlala, ho nahannwe hore o sebetsa ka dilemo tse 35), e ka tlatsetsa tjehelete ya hao ya penshene ka 50% ya lebaka la tswala. Ha o sebedisa tjehelete e bolokilweng ya dilemotse 10 o ka fokotsa tjehelete ya penshene ka 50%.
- ✓ Ha o ntsha tjehelete ya hao nako le nako ha o tlohela mosebetsi, nakong eo o sebetsang hape o tlo qalella fatshe ka ho boloka tjehelete.
- ✓ Tjehelete eo o tla tlameha ho qala ho e boloka e le hore o thabele penshene (ka mora ho sebedisa e itseng), e tla phahama haholo (o tla tlameha ho boloka tjehelete e fetang 17.5% moputsonong wa hao).

## Nka mehato ena

- ✓ O se ke wa sebedisa tjehelete ya hao ha o tlohela mosebetsi, le ha eba o ya ho o mong.
- ✓ Nahana hore na o tla boloka diphesente tse kae tsa moputso wa hao wa kgwedi le kgwedi- haeba e le ka tlase ho 17.5%, kenya tjehelete e eketsehileng Letloleng kapa o e boloke sebakeng se seng ka ntle ho Letlole.
- ✓ O se ke wa tlohela mosebetsi pele ho nako kaha o tla fumana tswala e phaellang ha o se o hodile mme o fumana moputso o phahameng.
- ✓ Ithute ka dipotefolio tsa letsete la Letlole. Haeba o ntse o e na le dilemo tse leshome pele o beha meja fatshe o lokela ho netefatsa hore o tsetetse potefoliong e tla hodisa tjehelete ya hao.
- ✓ Ithute mekgwa e fapaneng ya ho boloka tjehelete ya hao.
- ✓ Etsa bonnete ba hore ha o na dikoloto pele o beha meja fatshe.
- ✓ Etsa bonnete ba hore o fumana moeletsi wa ditjehelete ya molaong ya tla o thusa ho theha moralo o motle wa ho penshena.

## Ditsela tse ding tsa ho boloka tjehelete

1. Tsela e bonolo ya ho boloka tjehelete ya hao ke hore o be setho se fetiseditseng tjehelete

ho Letlole. Ha o tlohela mosebetsi, ha o hule tjehelete ya hao e Letloleng. E dula e ntse e tsetetswe potefoliong mme e tla tswela pele e ntse e hola ho fihlela o etsa qeto ya ho beha meja fatshe mme o batla tjehelete ya hao.

2. O ka fetisetsa tjehelete e se nang lekgetho Letloleng le leng bakeng sa ho e boloka.
3. O ka fetisetsa tjehelete e se nang lekgetho Letloleng la mohiri wa hao e motjha.

## Nka kgato

### Etsa dipalopalo mme o bone hore na o saletswe kedilemo tse kae pele nako ya ho beha mejafatshe e fihla.

Haeba o tshwenngwa ke hore ha o boloke tjehelete e lekaneng mme tjehelete eo o e kenyang letloleng e nyenyane, o ka ithaopela ho kenya tjehelete e itseng Letloleng kgwedi le kgwedi. Kopa ba Lefapha la Khiri hore ba o thusa ho hula tjehelete e eketsehileng moputsonong wa hao wa kgwedi le kgwedi.

O ka kenya tjehelete ena ya boithapo mme wa kgaotsa ho e kenya neng kapa neng.

## Ka mora ho beha meja fatshe

O ka boloka tjehelete e lekaneng ya penshene haeba o nahanisisa ka hloko mme o ba le boitshwaro.

### Nka boloka tjehelete ya ka jwang ha ke tswa Letloleng?

O ka boloka tjehelete ya hao ka ditsela tse latelang:

#### Fetisetsa tjehelete yohle kapa e itseng ho EPPF

O ka fetisetsa tjehelete ya hao kaofela kapa e itseng ho EPPF.

O ka kgetha ho fetisa tjehelete ya hao ka ditsela tsena tse tharo:

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- ✓ Fetisetsa tjehelele yohle ya hao ho EPPF;
- ✓ Nka tjehelele e sa hlokgeng ho lefhlwa lekgetho, mme e setseng o e fetisetse ho EPPF; kapa
- ✓ Ha o fokotswa mosebetsing, o ka kgetha ho batla ho batla puseletso ya tjehelele eo o e kentseng o lesetho, mme o hule ya lekgetho, ebe o fetisetsa e setseng ho EPPF.

Dintlha tsa lekgetho tsa selemo sena di a fumaneha websaeteng ya EPPF, e leng [www.eppf.co.za](http://www.eppf.co.za).

Hang ha o fetisitse tjehelele ya hao, diphelelo tse latelang di a sebetsa:

- ✓ O ke ke wa kgona ho fetola qeto ya hao;
  - ✓ Tjehelele e fetisitsweng e ke ke ya sebedisetswa e le bopaki ba hore o ka lefa sekoloto;
  - ✓ O ke ke o a kenya tjehelele e nngwe ha o se o fetisitse tjehelele ya hao;
- Haeba o kgutlela mosebetsing ka mora ho hula

- ✓ tjehelele ya hao le ho e fetisa, tjehelele e fetisitsweng e tla nne e bolokwe ho EPPF ho fihlela o se o tohela mosebetsi;
- ✓ Tswala ya tjehelele ya hao e fetisitsweng e phaella kgwedi le kgwedi mme ka mora dikgwedi tse tharo Boto e hlahloba le ho theha tswala e ntjha. Haeba o batla ho tseba hore na tswala ke bokae ha jwale, o ka kena websaeteng ya EPPF, e leng [www.eppf.co.za](http://www.eppf.co.za) ;
- ✓ O ka beha meja fatshe mme o nke tjehelele ya penshene e fetisitsweng neng kapa neng ha o se o le dilemo tse 55 kapa ho feta, empa pele o eba dilemo tse 65; le
- ✓ Ha o beha meja fatshe o ka hula karolo e itseng ya tjehelele ka letsoho. E setseng e lokela ho sebediswa e le penshene e tla o phedisa nako e telele o thuswa ke EPPF.



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### Melemo

- ✓ Haeba o kgetha ho fetisetsa tjehelele ya hao ho EPPF, tjehelele e tla lefuwa e itshitlehile ka seo letlole le o thusang ka sona (actuarial value), e leng tjehelele e ka hodimonyana ho Bonyane ba Tlhoko ya Inshoreense (MIR). Sena se tla o fa monyetla wa ho fumana tjehelele e hodimo ha o tlohela mosebetsi le ho e boloka le EPPF.
- ✓ Ha o lefe letho ha o fetisetsa tjehelele ya hao ho EPPF.
- ✓ Ha o fetisetsa tjehelele ya hao ho EPPF, selemo le selemo o tla fumana Seteitemente sa Phe-tisetso ya Tjehelele, se bontshang tjehelele eo o e fetisitseng le hore na e tswetse ha kae ho fihlela jwale. O ka kgetha ho romellwa seteite-mente sa phetisetso ya tjehelele le mangolo ohle a mang a tswang EPPF ka imeili le SMS. O tla hloka ho tlatsa foromo ya Tumello ya ho Fumana Mangolo ka Imeili le SMS e fumanehang websaeteng ya EPPF, e leng [www.eppf.co.za](http://www.eppf.co.za). O tla fumana melemo ya ditefiso tsa ho tsetela mme o tla dula o le karolo ya leanola Letlole la ho tsetela;
- ✓ O tla dula o kgobile matshwafo ho tseba hore tjehelele ya hao e bolokilweng e matsohong a matle, kaha e tla be e hlokometswe ke letlole le tsamaiswang hantle ebile le na le baemedi ba tshapahalang; O ke ke wa lefa dikhomishine kapa ditefiso tsa letsete jwalo ka ha o ne o tla etsa ha o fetisetsa tjehelele letloleng la pokello kapa la penshene.

### Dikotsi

- ✓ O ke ke o a hula karolo e itseng feela.

Kapa, o fetistse ho:

### Penshene ya Selemo le Selemo (RA)

Penshene ya selemo le selemo e tshwana le letlole la penshene, phapang ke hore yona e laolwa bakeng sa motho ka mong.

### Melemo

- ✓ Ha ho lekgetho le lefuwang ha tjehelele e romelwa.
- ✓ O ka tswela pele ho fana ka tjehelele ho RA haeba o ntse o batla ho etsa jwalo.
- ✓ Tjehelele ena e sireleditswe ka molao hore e se ke ya batlwa ke ba adimang tjehelele.

### Dikotsi

- ✓ O ke ke wa fumana tjehelele pele o eba dilemo tse 55.
- ✓ Ha o tlohela mosebetsi o tla nka karolo e nyane ya tjehelele mme e setseng e tla nkwa e le ya penshene.

### Letlole la Pokello

Letlole la pokello le boloka tjehelele ya hao ho fihlela o tlohela mosebetsi. O ka boela o a kgetha letlole la pokello inshorenseng eo o ikgethetseng yona.

### Melemo

- ✓ Ha ho lekgetho le lefuwang ha tjehelele e romelwa.
- ✓ O ka hula tjehelele hanngwe (e ka ba tjehelele yohle) pele o eba dilemo tse 55.
- ✓ O ka kgetha letsatsi la ho tlohela mosebetsi- ha ho na dilemo tse behilweng.

### Dikotsi

- ✓ O ke ke o a kenya tjehelele letloleng la pokello.

### Letlole la mohiri wa hao e motjha

Haeba Melao ya Letlole e metjha e dumella hore ho romelwe.

### Melemo

- ✓ Ha ho lekgetho le lefuwang ha tjehelele e romelwa letloleng la pokello kapa la penshene. Wenaha mmoho le mohiri wa hao le tla tswela pele le kenya tjehelele Letloleng la hao. O tla fumana melemo ya ditefiso tse tlaase tsa letlole la mosebetsi.

### Dikotsi

- ✓ O ke ke o a fumana tjehelele ha o ntse o hirilwe.

### Hopola:

O se ke wa balellwa hara batho ba sa kang ba boloka tjehelele e lekaneng, ka hona etsa hore ho boloka tjehelele e be ntho ya bohlokwa bophelong ba hao mme o tla fumana melemo ha o Beha meja fatshe.

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## Ukugxila Ekulondolozeni Ingcebo

Bewazi yini ukuthi abantu baseNingizimu Afrika abajwayelekile bashintsha imisebenzi ngokwesilinganiso izikhathi ezingu-4 kuya ku-6 ekuphileni kwabo. Izikhathi eziningi phakathi naleso sikhathi bathatha imali esikhwameni sabo somhlalaphansi. Lokhu kudala isimo lapho amalungu amaningi esikhwama somhlalaphansi egcina emisebenzini yawo yokugcina ngaphambi kokuthatha umhlalaphansi, futhi enemali yeminyaka eyi-10 noma ngaphansi ayongele umhlalaphansi.

Ucwaningo lubonise ukuthi ukuze uthathe umhlalaphansi ngokunethezeka lapho uneminyaka engu-60, kudingeka okungenani wonge u-17.5% weholo lakho, okungenani iminyaka engu-35, etshalwe ikakhulukazi empahleni ekhulayo (njengamasheya). Isikhathi sokulondoloza sisemqoka kakhulu. Ngaso sonke isikhathi lapho ushintsha umsebenzi bese uthatha imali uyisebenzise, usuke unciphisa isikhathi sokulondoloza.

Ukuthatha umhlalaphansi unemali oyongile yeminyaka eyi-10 kuphela kungesinye sezizathu eziyinhloko zokuthi kungani ilungu elijwayelekile lezikhwama zomhlalaphansi eNingizimu Afrika lingafaka imali yempesheni endaweni elinganiselwa ku-30% kuphela uma lithatha umhlalaphansi. Lokhu kusho ukuthi uma ubuhola u-R30 000 ngenyanga ngaphambi kokuthatha umhlalaphansi – imali yakho yomhlalaphansi ibizokwazi ukuthenga kuphela iholo le mpesheni elilingana no-R9 000 ngenyanga.

Ukuze uthathe umhlalaphansi ngokunethezeka kudingeka uqongelele ikhredithi yesikhwama (imali yomhlalaphansi) ephakathi kwezikhathi ezingu-12 kuya ku-17 zeholo lakho lokugcina lonyaka. Uma uholo u-R30 000 ngenyanga (R360 000 ngonyaka) ngaphambi kokuthatha umhlalaphansi kudingeka ube sewonge phakathi kwezigidi ezingu-R4.3 (izikhathi ezingu-12) nezigidi ezingu- R6.1 (izikhathi ezingu-17) ukuze uthole impesheni ezokwenza uthokomale.

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### Ingabe udinga ukuqinisekiswa okwengeziwe?

- ✓ Uma usebenza iminyaka engu-35 unezinsuku zokuhola ezingu-420 KUPHELA zokongela umhlalaphansi wakho, ngakho yenza usuku ngalunye lwalezi zinsuku zokuhola lwenze umehluko.
- ✓ Imali oyongela umhlalaphansi eminyakeni eyi-10 yokuqala yokusebenza kwakho (okungukuthi uma unikela ngeminyaka engu-35), ingaba neqha-za ku-50% wempesheni yakho ngenxa yenzalo ehlanganisiwe. Ukukhipha imali oyongile eminyakeni yakho yokuqala eyi-10 kunganciphisa iholo lempesheni yakho ngo-50%.
- ✓ Uma uyikhipha imali njalo lapho ushintsha imisebenzi, usuke uqala kabusha uhambo lwakho lokongela umhlalaphansi bese uphinde uqala ekungabini nalutho futhi.
- ✓ Izinga elisha lemali oyifakayo olidingayo (ukufaka imali) ukuze uthathe umhlalaphansi kahle, lizokwenyuka ngenani elikhulu (kuzodingeka manje wonge ngaphezu kuka-17.5% weholo lakho onconywayo).

### Yenza okwengeziwe

- ✓ Londoloza imali yakho ngaso sonke isikhathi lapho ushintsha imisebenzi.
- ✓ Thola ukuthi yiphesenti elingakanani lomholo wakho olongayo nyanga zonke – uma lingaphansi kuka-17.5%, faka imali eyengeziwe ngokuzithandela eSikhwameni noma wonge ngaphandle kweSikhwama.
- ✓ Ungasheshi uthathe umhlalaphansi ngoba inzuzo ephelele yenzalo ehlanganisiwe (inzalo ngenzalo) iqala lapho usukhulile futhi usuthola iholo eliphezulu.
- ✓ Funda ngamaphothifoliyo otshalomali lweSikhwama. Uma usasalelwe iminyaka eyishumi ngaphambi kokuba uthathe umhlalaphansi kufanele uqiniseke ukuthi utshalwe kuyiphothifoliyo enethuba eliphezulu kumasheya.
- ✓ Funda ngezindlela ezihlukahlukene ongalandoloza kuzo izinzuzo zakho.
- ✓ Qiniseka ukuthi awunazikweledu ngaphambi kokuthatha umhlalaphansi.
- ✓ Qiniseka ukuthi uthola umeluleki wezezimali ogunyaziwe ongakusiza wenze uhlelo lomhlalaphansi wakho.

### Izindlela ezengeziwe zokulondoloza

1. Indlela elula yokulondoloza izinzuzo zakho ukuba yilungu Elikhokhe Ngokugcwele (elihlehlisiwe) leSikhwama. Uma wesula emsebenzini awuyikhiphi imali yakho eSikhwameni. Iqhubeka itshaliwe kuyiphothifoliyo etshalwe kuyo ngaphambi kokwesula kwakho, futhi izoqhubeka ikhula kuze kube yilapho unquma ukuthatha umhlalaphansi bese uyifuna leyo mali.
2. Ungadlulisela inzuzo engenantela eSikhwameni Sokulondoloza ozikhethele sona.
3. Ungadlulisela inzuzo engenantela eSikhwameni somqashi wakho omusha.

### Thatha isinyathelo

#### Bala bese ubona ukuthi zingaki izinsuku zokuhola osele nazo ngaphambi kokuthatha umhlalaphansi owuhlelile.

Uma ukhathazekile ngokuthi awongi ngokwanele futhi imali oyifakayo incane kakhulu, ungase ucele ngokuzithandela ukuyandisa imali oyifaka eSikhwameni nyanga zonke. Mane nje ucele i-Human Resources ukuba ikusize uhlele elinye ifomu lokudonswa komholo okuthe xaxa kwanyanga zonke.

Ungaqala noma uyeke lokho kufaka imali eyengeziwe okwenze ngokuzithandela nganoma yisiphi isikhathi.

### Ngemva kokuthatha umhlalaphansi

Ngokuhlela okuhle nangendlela eqondile yokonga ungazakhela esinye isidleke somhlalaphansi wakho.

#### Ngingazilondoloza kanjani izinzuzo zami lapho ngishiya iSikhwama?

Ungalandoloza izinzuzo zakho ngenye yalezi zindlela ezilandelayo:

#### Ukulehlisa ingxenye yenzuzo yakho noma yonke ku-EPPF

Ungahlehlisa yonke inzuzo yakho, noma ingxenye yayo ku-EPPF.

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Unezindlela ezintathu ezilandelayo ongakhetha kuzo zokuhlehlisa:

- ✓ Hlehlisa inani eliphelele lenzuzo yakho ku-EPPF;
- ✓ Thatha inani eliphezulu lesamba esingenayo intela bese uhlehlisa ibhalansi ku-EPPF; noma
- ✓ Lapho udilizwa, unethuba futhi lokukhetha ukubuyiselwa imali engukheshi elingana nomnikelo wakho welungu onqwabelene, onentela ephanisi bese uhlehlisa ibhalansi ku-EPPF.

Amathebula entela esebenzayo onyaka wentela ayatholakala engosini ye-EPPF ethi [www.eppf.co.za](http://www.eppf.co.za).

Uma usuyihlehlisile inzuzo yakho, kuzosebenza le mibandela elandelayo:

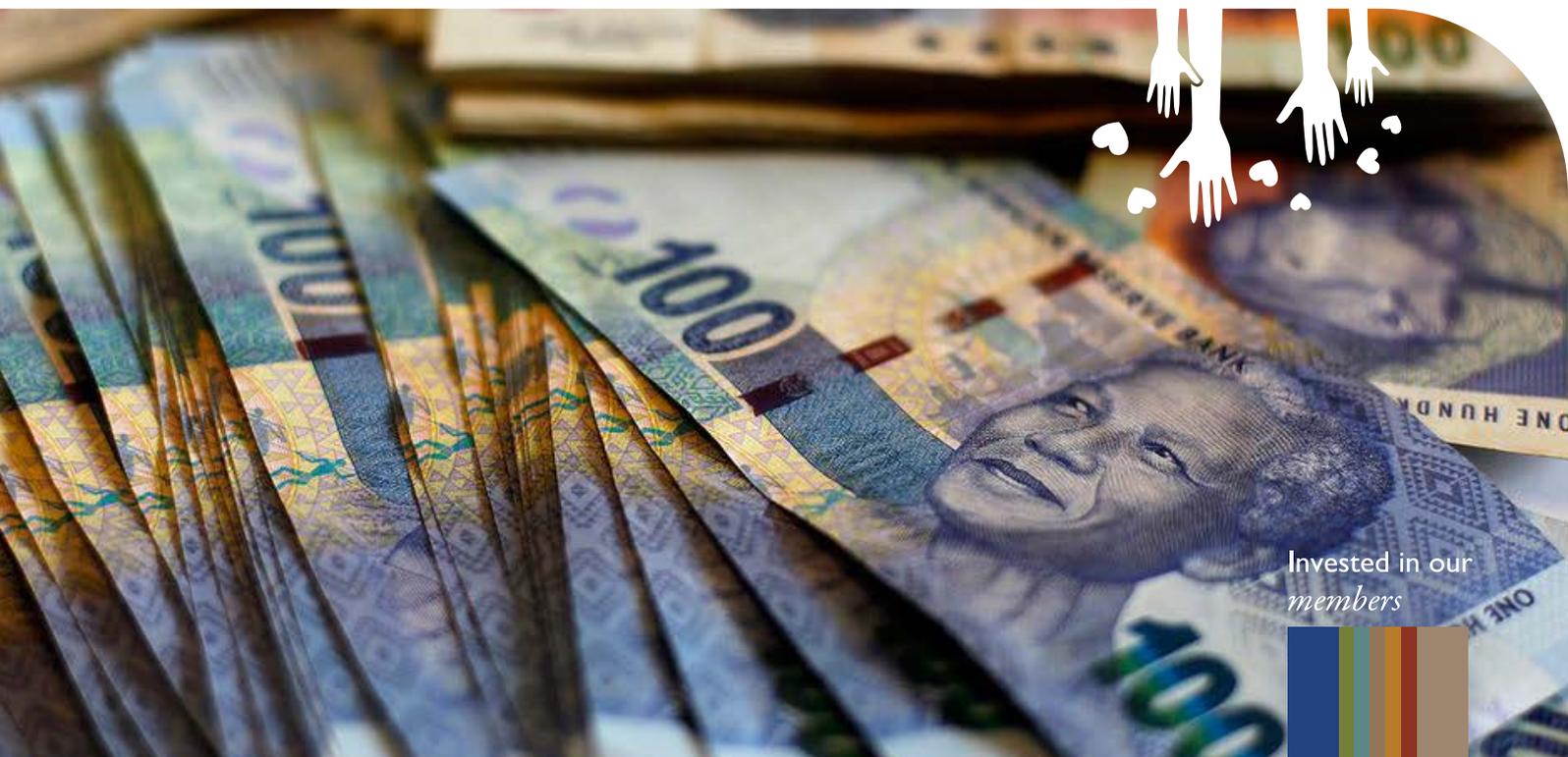
- ✓ Isinqumo sokuhlehlisa inani lakho lokudlulisa asinakuhoxiswa uma sesenziwe;
- ✓ Inzuzo yakho ehlehlisiwe ngeke ikhipheke noma isetshenziswe njengesibambiso lapho uboleka imali;
- ✓ Ayikho enye imali engafakwa uma inzuzo yakho isihlehlisiwe;
- ✓ Uma ubuyela emsebenzini womqashi wakho ngemva kokukhipha nokuhlehlisa kwakho, inzuzo yakho ehlehlisiwe iyoqhubeka ihlukile

futhi igcinwe njengenzuzo ehlehlisiwe ku-EPPF kuze kube yilapho uthatha umhlalaphansi;

- ✓ Inzalo yenzuzo yakho ehlehlisiwe ihlanganiswa nyanga zonke futhi iBhodi liyabuyekeza futhi limemezele izinga lenzalo njalo ngemva kwezinyanga ezintathu. Amazinga enzalo ungawabona engosini ye-EPPF ku-[www.eppf.co.za](http://www.eppf.co.za);
- ✓ Ungathatha umhlalaphansi bese uthatha impeshe ni yenzuzo yakho ehlehlisiwe noma nini kusukela eminyakeni yobudala engu-55, kodwa futhi kungakedluli inyanga ohlanganisa ngayo u-65; kanye
- ✓ Lapho uthatha umhlalaphansi ungathatha ingxenye eyodwa kwezintathu zenzuzo yakho ibe ngukheshi. Ibhalansi kumele isetshenziselwe ukuhlinzeka ngempeshe ni yokuphila konke eyisibopho evela kwa-EPPF.

### Okuhle

- ✓ Okujabulisayo ukuthi uma ukhetha ukuhlehlisa inzuzo ku-EPPF, inzuzo ekhokhwayo isekelwe enanini lakho le-actuary, elite ukuba phezudlwana kune- MIR yakho. Lokhu kunikeza ithuba elihle lokuthola inzuzo ephezulu yokwesula kanye nokuyilondoloza ku-EPPF.



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- ✓ Azikho izindleko ze-administration ngokuhlehlisa inzuzo yakho ku-EPPF.
- ✓ Uma uhlehlisa inzuzo yakho ku- EPPF, unyaka ngamunye uyothola iSitatimende Senzuzo Ehlehlisiwe, esizobonisa inani lokuqala lokudlulisela kwakho kwanje nenzalo etholakale lapho. Ungase ukhethe ukuthola isitatimende sakho saminyaka yonke senzuzo ehlehlisiwe nazo zonke izincwadi ezivela ku-EPPF nge-imeyili nange-SMS ngokugcwalisa ifomu Lemvume Yokuthola Izincwadi Nge-Imeyili Nange-SMS, elitholakala engosini ye-EPPF ethi-[www.eppf.co.za](http://www.eppf.co.za). Uzosizakala ngezindleko zokutshala izimali ezikahle futhi uzoqhubeka utshalwe ezinhlelweni zotshalomali lweSikhwama;
- ✓ Uzoba nokuthula kwengqondo ngokwazi ukuthi imali oyilondolozile ihlezi kahle ezandle-ni zabantu abanekhono; Ngeke kudingeke ukhokhe amakhomishini noma izindleko zotshalomali kusengaphambili njengoba kungaba njalo uma uhambisa imali esikhwameni sokulondoloza noma esikhwameni somhlalaphansi.

### Okungekuhle

- ✓ Ngeke wakwazi ukukhipha ingxenye yemali yakho

Noma dlulisela ku:

### I-Retirement Annuity (RA)

Izimali ze-Retirement annuity ziyefana nezikhwama zempesheni kodwa ziqondiswe kubantu ngabanye.

#### Okuhle

- ✓ Ayikho intela ekhokhwayo uma kudluliswa imali.
- ✓ Ungaqhubeka nokufaka imali ku-RA uma uthanda.
- ✓ Lo mkhiqizo awukhokhiswa intela yempahla futhi uvikelwe ngumthetho ezimangalweni ezifakwa ababolekisi.

#### Okungekuhle

- ✓ Awukwazi ukuthola imali ngaphambi kokuba ube neminyaka engu- 55.

- ✓ Uma usuthatha umhlalaphansi ungathatha ingxenye eyodwa kokuthathu yesamba semali futhi ibhalansi kumele ithathwe njengempesheni.

### Isikhwama Sokulondoloza

Isikhwama sokulondoloza sigcina izinzuzo zakho kube kube yilapho uthatha umhlalaphansi. Ungakhetha isikhwama sokulondoloza kunoma yimuphi umshwalense othanda ukuwukhetha.

#### Okuhle

- ✓ Ayikho intela ekhokhwayo uma kudluliswa imali.
- ✓ Ungakwazi ukukhipha imali ewukheshi kanye (okungaba yiyo yonke ibhalansi) ngaphambi kweminyaka engu-55 ubudala.
- ✓ Ungakhetha usuku lokuthatha umhlalaphansi oluvumelana nezidingo zakho – ayikho iminyaka ebekwe ngokomthetho yokuthatha umhlalaphansi.

#### Okungekuhle

- ✓ Ngeke wakwazi ukufaka imali esikhwameni sokulondoloza

### Isikhwama somqashi wakho omusha

Inqobo nje uma Imithetho Yesikhwama emisha ikuvumela ukudlulisela.

#### Okuhle

- ✓ Ayikho intela ekhokhwayo ngokudluliselwa kwemali esikhwameni sephrovidenti noma sempesheni. Wena nomqashi wakho omusha nizoqhubeka nokufaka imali eSikhwameni sakho. Uzozuza ezindlekweni eziphansi zesikhwama somsebenzi.

#### Okungekuhle

- ✓ Awukwazi ukuthola imali uma usaqashiwe.

### Khumbula:

Ungabi phakathi kwezinye izibalo ezidabukisayo, yenza ukulondoloza izinzuzo zakho kube yinto eza kuqala lapho unquma ukushiya umsebenzi wakho.

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## *Zimisele ekugcineni imali yomhlala-phantsi*

Ubusazi ukuba umntu oqhelekileyo waseMzantsi Afrika utshintsha umsebenzi izihlandlo ezine (4) ukuya kwezintandathu(6) ebudeni bexesha lokuphila kwakhe? Amaxesha amaninzi umntu uye athathe kwinzuzo zemali yakhe yomhlala-phantsi xa esenza oku. Oku kudala imeko apho amalungu amaninzi engxowa-mali ephela esalelwe yiminyaka elishumi (10) nangaphantsi yokuqokelela imali yokudla umhlala-phantsi kumsebenzi wawo wokugqibela ngaphambi kokudla umhlala-phantsi.

Uphando lubonisa ukuba ukuze ukwazi ukudla umhlala-phantsi kamnandi xa uneminyaka engamashumi amathandathu (60) ubudala, kufuneka ugcine ubuncinane i-17.5% yomvuzo wakho, ubuncinane kangangeminyaka engamashumi amathathu anesihlanu(35), ityalwe ubukhulu becala ekukhuliseni iimpahla onazo (ezifana namabango). Amaxesha okugcina imali abaluleke ngokugqithileyo. Rhoqo utshintsha umsebenzi uze uthathe imali oza kuyisebenzisa, uphungula kwixesha lokugcina imali yomhlala-phantsi.

Ukujongana nomhlala-phantsi ube usyiminy eli-10 yokugcina imali sesinye sesizathu esiyintloko sokuba ilungu eliqhelekileyo lengxowa-mali yomhlala-phantsi eMzantsi Afrika likwazi kuphela ukuthathela indawo i-30% yomvuzo ebeliwufumana ngeneniso yepenshini xa lisidla umhlala-phantsi. Oku kuthetha ukuba xa ufumana umvuzo oyi-R30 000 ngenyanga ngaphambi kokudla umhlala-phantsi – inkunzi yomhlala-phantsi iya kukwazi ukukuthengela ingeniso yepenshini elingana ne-R9 000 ngenyanga.

Ukuze ukwazi ukudla umhlala-phantsi uthe zava ungenaxhala kufuneka uqokelele isixa kwingxowa-mali (inkunzi yokudla umhlala-phantsi) ewuphindaphinda ngeshumi elinambini(12) ukuya kwishumi elinesixhengxe (17) umvuzo wakho waminyaka le. Ukuba ufumana i-R30 000 ngenyanga (i-R360 000 ngonyaka) ngaphambi kokudla umhlala-phantsi udinga ukuba ube ugcine phakathi kwe-R4.3 yezigidi (ngokuphindwe kali-12) kunye ne-R6.1 yezigidi (ngokuphindwe kali-17) ukuze ufumane imali yomhlala-phantsi eza kugcina uthe zava ungenaxhala.

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## Ingaba usadinga ukuqinisekiswa ngakumbi?

- ✓ Ukuba usebenza kangangeminyaka eyi-35 une-420 eentsuku zokurhola KUPHELA omele kuzo uqokelelele ukudla umhlala-phantsi, yenza suku ngalunye kwezi ntsuku lungemnki namanzi.
- ✓ Ukugcina kwakho imali yomhlala-phantsi kwiminyaka elishumi(10) yokuqala yobomi bakho bempangelo oko kuthetha ukuthi sicingela ukuba ufaka umnikelo kangangeminyaka engamashumi amathathu(35)), kungafaka isandla kwi-50% yepenshini yakho ngenxa yenzala ehambisana nayo. Ukuthatha loo mali uyisebenzise kiminyaka yakho eli-10 yokuqala yolondolozo kunganciphisa ingeniso yakho yepenshini nge-50%.
- ✓ Xa uthatha imali yakho uyisebenzise qho utshintsha umsebenzi, ulubuyisela emva uhambo lwakho lokugcinana imali kwaye uqala phantsi.
- ✓ Izinga lokufaka imali olidinga ngoku (emva kokuba uye wayisebenzisa) ukuze udle umhlala-phantsi kakuhle, liya kunyuka kakhulu gqitha (ngoku kuya kufuneka ugcine ngaphezu kwe-17.5% yomvuzo wakho).

## Thatha inyathelo elingakumbi

- ✓ Gcina inzuzo yakho rhoqo utshintsha umsebenzi.
- ✓ Jonga isixa somvuzo wakho osigcinayo nyanga nganye – ukuba oku kungaphantsi kwe 17.5%, faka eminye iminikelo engakumbi onayo kwiNgxowa-mali okanye uqokelele ngaphandle kweNgxowa-mali.
- ✓ Musa ukuthatha umhlala-phantsi ngaphambi kwexesha kuba inzuzo yenzala efanelekileyo (inzala phezu kwenye inzala) iqalisa ukubonakala xa umdala kwaye ufumana umvuzo ophezulu.
- ✓ Funda ngezinto zotyalo-mali zale Ngxowa-mali. Ukuba uselelwe yiminyaka elishumi(10) ngaphambi kokuba udle umhlala-phantsi qiniseka ukuba utyale kwicandelo elithile elinamathuba aphezulu okukhulisa imali (ukuqinisekisa ukuba ufumana eyona nzala iphezulu onokuyifumana).
- ✓ Funda ngendlela ezahlukahlukeneyo onokuthi ugcine ngazo inzuzo yakho.
  - Qiniseka ukuba awunamatyala ngaphambi kokuba
- ✓ udle umhlala-phantsi.

- ✓ Qiniseka ukuba ufumana umcebisi wezimali ovunyiweyo nonokuthenjwa akuncede uzakhele icebo lokudla umhlala-phantsi.

## indlela ezingakumbi zokugcina imali

1. Eyona ndlela ilula yokugcina inzuzo yakho xa utshintsha umsebenzikukuba ube lilungu elihlehlisiweyo leNgxowa-mali yalomsebenzi owuyishiyayo. Xa uziyekela emsebenzini musa ukuyitsala imali yakho kwiNgxowa-mali. Iqhubeka ityalwe kwinkalo obuyifake kuyo, ngaphambi kokuba uziyekele emsebenzini kwaye iya kuqhubeka ikhula de wena ugqibe kwelokuba udle umhlala-phantsi uze ufake ibango lalo mali.
2. Ungayidlulisele le nzuzo ungalawuli rhafu kwiNgxowa-mali yomhlala-phantsi kawonkewonke ozikhethela yona.
3. Usenokudlulisele ezi nzuzo ungalawuli rhafu kwiNgxowa-mali yomqeshi wakho omtsha.

## Isibongozo sokuthatha inyathelo

### Yenza izibalo uze ubone ukuba zingaphi iintsuku zokurhola eziseleyo de uye kufikelela kumhlala-phantsi owucebileyo.

Ukuba ukhathazekile ngelokuba awuqokeleli ngo waneleyo kwaye imali yakho oyifakayo iphantsi kakhulu, usenokwenza iminikelo ozithandela ngo wakho kwiNgxowa-mali nyanga nganye. Cela njeiSebe lezabaSebenzi apho uphangela khona likuncede likulungiselele impepha ezigunyazisa ukuba kutsalwe imali engakumbi kumrholo wakho nyanga nganye.

Ungaqalisa ukuyifaka okanye ungayifaka ngamanye amaxesha le mali yongezelelekileyo ngokokuzithandela kwakho ngalo naliphina ixesha.

## Emva komhlala-phantsi

Xa ucebe kakuhle kwaye uziqeqeshe kakuhle ukugcina imali ungalawuli rhafu othe chatha wokudla umhlala-phantsi.

## Ndingayigcina njani inzuzo yam xa ndishiya le Ngxowa-mali?

Ungayigcina inzuzo yakho ngenye yezi ndlela zilandelayo:

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## Ukuhlehlisa inxalenye okanye yonke inzuzo iye kwi-EPPF

Usenokuhlehlisela yonke inzuzo yakho, okanye inxalenye yayo kwi-EPPF.

Unezi zinto zintathu zilandelayo onokukhetha kuzo xa uhlehlisa:

- ✓ Ukuhlehlisela ixabiso elipheleleyo lenzuzo yakho kwi-EPPF;
- ✓ Thatha eyona mali iphezulu yesixa-mali esingenarhafu uze uhlehlisele eseleyo kwi-EPPF; okanye
- ✓ Xa uthatha umhlala-phantsi, ungakhetha ukuthatha imbuyekezo yemali elingana nomnikelo wemali obuyifakile, ongahlawulanga rhafu kuyo uze uhlehlisele eseleyo kwi-EPPF.

Izicangca zerhafu zonyaka werhafu osebenzayo ziyafumaneka kwi-websiteye-EPPF ku [www.eppf.co.za](http://www.eppf.co.za).

Wakuba nje uyihlehlisile inzuzo yakho, le miqathango ilandelayo kuza kusebenza yona:

- ✓ Isigqibo sokuhlehlisa ixabiso lemali oyidluliselayo asinakutshintshwa emva kokuba usenzile;
- ✓ Inzuzo yakho ehlehlisiweyo ayinakubekwa okanye isetyenziswe njengesikhuselo setyala;
- ✓ Akukho minikelo engakumbi enokwenziwa xa inzuzo yakho sele ihlehlisiwe;
- ✓ Ukuba uyaphinda ubuyele kuloo ndawo ubuphangela kuyo emva kokuba uye wayitsala imali waza wenza nohlehliso, inzuzo yakho ehlehlisi-

weyo ihlala izimele ecaleni kwi-EPPF de wena udle umhlala-phantsi;

Inzala kwinzuzo yakho ehlehlisiweyo ifakwa  
 ✓ ngokwenyanga nenyanga kwaye ixhomekeke kuhlolisiso lweBhodi kwaye izinga leqondo lenzala livakaliswa ngekota. Amaqondo enzala ungazihlolela wona kwi-website ye-EPPF ku [www.eppf.co.za](http://www.eppf.co.za) ;

Ungathatha umhlala-phantsi uze ufumane imali  
 ✓ yomhlala-phantsi yakho kwinzuzooyihlehlisiweyo naninaukususela kwiminyaka engamashumi amahlanu anesihlanu (55) ubudala, kodwa ungadluli ngenyanga emva kokubauye waneminyaka engamashumi amathandathu anesihlanu (65); kwaye.

Xa uyeka usenokuthatha isixa esisesona siphezulu  
 ✓ lu sesahlulo sesithathu senzuzo yakho (1/3) siyimali. Eseleyo imele isetyenziselwe ukubonelela imali yomhlala-phantsi yobomi bakho bonke evela kwi-EPPF.

## Okukhuthazayo

- ✓ Okunika umdla xa ukhetha ukuhlehlisela inzuzo yakho kwi-EPPF, inzuzo ehlawulelwayo isekelwe ekubalweni kwemingcipheko nenzuzo, nto leyo eye ibe ngaphezulu kancinci kwi-(Minimum Individual Reserve (MIR) yakho. Oku kunika ithuba elihle lokufumana inzuzo yokuziyekela emsebenzini uze uye kuyigcinisa kwi-EPPF. .
- ✓ Akukho zindleko zomsebenzi wasezi-ofisini xa uhlehlisela inzuzo yakho kwi-EPPF.



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- ✓ Ukuba uhlehlisela inzuzo yakho kwi-EPPF, nyaka ngamnye uza kufumana i-Deferred Benefit Statement, esibonisa ixabiso lemali owayidluliselayo ekuqaleni kunye nenzala osele uyiqokelele ukususela ngoko. Unako nokonyula ukufumana i-statement saminyaka le sokuhlehliswa kunye nazo zonke imbalelwano ezivela kwi-EPPF ngokuthi uzalise i-form ethi Consent to Receive Correspondence by Email and SMS, onokuthi uyifumane kwi-website ye-EPPF ku- [www.eppf.co.za](http://www.eppf.co.za). Uza kuxhamla ingenelo yezimali zentlawulo ezifanele wena zotyalo-mali kwaye ziya kuhlala zityaliwe kwi-CEO lotyalo-mali leNngxowa-mali;
- ✓ Uza kuba ngabinaxhala kuba usazi imali yakho ijongwa kakuhle kwaye ilawulwa ngabaphathiswa abanobuchule; Akuyi kufuneka uhlawule iimali ze-commission okanye iindleko zotyalo-mali ezihlawulwa ngaphambi kokuba utyale imali njengokuba bekuya kuba njalo ukuba ubuthumele imali yakho kwingxowa-mali yokugcina okanye yomhlala-phantsi yaminyaka le.

### Okungenzi mdla kwabanye

- ✓ Awukwazi ukutsala kuyo.

Okanye, uyithumele:

### KwiNgxowa-mali yoMhlala-phantsi yamiNyaka le (Retirement Annuity [RA])

Izimali zengxowa-mali yomhlala-phantsi ziyafana nezimali zepenshini kodwa zona zihlelwe abantu ngabanye.

#### Okukhuthazayo

- ✓ Akho rhafu ihlawulwayo xa kudluliselwa imali.
- ✓ Ungaqhubeka ufaka imali kwi-RA ukuba unqwenela njalo.
- ✓ Le mveliso ayinalo uxanduva lwempahla yakho kwaye ikhuselwe ngumthetho ukuba abo unamatyala kubo abanakufaka ibango kuyo.

### Okungenzi mdla kwabanye

- ✓ Akunako ukufikelela kule mali ngaphambi kokuba ube neminyaka engama shumi amahlanu anesihlanu (55).

- ✓ Xa uthatha umhlala-phantsi unokuthatha kuphela i-1/3rd yemali eziinkonzo esisimbukuize ke eseleyo ithathwe njengepenshini.

### Ingxowa-mali yoLondolozo

Ingxowa-mali yokugcina imali yomhlala-phantsi ilondoloza inzuzo yakho de uye kudla umhlala-phantsi. Ukwanako nokukhetha ingxowa-mali yolondolozo kuye nawuphina umboneleli weinsho-rensens ozikhethela yena.

#### Okukhuthazayo

- ✓ Akukho rhafu ihlawulwayo xa udlulisela le mali.
- ✓ Unokuthi utsale imali kube kanye (nto leyo esenokuba yibhalansi yonke) ngaphambi kokuba ube neminyaka engamashumi amahlanu anesihlanu (55) ubudala.
- ✓ Usenokukhetha umhla wokudla umhlala-phantsi ofanele iintswelo zakho – akukho minyaka isesikweni yokudla umhlala-phantsi.

### Okungenzi mdla kwabanye

- ✓ Akunako ukufaka umnikelo wemali kwingxowa-mali yolondolozo.

### Ingxowa-mali yomqeshi wakho omtsha

Kuxhomekeka ekubeni imithetho emitsha yeNgxowa-mali iyavuma ukuba kudluliselwe.

#### Okukhuthazayo

- ✓ Akukho rhafu ihlawulwayo xa udlulisela imali kwingxowa-mali yeprovidenti okanye yepenshini. Wena kunye nomqeshi wakho omtsha niza kuqhubeka nifaka umnikelo wemali kwiNgxowa-mali yakho. Uza kuxhamla kwiindleko eziphantsi zengxowa-mali yasemsebenzini.

### Okungenzi mdla kwabanye

- ✓ Akunako ukuyifumana loo mali ngoxa usengumphangeli.

### Khumbula:

Ungaziboni sele ungomnye wabantu abasala beseluzizini yenza iinzuzo zakho zibe yinto eza kuqala xa usenza isigqibo sokuba ushiye indawo ophangela kuyo.

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# A HEALTHIER YOU

*Health focus from ICAS:*

## Night-time habits for better sleep

We lead busy lives, and sleep can prove elusive for those unable to rest their minds at the end of their day. According to the Sleep Foundation, a mind that won't turn off at bedtime may lead to poor quality sleep.

## Insomnia vs restless sleep?

The Sleep Foundation adds that restless sleep differs from insomnia in that "insomnia is a formally defined sleep disorder diagnosed by a health professional according to specific criteria". Therefore, people with insomnia may "experience restless sleep", but not everyone with restless sleep has insomnia.

Despite these differences, both sleeping problems share common possible causes and affect sleep poorly. As with restless sleep, which the Sleep Foundation says can be caused by "stress, anxiety and poor sleep habits", the Mayo Clinic states that stress is one of the causes of insomnia – alongside "life events and lifestyle habits" – and it can keep your mind "active at night", making it harder to sleep.

Symptoms of restless sleep, as reported by the Sleep Foundation, include:

- ✓ "Tossing and turning" – trying to get "settled and comfortable".
- ✓ "The feeling of being only half-asleep or not sleeping deeply".
- ✓ A racing mind and "frustration with the inability to sleep soundly".
- ✓ Inability to fall back asleep quickly "after waking up unexpectedly".

On the other hand, the Mayo Clinic lists daytime tiredness, increased irritability, depression, anxiety and stress and a lack of concentration as causes associated with insomnia. Both platforms suggest simple changes in our daily habits to help improve sleeplessness and promote healthy sleep.

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The Sleep Foundation and the Mayo Clinic list the main culprits for insomnia and restless sleep as stressors such as “work, family and social obligations” and poor bedtime habits such as irregular sleep patterns, caffeine and digital screen usage.

### Habits for bedtime

Here’s how adopting healthy habits during the day and before bedtime can help you combat stress-induced insomnia or bedtime restlessness.

#### 1 Put the caffeine down after 4 pm.

According to WebMD, caffeine is a stimulant and shouldn’t be consumed four to six hours before bed to allow adequate time to fall asleep. As some people are more sensitive to caffeine than others, Healthline recommends not exceeding caffeine doses of 400 mg a day, which is “the equivalent of four cups (945 ml) of coffee”.

#### 2 Set a bedtime.

“Keep your bedtime and wake time consistent” every day, “including weekends”, suggests the Mayo Clinic. Keep your sleep schedule regular, otherwise this may “disrupt your circadian rhythms (the internal clock guiding our sleep-wake cycle)” and result in “disrupted sleep cycles” and “insomnia”, warn the Sleep Foundation and the Mayo Clinic.

#### 3 Create a nightly routine

Create a “stable bedtime routine and a fixed schedule” to help destress from the day and assist your body and mind for preparing to sleep, notes the Sleep Foundation. It recommends not “using your bed for work, eating or watching TV” and limiting the use of “computers, TVs, video games, smartphones or other screens just before bed” as these “can interfere with your sleep cycle”.

#### 4 Breathe and relax.

A second Sleep Foundation article recommends integrating relaxation techniques such as meditation and breathing exercises to relax the body and allow the mind to unwind after a stressful day. Breathing exercises “lower the heart rate and blood pressure, slow and deepen breathing and increase a sense of wellbeing and calm,” it adds.

If lying awake in bed, the Sleep Foundation recommends “taking slow, deep breaths to engage the body’s natural relaxation response... starting with 10 deep breaths”. It also notes that “research shows that these changes help us fall asleep” and how “relaxation techniques can help reduce the symptoms of insomnia and restlessness”.

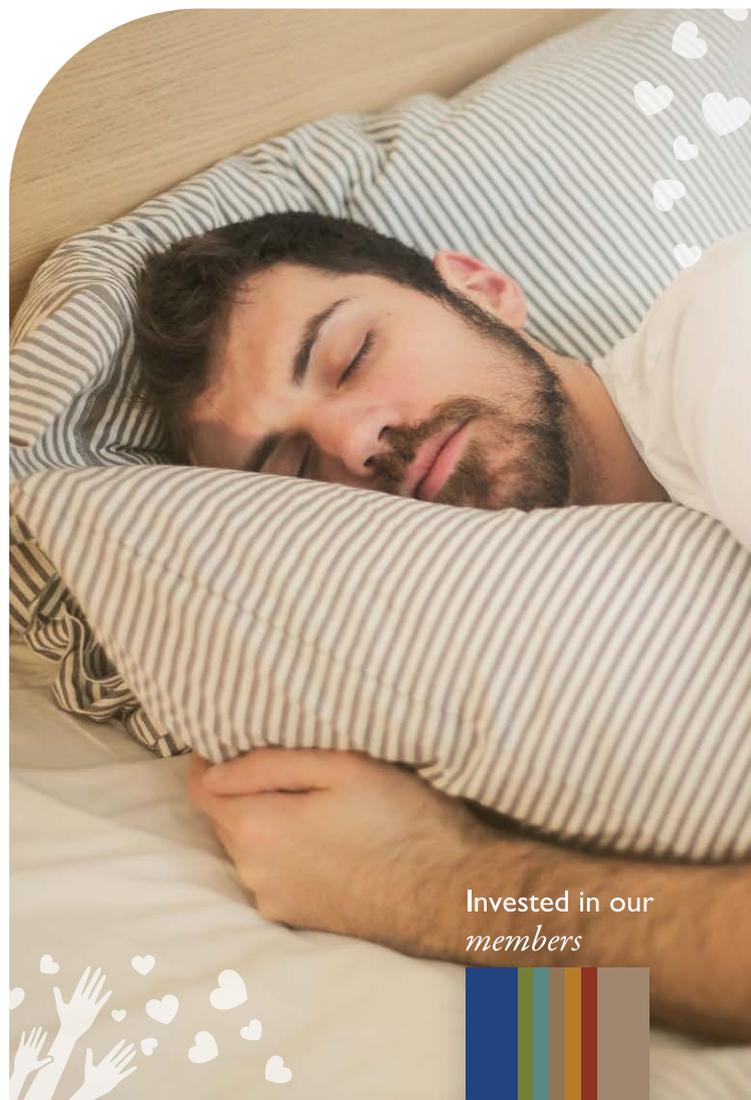
#### 5 Set the bedroom environment.

Where you sleep is important for how you sleep. According to another Healthline article, external light and noise can cause stress before bed and disrupt sleep. Make sure that your room has dark or blackout curtains to reduce the light. If you live in a noisy area, relaxing music or white noise can drown out any sounds.

**Editor: Thato Tinte**

**Author: Aidan Tyler-Scott**

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## HOT TOPIC

*Chief Executive and Principal Officer Shafeeq Abrahams addressed the recent Council of Retirement Funds for South Africa (Batseta) Winter Conference.*

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**We're pleased to bring you his speech:**

“Good morning delegates. It is indeed a great pleasure to address you today at Batseta’s Winter Conference 2022. The conference is aptly titled “Responsive, Resilient, Responsible -R3.”

It is an even greater pleasure to meet in person and to experience the energy, the spirit of camaraderie and fellowship once again. Before I begin with the EPPF’s strategic outlook and lessons learnt, let me step back and first provide a brief overview of the EPPF and its ecosystem. I will then proceed to outline our strategic reflections, that have informed our responses and responsiveness. Our aim is to not only weather the challenges presented by the pandemic, but more importantly to come through the pandemic with greater resolve and commitment to lead responsibly, whether it be serving our members, investing with impact and or shaping a narrative that will lead to the change that we would like to see in our industry and society at large.

**EPPF ecosystem at a glance**

The EPPF is a 72-year-old pension fund formed with the purpose of providing retirement benefits to its members. It’s a defined benefit fund in its nature, regulated by the Financial Sector Conduct Authority, and serves and acts in the interest of approximately 80,000 members. The EPPF is led by a non-executive Board of Fund comprising 14 members and is managed by a full-time executive. As a self-administered fund, it has approximately 150 full time team members in its employ. At the last valuation, being 30 June 2021, its funding level, after making provision for contingencies was at 145%. This is an important indicator to our members as it provides them with the necessary confidence in the financial sustainability of the Fund. The EPPF has Asset Under Management of approximately R175 billion, of which approximately 70% is invested locally, while the balance is invested largely in global markets with a small portion in Africa. Approximately 40% of the Assets Under Management is managed by the in-house investment team, while the balance is managed through an asset manager network of 42 external asset managers based locally and abroad. As leadership, we are

therefore mindful that our actions, inactions, behaviour and decisions touches many lives. We do not take this responsibility lightly.

**EPPF reflections**

It is within this context that in 2019 we reflected on what was going on both inside and outside of our organisation, with a view to crafting a response that would shape our position as the EPPF in a way that not only ensured our success but also that of our partner network and the society in which our members live, work and ultimately retire into. The following quote by Leonardo Da Vinci captures our mindset and thinking at the time: “Study the science of art. Study the art of science. Develop your senses-especially learn how to see. Realise everything connects to everything else” close quote.

And what were we seeing at the time? At the time: the stark contrast of endemic inequality within South African society was aptly captured in a single image – an aerial photograph of leafy Primrose, Germiston, and the neighbouring Makause informal settlement – that made it to the cover of Time magazine of May 2019. Similarly, in May 2020, we observed the long winding queues of people, reported to be more than four kilometres long, waiting for food parcels to be delivered in Olievenhoutbosch, Centurion. In July 2021, we witnessed the social unrest in some parts of our country, and more recently we witnessed the suffering and devastation caused by floods in Kwazulu-Natal. In South Africa, near zero economic growth has been a key feature of our economic landscape for years. This has ultimately influenced the investment returns of pension funds and has eroded their ability to honour its obligation to their members, particularly pensioners who were and are experiencing increasing financial pressure. Within the retirement industry, both locally and globally, there was, and still is, growing mistrust between retirement funds and their members.

Locally, state capture and ongoing reports of corruption makes this more difficult as it fuels the

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suspicion of members. At the EPPF, we were not immune to this dynamic and we had our fair share of scrutiny and negative publicity. So as a team, we did some introspection. Recognising that the social system in which we expect investment returns to be generated is broken, therefore what role do we play in perpetuating or changing the status quo? What could we do differently? Our pledge to C.A.R.E.

In the words of Leonardo Davinci, we realised that “everything connects to everything else” and we crystallised our vision to “become a sustainable and trusted retirement savings provider, positively impacting society.” This vision is rooted in our commitment to live by our values and our pledge to care for our members, our staff, our partners, our industry, and our society. Our unity of purpose and commitment of our team is what inspires us individually and collectively, whether it be our Board, our management, or any one of the team members, to step up and make the difference no matter how daunting the task may appear. With this alignment we set out to deliver on our strategic intent and what did we learn and achieve? The first strategic shift we invested in was to move from Governance and Compliance to building member confidence and trust.

Whilst governance and compliance are a good proxy or measure of the degree to which stakeholders can trust you and your fund, it’s only one of the building blocks in embedding members’ Trust. Through our experience we have learnt that a sound and robust Governance Framework needs to be complemented by behaviour that gives meaning and effect to good governance. Therefore, the competence, motivation and capability of the leadership to provide necessary and effective oversight, but not getting operationally

involved, is key. Of utmost importance is the alignment and understanding that we are serving the members interests above all other interests. This is not as easy as it may sound, particularly in a concentrated, narrow industry like ours, which at times has many conflicting interests. To build member confidence and trust required us to commit to greater transparency, accountability, and communication with stakeholders. Over the past few years, the EPPF has made great strides in this regard.

The second strategic imperative was to improve value and service levels to members to improve our service levels and improve the convenience for members, the Fund has been on digital transformation journey. However, with the lockdowns, the EPPF has had to accelerate and prioritise this programme to enable services, communication and engagement with its members. As a result, we now have member engagements taking place virtually, more regularly and at a lower cost. In addition, we have a broader set of service channels such as WhatsApp, mobile apps, etc. which improve the convenience of members, particularly the younger members.

Going forward, we will continue to mature the effectiveness and efficiency of these capabilities to improve the convenience of our members but also to reduce costs. The third strategic initiative was to deliver decent investment returns for our members whilst moving beyond investment risk and investment returns to include impact.

The delivery of decent investment returns that enables us to honour our obligation to our members is a cornerstone of our business. While investment returns have improved, some asset classes and geographies have not yet delivered investment performances that meet expectation. At the EPPF, we recognise that a sustainable society and economy is critical to ensuring the sustainability of investment returns, particularly where you have long dated liabilities some of which end in 84 years’ time. We have a track record in driving transformation within the asset management industry, and we know, and have

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experience in this regard, that the way we conduct our activities can be leveraged to change the socio-economic landscape of our country. Leaning on this experience, we recommitted ourselves to making a greater effort in effecting social transformation through our investment activities, and in so doing we sharpened our approach to ESG and Impact Investing, to be more targeted and deliberate in achieving the desired outcomes.

A key mandate for the Fund is its commitment to addressing socio-economic imbalances in South Africa. This includes identifying and promoting investments that seek to contribute towards Historically Disadvantaged Individual (HDI) management / ownership, skills development, and procurement, as part of redressing past social ills, but also to unlock latent economic potential in South Africa. This ultimately contributes to an improvement in the underlying investment competitiveness of the country and importantly, creates and grows sustainable businesses. In keeping with this mandate, the EPPF issued an updated ESG Policy to express the importance that the Fund places on ESG aspects, and to ensure that ESG is an integral part of the Fund day-to-day activities and investment and decision-making processes. Its commitment to ESG is therefore informed through careful consideration and integration with the Fund investment strategy and focus and matching its level of ambition with what is practical at both a Fund, investment manager and underlying investment level. In addition to its ESG Policy, the EPPF revised its development impact investing policy. This policy expresses the EPPF commitment and contribution to South Africa's socio-economic development through a Developmental Impact (DI) strategy that achieves competitive financial returns for EPPF members, as well as contributing to the upliftment of the communities in which they live. This mandate directs the EPPF's strategy in contributing to South Africa's social and economic development through high-impact, targeted investments, while positioning the EPPF at the forefront of responsible investment.

Our impact mandate seeks to contribute to the following core impact objectives:

- ✓ Broad-based black economic empowerment (B-BBEE);

- ✓ Job creation;
- ✓ Economic stimulus; and
- ✓ Gender Equality.

We seek to achieve our impact objectives by investing in the following high-impact sectors:

- ✓ Low income/affordable housing
- ✓ Renewable Energy
- ✓ Social infrastructure (Healthcare and Education)
- ✓ Rural/Township retail property assets
- ✓ Small and Medium Enterprises (SMMEs)
- ✓ Agriculture (non-primary agriculture assets)

Some of our investments in this space include:

1. Student accommodation
2. Education and hospitals
3. Retail property in townships and rural areas
4. Renewable energy
5. SMME Debt Funding

The third key initiative is supporting emerging managers in private markets. As we grow our investments in private equity, infrastructure and other real assets, we asked ourselves how we can support the growth of emerging managers within private markets so as to not only transform the industry but also increase the talent pool. Leveraging on our experience within the listed manager development programme, the EPPF partnered with Thuso Partners in establishing a Private Markets Development Programme to support the development of emerging managers within the private markets space.

To date the EPPF has allocated R2 billion, with 10 managers participating in the programme. We are extremely proud and pleased to witness the growth, impact and work that our asset managers are doing in this space. Our hope is that more funds will support these asset managers in the future to ensure their growth, sustainability, and success. EPPF strategic outlook.



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Looking ahead, we believe that there are five key themes that will influence the nature and strategic direction of the EPPF over the next few years:

### 1. Eskom unbundling

While the Eskom unbundling is an immediate focus area for the EPPF as we reconfigure our operating model to respond to the changes at the employer, we believe the broader restructuring of the electricity industry unlocks structural limitations on the South African economy and provides significant investment opportunities particularly within the infrastructure space, and possibly within the supply chain itself. This can be leveraged to spur the economy on, create much needed jobs while also meeting our climate change goals. Key to this will be the need to ensure an alignment between role players on how the just transition will be executed, with a view to minimise the social impacts on affected communities and in our case, our members, who will be directly affected by this transition.

### 2. Regulatory changes We welcome recent amendments to regulation 28.

We support the final position on infrastructure which promotes investment in infrastructure, however on a voluntary basis as opposed to the prescribed approach as initially proposed. At the same time, we recognise that infrastructure investment is a complex and expensive area of work that presents many risks to Funds. This therefore necessitates greater collaboration between pension funds to share risks, costs, skills, and influence policy. The Asset Owners Forum is a critical platform to enable this collaboration. However, we do believe that there needs to be a broader engagement with interested infrastructure investors such as development finance institutions and government agencies to explore risk appetite and possible commitment to the various stages of a project life cycle. We also welcome the increased offshore limits from the 30% and 10% to 45% as it presents funds with increased investment choice and flexibility. How we will exercise this choice will be directed by the nature of the liabilities we are

investing for. Our decisions in this regard will be informed by the results of the asset liability modelling exercise. Nevertheless, this development does trigger a change in perspective on how we as the EPPF, view our approach to global markets, possible investment opportunities and how we enter these markets. We will soon formulate a position on this.

### 3. A need for diversified investment return streams

The EPPF will continue growing its investment in alternatives with the objective of creating diversified investment streams and ensuring a better alignment of the nature and timing of cash flows to that of our liabilities. This will include further investments into private equity, some exposure to venture capital, infrastructure, and real estate both locally and globally. In so doing, we will include our developmental impact objectives as a key part of these mandates so that we are able to further advance our responsible investing objectives.

### 4. Hiring the best talent

We owe our success to the dedication, commitment and skill of the 150 team members at the EPPF. We will continue to hire the best talent and leadership to complement our current skills sets in a way that enhances our diversity of thought and experience whilst embedding a culture of inclusivity, belonging and growth.

### 5. Playing a leadership role in advancing responsible investing

We will continue to build on our successes and gains over the years with a view to consolidating our leadership position in responsible investing. Key to this will be to consolidate the effectiveness of our ESG engagement processes as well as aggregate the ESG and impact investing outcomes at a Fund level.

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In the next few months, the EPPF aims to issue a policy on climate change as well a policy supporting the advancement of women within the industry. We believe that women are under-represented within the industry. We intend to understand the obstacles to the advancement of women within the industry, and to identify and implement possible interventions that will support the advancement of women within the industry.

### Conclusion

In conclusion, as we recover and rebound, we do so with greater resolve and commitment to lead responsibly. We believe that there is a better model and future out there for our members, our staff, our partners, our industry, our society at large. A model premised on shared value, fairness to our members and partners, positive impact in society and responsible leadership. There is a Con-

golese proverb that says, “a single bracelet does not jingle”. We therefore recognise that if we are going to change the narrative in our industry and country it will require all of us, both leaders of retirement funds and service providers, to join hands, and as a collective to collaborate, commit and through synchronised collective effort, effect the change so desperately required in our industry, country and society.

So, as we engage over the next two days, I have no doubt this spirit will guide and inspire our discussions to find practical and tangible solutions. I wish you all the best in these endeavours, and remember the power lies in our hands to change the image and narrative.

I thank you.”



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# We hear from our growing family!

2022 marks 46 years since thousands of Soweto learners began protesting the introduction of Afrikaans as the medium of instruction in local schools. They were met with fierce police brutality and many young people lost their lives, as the learners made the ultimate sacrifice for the freedom we enjoy today. The Communications team sat down with some of the future leaders in our midst at the Fund to get their words of wisdom ahead of this year's Youth Day commemoration.

"I wish I knew that I am enough, I am beautiful and that I can attain selfconfidence by myself;" is what Tumiso Diphofe, Risk and Compliance Intern, wishes she knew in high school (pictured below)



Meet Yanga Mnikina, our IT intern, at 3-months old:



Yanga wished that she knew in high school that 'every piece of information I received isa building block towards my career'.



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**Our next future leader is a Finance: Investment Administration intern.**

Daiyan Parker says he wishes he knew in high school ‘not to put so much pressure on myself about what career path to follow because ultimately if do something you love, you never work a day in your life’.

Daiyan also spoke about what Youth Day means to him.

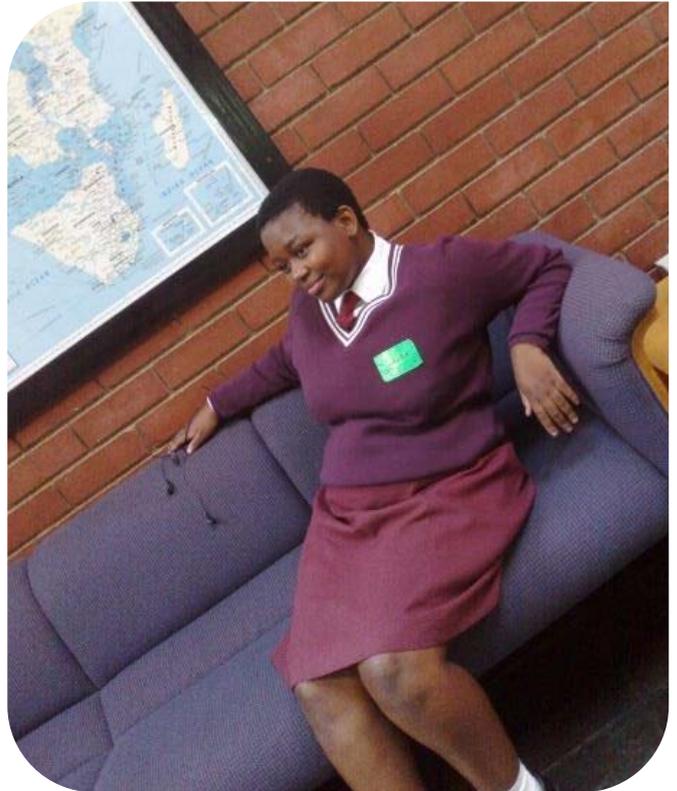
Daiyan on the first day of grade one



**Philasande Mtsatse, an intern in Pension Administration,**



**Ntombifuth Mzobe, an intern in Internal Audit**



shared their high school pics.

Ntombifuthi says she wished that in high school she was more open minded about her future, and that there’s nothing wrong with trying, failing and starting all over again. For her, Youth Day means ‘realising the vision and the dreams of the 1976 youth who fought for a free education system and that to me is bravery. If you believe in something, be brave enough to fight for it and express your opinions freely without fear’.

Philasande says she wished she knew in high school that time heals almost everything. For her Youth Day presents an opportunity for growth as it doesn’t happen in a comfort zone. She says, “You have to be ready to become comfortable with the uncomfortable and keep pushing”.

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**Thina Dubazane, our learner in HC**



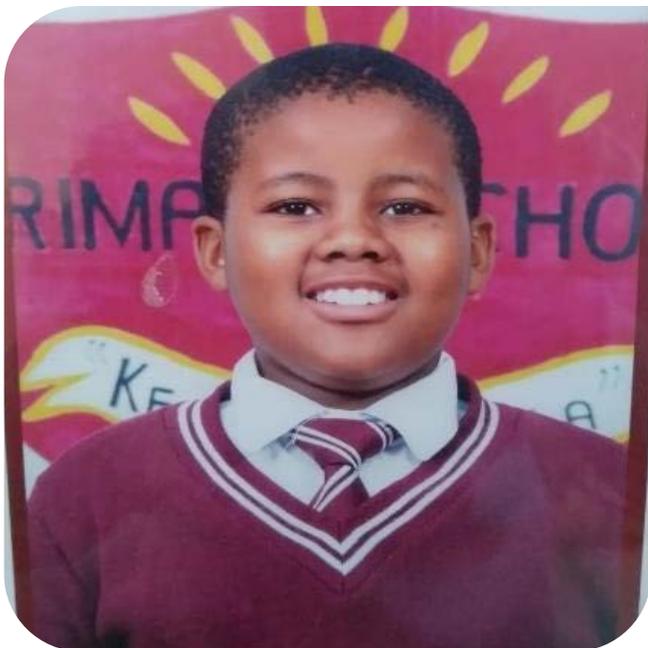
**What do you know now that you wished you knew in high school?**

“I am grateful for every experience I had in high school I wouldn’t change anything because it made me who I am today.”

**What does Youth Day mean to you?**

“Youth Day is a reflection of our past as Black people. It is a special day to appreciate the struggles and boldness of the South African youth of 1976. It is a time whereby we reflect on how far we have come as a country.”

**Galaletsang Segalagala, our intern in IT**



**What do you know now that you wished you knew in high school?**

“I wish I knew coding when I was in high school.”

**What does Youth Day mean to you?**

“This day to me means we get to recognise the first generation of youth who made a difference in our education system to promote equality and freedom.”

**Zemvelo Sibali, our intern in Legal**



**What do you know now that you wished you knew in high school?**

“I wish I knew that I am going to fail so many times before I succeed, and it’s going to hurt each time, however, I have to learn from my failures so that I can do better next time, and also learn to be gentle with myself.”

**What does Youth Day mean to you?**

“Youth Day is a celebration of South African youths’ bravery, courage and determination to fight for what they believe in and move in sync to achieve a common goal. You look at the youth of the 1976 uprising, the #FeesMustFall movement and how graduates relentlessly put themselves out there seeking jobs and finding creative ways to make an honest living. Youth is power!”



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**Tshepo Malahlela, our intern in Pension Administration**

Pictured now



“Back in high school I wish I knew that not everything we learn in school prepares you for life’s circumstances,”

**Relebohile Rathaba, our intern in Finance,**

when she was in grade one



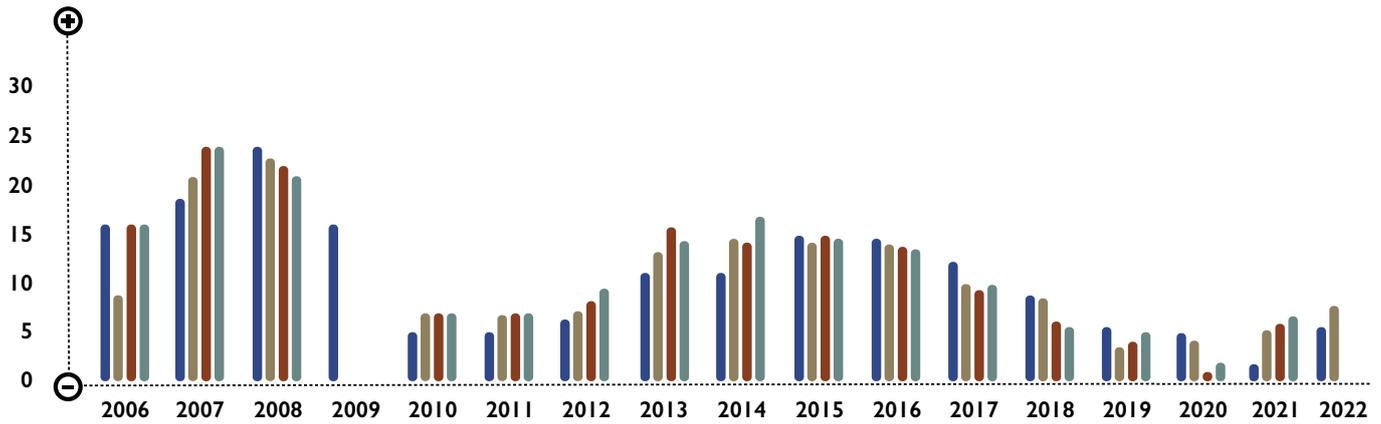
“Failing isn’t something that should be avoided at all costs, it is vital to progress,”



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# Fund Interest Rate



Year	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2006	16%	16%	16%	16%
2007	18.5%	21%	24%	24%
2008	24%	23%	22%	21%
2009	16%	0%	0%	0%
2010	5%	7%	7%	7%
2011	7%	7%	7%	7%
2012	6.5%	7.25%	8.25%	9.5%
2013	11.5%	13.5%	16%	14.7%
2014	14.5%	14.7%	14.63%	17.15%
2015	14.9%	14.5%	15.16%	14.84%
2016	14.93%	14.19%	13.96%	13.87%
2017	12.52%	10.25%	9.64%	10.18%
2018	9.13%	8.40%	6.21%	5.78%
2019	5.92%	4.06%	4.54%	5.09%
2020	5.07%	4.42%	0.24%	3.06%
2021	3.05%	5.34%	6.28%	6.43%
2022	5.88%	7.51%		

Please note that the interest rate is applicable for the period 1 April 2022 to 30 June 2022

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# Update of Personal Information

It is important for the Fund to have accurate and up-to-date records of your personal information, hence we urge members to update their personal information. This includes ensuring the the Fund has the correct souse's date of birth. Should you got through a divorce and remarry, please ensure that you update the Fund with the details of your new spouse.

**Call:** 0800 11 45 48  
**Visit:** [www.eppf.co.za](http://www.eppf.co.za)

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# POPIA Notice

## *Protection of Personal Information Act (POPIA)*

In 2013, certain sections of the POPIA came into effect. The POPIA seeks to regulate the processing of personal information by responsible parties, in this case, the Fund. The purpose of the POPIA is to ensure that all South African institutions conduct themselves in a responsible manner when they are in possession of another entity or person's personal information. This includes prohibiting the sharing of a member's personal information with third parties without the consent of the member. The Fund complies with the POPIA to ensure that our members' information is secure and protected. Therefore, the EPPF does not provide pension information to third parties (e.g; financial advisers) unless authorised by the member or compelled to do so by law.

POPIA came into effect on 1 July 2020. As an organisation which places its members, and the safeguarding of their personal information high on our priorities list, we embarked on a journey towards POPIA compliance some time ago. The remaining provisions of POPIA came into effect on 1 July 2021.



# Contact us



Register on [www.eppf.co.za](http://www.eppf.co.za) to access your payslip



Please update your personal details before the payroll closing date



Please update your personal details before the payroll closing date

## Eskom Pension and Provident Fund Contact Details

Call Centre Toll-free Number: 0800 11 45 48  
Website: [www.eppf.co.za](http://www.eppf.co.za)  
Email: [info@eppf.co.za](mailto:info@eppf.co.za)  
Postal address: Private Bag X50, Bryanston, 2152  
Website address: [www.eppf.co.za](http://www.eppf.co.za)  
Fax: 0866 815 449

## Head Office and Walk-in Centre

Isivuno House, EPPF Office Park  
24 Georgian Crescent East  
Bryanston East  
Johannesburg, 2191  
Tel: 011 709 7400  
Mobile: 067 429 0042

## Emalahleni Walk-in Centre

House no 27, Eskom Park,  
Visagie Street, Emalahleni, 1035  
Tel: 013 693 3240 / 013 693 3918  
Mobile: 067 429 0035 / 067 429 0030

## Cape Town Satellite Office

60 Voortrekker Road, Belville, 7530  
Tel: 021 915 2721  
Mobile: 067 429 0210

## East London Satellite Office

Sunilaws Office Park, Block A  
Corner Quenera Drive and Bonza Bay Road,  
Beacon Bay, East London 5241  
Mobile: 067 429 0034

## Durban Satellite Office

KwaZulu-Natal Eskom Regional Office,  
25 Valley View Road, New Germany 3620  
Mobile: 067 429 0114

## Limpopo Satellite Office

66 Hans Van Rensburg Street,  
Polokwane Central, Polokwane 0700  
Mobile: 067 429 0035



WhatsApp 072 741 7774



USSD \*120\*1037#



EOS USSD \*134\*20072#



Web Chat [www.eppf.co.za](http://www.eppf.co.za)

## Third-party contact Details

### INDWE

(Car & Home Household Insurance)

Telephone number: 011 912 7300  
Email: [indwe@indwe.co.za](mailto:indwe@indwe.co.za)  
Claims: [newclaims@indwe.co.za](mailto:newclaims@indwe.co.za)

### SANLAM SKY

(Voluntary Burial Scheme)

Telephone number: 0860 302 922  
Email: [Eskomservicing@sanlamsky.co.za](mailto:Eskomservicing@sanlamsky.co.za)  
Whatsapp chat: 0860 222 556  
Claims: [Eskomclaims@sanlamsky.co.za](mailto:Eskomclaims@sanlamsky.co.za)

## MEDICAL AID CLAIMS AND AUTHORISATIONS

### Bonitas Medical Aid

0860 002 108

### Bestmed Medical Aid

0860 002 378

### Sizwe Medical Aid

0860 100 871

### Medihelp Medical Aid

0860 100 678

### Discovery Medical Aid

0860 998 877

## MEDICAL AID CONTRIBUTIONS

Email: [medicalaidqueries@eppf.co.za](mailto:medicalaidqueries@eppf.co.za)

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