

STATEMENT OF BENEFITS AS AT 28/02/2018

Name	«MBR_NAME»	School Name	PYRL_NO »
Client ID	«CLIENT_ID»	School Code	«Corporate_Code»
Identity Number	R«SALARY»	Date Joining	«JSD»
Annual Pensionable Salary	R«RSAL»	Pensionable Service Date	«PSD»
Annual Risk Salary		Normal Retirement Age	«NRA»
Email Address	«Email»	Normal Retirement Date	«NRD»

MONTHLY CONTRIBUTION AND PREMIUM RATES			
Member Contributions	«EE_RATE»%		
Employers Contributions and premiums			
Retirement Contributions	«ER_RATE»%		
Administration Fees	«admin»%		
Group Life Assurance premium	«gla_rate»%		R«SPE3»
Disability Income Benefit	«DB»%		R«SPE4»
Spouse's and Children Benefit	«EE_RATE»%		
Your additional voluntary contributions, without interest, totals:			
Your additional voluntary contributions, with interest, totals:			

RETIREMENT BENEFIT			
At normal retirement date your annual pension benefit will be: 2% multiplied by your final average salary over the last two years multiplied by years and months of pensionable service. At retirement, you may take up to 1/3 of your Pension as a cash lump sum. The balance must be used to purchase an annuity either through the ISASA Pension Scheme or through a registered insurer of your choice.			
You may retire at any time within the ten year period before your normal retirement date. Your pension accrued to your early retirement date will be discounted by 0.25% per month in respect of the period between the early and normal retirement dates.			
Your annual pension on your normal retirement date assuming your Pensionable Salary remains unchanged:			
			R«PPEN»
The Trustees endeavour but do not guarantee to grant increases on an annual basis of at least 75% of the increase in Consumer Price Index, CPI, subject to affordability. When it is financially appropriate to do so, the Trustees do not restrict increases to 75% of CPI.			

WITHDRAWAL BENEFIT			
Should you withdraw from the Scheme (due to resignation, retrenchment or dismissal) and are not within 10 years of your normal retirement date; you will receive the following benefit:			
Your contributions plus interest PLUS			
<i>An additional amount for completed years of service, as follows:</i>			
Less than 5 years		0%	
5 years		20%	
6 years		30%	
7 years		40%	
8 years		50%	
9 years		75%	
10 years or more		100%	
This amount is currently equal to:			
			R <TOSV>
The above amount will be subject to the Minimum Individual Reserve, in terms of the Pension Funds Act, which is the value of your accrued retirement pension at the date of your exit. Because this minimum is based on interest rates on the date you leave the Scheme, it can only be accurately determined when you leave. It is advisable that you transfer this benefit to another approved Pension Fund, Retirement Annuity or Preservation Pension Fund. Such a transfer is tax free. Alternatively, you may elect to take this benefit as a cash lump sum or part thereof, subject to any tax levied by the relevant tax authorities.			
Please note that should you transfer to another ISASA School that participates in this Scheme, it is compulsory that you transfer this benefit to the new School. You will continue to enjoy unbroken membership of the Scheme.			
Should you withdraw from the Scheme within 10 years of your normal retirement date, your benefit will be calculated as a retirement benefit. Your full benefit must be transferred to another approved Pension Fund, Retirement Annuity or Preservation Pension Fund.			

RETIREMENT PLANNING STATUS - CAN YOU AFFORD TO RETIRE?			
Although your retirement benefit is guaranteed, it is important to know whether it will be adequate compared to your salary prior to retirement. Expressed as a percentage, it shows what percent of your monthly salary you are expected to be receiving in retirement. This needs to be 75% to ensure a comfortable retirement. A replacement ratio of less than 50% means that in retirement you will have less than half as much money as you do before retirement.			
It is important to know your Retirement Planning Status. The table below shows what action to take once you know your Retirement Planning Status (Replacement Ratio % is shown in brackets in table below).			
RED (0 -49%)	Insufficient Provision	You should be concerned for your retirement as you will have to significantly change your lifestyle	Urgent and Immediate action is required
AMBER (50-74%)	Basic Provision	Your savings and current plans are almost good enough, but more work and planning is required	Immediate adjustments required
GREEN (75- 100%)	Comfortable Provision	Your savings and plans are well constructed; however do not be tempted to reduce savings	Little action required at present

DEATH BENEFIT			
Death In Service:			
A Life Assurance Benefit amounting to <SPE6> times your annual pensionable salary			
PLUS	An annual pension payable to your eligible spouse:		R«GLA_AMT»
PLUS	An annual pension payable to each dependent eligible child (max. 3 children):		* R«WPEN» * R«ORPN»
If there is no spouse's pension payable, each dependent child's pension will double.			
Where no spouse's and children's pensions are payable, a refund of your own contributions plus interest PLUS the Life Assurance Benefit will become payable to your dependants and/or nominated beneficiaries (as determined and at the discretion of the Fund's Trustees). Please note that your beneficiaries may elect to receive this benefit in cash or as an annuity (purchased with the beneficiary's share of the lump sum benefit) or as a combination of cash and an annuity; subject to any tax that may be levied by the relevant tax authorities.			

DISABILITY BENEFIT			
Should you, on medical grounds and as approved by the Insurer, become unable to work you will, after 3 consecutive months, receive a monthly income from a separate policy outside the Scheme equal to 75% of your salary up to a maximum benefit of R165 000 per month.			
Your membership of the ISASA Pension Scheme and Life Assurance Benefit will continue whilst you are in receipt of the disability income. Contributions to the ISASA Pension Scheme will be deducted from your disability income benefit.			

Your benefit statement will be distributed on 31 May 2018. Please check your inbox or ask your Bursar.
Benefit statements contain important information about your benefits and show the growth in your retirement fund.
Understanding your fund benefits is the first step to ensure that you retire comfortably one day. To view your latest fund credit/ benefits go to the Old Mutual Website <http://www.oldmutual.co.za/about-us/self-help-services/online-secure-services.aspx>
To help you make sense of the statement we explain the various sections here.



Personal details and Normal Retirement Date
This section contains your personal information such as your name, identity number, date of birth, Client ID and the date you joined the scheme. It also shows your normal retirement date which is determined by your School and the Rules of your Fund. Annual pensionable salary is the salary on which your retirement funding contributions are based. Annual risk salary is the salary used to calculate the risk benefits and premiums.

Contributions and Premium Monthly Rates
This area states the percentage contributions to the Fund and the percentage of your contribution that is allocated to retirement and the various costs. Any additional contributions made to the Fund in order to increase your pension are also shown here.

Retirement Benefit
This section reflects what your annual pension will be when you retire at normal retirement age. This amount assumes that your contributions to the Fund will remain the same. To see what your monthly pension will be you need to divide the amount stated by 12. Remember that if you decide to take one third as a cash lump sum, your monthly pension will be reduced as you now have to divide the two thirds that remain by 12 to see what your monthly pension will be. If you retire early your pension will be reduced and you will retire with a much lower annual pension than had you retired at normal retirement age.

Withdrawal Benefit
This section reflects the benefit you will receive if you leave the Fund before normal retirement age. Because this minimum is based on interest rates on the date you leave the Scheme, it can only be accurately determined when you leave.

It is advisable that you transfer this benefit to another approved Pension Fund, Retirement Annuity or Preservation Pension Fund. Such a transfer is tax-free. Alternatively, you may elect to take this benefit or part thereof as a cash lump sum, subject to any tax levied by the relevant tax authorities. Please note that should you transfer to another ISASA School that participates in this Scheme, it is compulsory that you transfer this benefit to the new School. You will continue to enjoy unbroken membership of the Scheme.

Retirement Planning Status
This section shows what percentage of your monthly salary you will be receiving in retirement. This needs to be 75% to ensure a comfortable retirement. If you fall within the Red section you need to urgently make additional savings for retirement. If you fall within the Amber section you still need to make adjustments to ensure that you will have enough money to retire. If you fall within the Green section you should have adequate savings to retire.
It must be noted that the projections are based on your service in the Scheme including additional voluntary contributions (AVCs) as at 28 February 2018 and do not take in to account future AVCs and any other retirement savings you may have outside the Scheme.

Death Benefit
This section shows the annual pension your spouse and children will receive when you die whilst in service. If you have no spouse or children a refund of your contributions plus the Life Assurance Benefit will be paid to your nominated beneficiaries. It is therefore important to complete the Beneficiary Nomination form in order to identify your dependants and beneficiaries. If you die after you have retired your full pension continues for a minimum of 5 years from your date of retirement regardless of whether you pass away during this period. Thereafter your spouse (the spouse you were married to at retirement) receives 50% of the pension you were receiving or would have been receiving had you not commuted any portion in cash.
PLUS, a lump sum benefit equal to R2000. However, if you purchased a pension outside the Fund, the benefit will depend on the pension you purchased at retirement.

Disability Benefit
If you become disabled you will receive a monthly income equal to 75% of your salary after a three month waiting period. The disability income is paid tax free. The payment of disability benefits cease if you recover from your disability, die or reach normal retirement age. As a member of the Scheme you need to make sure that the amount of cover for death and disability provided through the Scheme is right for you and your family. If you feel it may not be adequate, you may want to buy additional cover outside the Scheme. Please consult an accredited financial adviser to assist you with a risk analysis and liquidity needs assessment.