

**SALA PENSION FUND
DEFINED BENEFIT STRUCTURE
EMPLOYEE BENEFIT CERTIFICATE**



Member Surname / Initials: **MOKHELE, K**
 Membership Reference Number: **33909**
 Name of Municipality: **DB - Moqhaka Municipality**
 Company Reference Number: **1725**

Dear Member

This annual statement has been specifically prepared to keep you up to date with your benefits and to allow you the opportunity to align your benefits more closely with your particular retirement needs.

YOUR PERSONAL BENEFIT STATEMENT AS AT 7/31/2024

PERSONAL DETAILS

			AT AGE 60 (or Statement Date)	AT AGE 65
Date of Birth:	13/03/1978	Retirement Date:	01/04/2038	01/04/2043
Benefit Start Date (Pensionable Service Date):	Apr 16 2006 12:00AM	Projected Service:	31Y:11M	36Y:11M
Date on which you joined the Pension Fund:	01/09/2005	Annual Pensionable Salary:		R304,990.85
Actual Service (to certificate date):	18Y:04M	Average Pensionable Salary:		R297,851.35

NOTE: All benefits are based on your average salary over the last two years. Risk benefits are based on your final salary.

YOUR BENEFITS AT CERTAIN EVENTS

A. RETIREMENT BENEFIT

	AT AGE 60 (or Statement Date)	AT AGE 65
Cash Gratuity:	R512,399.63	R740,303.41
PLUS Monthly Pension:	R11,553.02	R16,691.57
OR		
Total Cash Value:	R2,018,336.06	R2,916,042.93

B. DISABILITY INCOME BENEFIT

The Monthly Income Benefit for which you may qualify is equal to:	R19,061.90
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C. DREAD DISEASE BENEFIT

75% of annual insured salary - refer contents overleaf:	R228,743.14
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D. LUMP SUM DEATH BENEFITS

A Life Assurance Benefit equal to a multiple of your final annual salary:	R991,220.26
PLUS Your Accumulated Benefit:	R871,776.12
TOTAL DEATH BENEFIT:	R1,862,996.38

E. FAMILY FUNERAL BENEFIT

Refer contents of benefit overleaf.

F. FAMILY SUPPORT BENEFIT

An amount payable in instalment - refer contents overleaf:	R50 000.00
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G. IN-HOSPITAL ACCIDENT BENEFIT

An amount payable once per annum in an accident event:	R7 500.00
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H. RESIGNATION BENEFIT

Benefit Defined in the Fund Rules:	R871,776
OR	
Minimum Individual Reserve Value (MIR):	R576,788.37

I. RETRENCHMENT BENEFIT

1. Members with less than 10 years pensionable service will receive the greater of:

The benefit amount as determined in terms of the rules or the actuarial reserve value:

And	R844,531.55
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2. Members of Local Authorities with more than 10 years pensionable service:

A benefit calculated as if the member had retired on the normal retirement date, taking into account benefits accumulated up to date of retrenchment in the Fund PLUS the balance to be funded by the employer as determined by the Fund Actuary and approved by the Board of Trustees.

FUND DETAILS

1. Registered Office: Sala House, Ground Floor, 12 Fredman Drive, Sandton, 2146
2. If you have any queries concerning this statement, kindly contact the Consultant responsible for your Province.
3. Fund's reference number at the office of the Registrar of Pension Funds: **12/8/19727**
4. This statement is issued on behalf of the Fund.

GENERAL FUND INFORMATION

RETIREMENT BENEFITS

- 1.The retirement benefit amounts shown above are based on your pensionable salary, assuming it remains unchanged.
- 2.Members who joined prior to 1 April 2000 have the option to retire at any age between 60 and 65. Members who joined on or after 1 April 2000 retire at age 65.
- 3.Should you be 5 years from normal retirement age and wish to retire earlier for reasons other than ill health, your pension above will be reduced by 4% in respect of the period between the early retirement and normal retirement age.

PENSIONABLE SERVICE DATE

The fund rules allow for your pensionable service date to be adjusted when there is a break in service, a divorce claim against your pension fund interest or when you default on your housing loan repayments. If your pensionable service date has been changed, it would be due to one of these reasons, as this reduction to your fund benefit entitlement no longer forms part of your benefits or the fund's assets.

DISABILITY INCOME BENEFIT

Should you, for medical reasons acceptable to the Insurer, become unable to work due to injury or illness, you will, after a waiting period of 6 months, receive a Monthly Income Benefit of 75% of your final monthly salary.

1. The benefit amount will increase by 5% per annum and shall be paid until the earlier of death, recovery, early or normal retirement age.
2. Members will continue to pay their contributions to maintain their membership of the Pension Fund.

DREAD DISEASE BENEFIT

If a Life Insured suffers a Dread Disease event on or before the Normal Retirement Date that satisfies the relevant criteria and severity levels per event as defined in the Policy, a lump sum amount equal to seventy five percent (75%) of the Life Insured's annual Remuneration at the date of the event becomes payable to the Life Insured. Insurance cover for existing Members will start on 1 July 2013, subject to the Life Insured before this date not having suffered from any condition and has not undergone any procedures for any condition which may be associated with the dread disease events. Events covered are heart attack with severe permanent impairment in function, cancer, stroke with severe impairment, total blindness and renal failure

LUMP SUM DEATH BENEFITS

In the event of your death before retirement, the benefit will become payable to your dependants and/or your nominated beneficiaries. The benefit will be calculated in the following manner:

A Life Assurance Benefit equal to a multiple of your **final annual salary** as shown below:

AGE	MULTIPLE	AGE	MULTIPLE	AGE	MULTIPLE	AGE	MULTIPLE	AGE	MULTIPLE
16-25	6	25-35	4.5	34-45	3.5	45-55	3.25	55-65	3.1

PLUS

your accumulated credit / resignation value

FAMILY FUNERAL BENEFIT

Should you or your spouse or dependent child die, the following benefit will be payable:

Member	R40 000
One Spouse and children aged 14 and older but not older than 21:	R20 000
Dependent child aged 6 or older but under age 14:	R16 000
Dependent child aged 1 or older but under age 6:	R12 000
Stillborn child between the age of 32 weeks and 12 months:	R3 000

Note: The age limit of 21 is extended to age 25 where such a child is a full time student, and financially dependent on the member **or** indefinitely where such a child is incapacitated by mental or physical infirmity and is wholly dependent upon the Member.

FAMILY SUPPORT BENEFIT

If a Life Insured dies before or on the Normal Retirement Date the amount of R50 000 shall become payable as follows by the Insurer to the person legally entitled to receive the Family Support Benefit: one (1) instalment of R10 000 payable at the end of the month of the Life Insured's death, and five (5) further instalments of R8 000 each, payable at the end of the 2nd, 3rd, 4th, 5th and 6th month following the Life Insured's death.

IN-HOSPITAL ACCIDENT BENEFIT

The Main Member is covered for an annual In-hospital Accidental Benefit of R7 500, which becomes payable when a SALA Main Member is hospitalised, as a result of an accident, for more than 24 hours.

RESIGNATION BENEFIT

The greater of the Benefit Defined in the Fund Rules and the Minimum Individual Reserve Value is payable. The minimum benefit is defined in Section 14 of the Second Amendment to the Pension Funds Act 2001, Section 14B (2) (a). The Net Index Linked Guild (ILG) interest rates are declared one month in arrear, therefore benefits can only be quoted at the last declaration date and cannot be projected to future dates. This benefit is not guaranteed due to fluctuating interest rates. The Benefit Defined in the Fund Rules is a guaranteed benefit.

CONTRIBUTIONS

You contribute a monthly amount of 8,6% of your salary. Your employer should pay a monthly amount of ###D02.txtEmployerContr### of your salary, sharing the cost of your pension and paying the full cost of all the other benefits and of administering the Fund.

INSPECTION OF DOCUMENTS

The Rules, financial returns and the most recent actuarial valuation report may be inspected at the registered office of the Fund (see Fund Details). Should you require copies of these documents, you will be charged an appropriate fee.

INTERNAL DISPUTE

Forward all complaints in writing, to your Employer. You have a right to receive a reply within thirty days. Should the reply be unsatisfactory, you have a right to lodge your complaint with the Pension Funds' Adjudicator

GENERAL

- 1.Check that the document correctly reflects your personal details. On your advice the changes will be effected.
- 2.The benefits shown in this statement are for information purposes. In the event of any inaccuracy or conflict between the information contained herein and the Rules of the Fund, the provisions of the Rules will prevail.
- 3.The legal provisions under which the Fund is governed are defined in the Rules of the South African Local Authorities Pension Fund and is available on request or on the Fund's website: www.salapensionfund.co.za.
- 4.These Rules are subject to amendments based on the discretion of the Board of Trustees.
- 5.Benefit in terms of the Rules will be reduced by any amount awarded to a divorced spouse in terms of section 7(7) & 7(8) of the Divorce Amendment Act 1989 (Act no 7 of 1989), as amended.
- 6.Your benefit may also be reduced by any amounts owing in terms of any housing arrangements with the Fund, maintenance orders or any other allowed prior claims in terms of S37D.
- 7.Tax is deducted from any cash benefit before the amount is paid.
- 8.It is important to obtain professional financial advice before electing a benefit.

NOMINATION OF BENEFICIARIES

It is important to nominate a beneficiary (ies) and to keep any nomination up to date. Contact your HR Office for details.

INSURER OF RISK BENEFITS

Your risk benefits are insured with Guardrisk Life Limited. Please contact Fairsure Administration for any enquiries, on 08600 4400 or email to riskclaims@fairsure.co.za. Physical address: 11th Floor, 117 on Strand, 117 Strand Street, Cape Town, 8001.

This certificate was issued by Fairsure Administration (Pty) Ltd