



HEADLINE NEWS

- 📌 The funeral benefits will increase by some 15% effective 1 April 2025
- 📌 Voting for the member trustee elections will resume shortly and a WhatsApp message with the new voting link will be sent out on Wednesday, 12 March 2025
- 📌 Important data and tax issues regarding Savings Pot withdrawals

DITABAKGOLO

- 📌 Dikholego tša poloko di tla oketšwa ka bo 15% go thoma ka 1 Moranang 2025
- 📌 Dikgetho tša go boutela leloko la trasete di tla thoma gape ka morago ga nakwana gomme molaetša wa WhatsApp le linki ye mpsha ya go bouta e tla romelwa e se kgale ka Laboraro 12 Mopitlo 2025
- 📌 Difiwa tše bohlokwa le ditaba tša lekgetho mabapi le go ntšha go Dipitša tša Polokelo

IZINDABA EZINOHLOLONZE

- 📌 Izinzuzo zomngcwabo zizokwenyuka ngabo 15% kusukela ngomhlaka-1 Ephreli 2025
- 📌 Ukuvotela ukhetho lwe-trustees yamalungu kuzoqala maduze, futhi nomyalezo we-WhatsApp onesixhumanisi esisha sokuvota uzothunyelwa maduze ngoLwesithathu, 12 Mashi 2025
- 📌 Idatha ebalulekile nezindaba zentela mayelana nokukhipha imali kuMbiza Yokulondoloza

MAHUNGUKULU

- 📌 Mpfuno wa swa nkosi wu ta tlakuka hi va 15% kusukela hi 1 Dzivamisoko 2025
- 📌 Ku vhotela swirho swa huvo ya vuhlayisi swi ta sungula ku nga ri khale naswona hungu ra WhatsApp leri nga na xihlanganisi lexintshwa ri ta rhumeriwa ku nga ri khale hi Ravunharhu, 12 Nyenyakulu 2025
- 📌 Mahungu ya nkoka na timhaka ta xibalo mayelana na ku humesa mali eka Poto ra Vuvekisi

DEATH DISABILITY AND FUNERAL BENEFITS

Benefits

The Board of Trustees has reviewed the death, disability and funeral benefits provided by the Fund and agreed that the death and disability benefits (expressed as a multiple of the member's annual pensionable salary at the date of death or disability, as applicable) will remain unchanged but the funeral benefits will increase by some 15% on 1 April 2025.

The funeral benefits before and after the change are as follows:

Funeral benefit on the death of the:	Up to 31 March 2025	From 1 April 2025
Member	R48 000	R55 000
Spouse	R40 000	R46 000
Child age 6 to age 21	R20 000	R23 000
Child under age 6 or stillborn	R13 000	R15 000

Contributions

The allocation of the member and employer contributions paid to the Fund, expressed as a percentage of each member's monthly pensionable salary, will change as follows:

Allocation of contributions	Up to 31 March 2025	From 1 April 2025
Member contributions:		
Retirement savings (Savings Pot)	2.500%	2.500%
Retirement savings (Retirement Pot)	5.000%	5.000%
Total	7.500%	7.500%
Employer contributions:		
Retirement savings (Savings Pot) *	4.700%	4.700%
Retirement savings (Retirement Pot) *	9.400%	9.400%
Death benefits (self-insured by the Fund)	2.578%	2.481%
Disability benefits (insured)	0.760%	0.859%
Funeral benefits (insured)	0.162%	0.160%
Fund expenses	0.400%	0.400%
Total	18.000%	18.000%

The above allocations to retirements and other benefits can be summarised as follows:

Allocation of contributions	Up to 31 March 2025	From 1 April 2025
Retirement savings (member and employer contributions) *	21.600%	21.600%
Death, disability and funeral benefits and Fund expenses	3.900%	3.900%
Total	25.500%	25.500%

* For a small group of senior cost to company employees who have a lower employer contribution rate, the allocation to retirement savings will reduce commensurately

The Fund's Death, Disability and Funeral Benefit Counselling Document, which can be found on the Fund's website at www.ejoburgretirementfund.co.za contains important information on these benefits.

MEMBER TRUSTEE ELECTION

The member trustee election was unnecessarily delayed by a member who submitted an unfounded and unsubstantiated complaint to Google, who automatically suspended the voting link in terms of their standard operating procedure.

A new voting link has been developed by the Fund and sent via WhatsApp to all members whose cell phone number is held by the Fund. Members may therefore vote for the election candidates they would like to represent them as member Trustees of the Fund:

- By following the link on the WhatsApp message;
- By following the link on the Home Page of the Fund's website;
- By following the link <https://ejoburg-elections.sctechnology.co.za>;
- By submitting a ballot paper via email to ejoburgretirementfund@gmail.com; or
- By placing a ballot paper in the ballot boxes at the Fund's walk-in centre or at the Head Office of the Fund's Administrator in Sandton.

Please note that the voting rules and process remain unchanged, except that:

- Any votes already received via the old voting link, via email or in the ballot boxes will be considered valid and will count in the election.
- The voting period has been extended to 17h00 on Friday, 28 March 2025.

The voting rules, election candidate information and the ballot paper are available on the Home Page of the Fund's website at www.ejoburgretirementfund.co.za.

SAVINGS POT WITHDRAWALS

Verification of member data

Members are reminded that it is very important that their correct personal information, and especially their cell phone number, is held by their employer, who then provides the information to the Fund each month along with the payment of the monthly member and employer contributions.

If the Fund does not have a member's correct data, it materially delays the payment of a Savings Pot withdrawal. If a member has more than one cell phone number, they should record which number is held by their employer on their employee records and use this number to initiate a Savings Pot withdrawal.

Savings Pot withdrawals after 1 March 2025

Some members who took a Savings Pot withdrawal in September or October 2024 submitted their application with a nil (or otherwise lower than actual) annual taxable remuneration. The tax deducted by SARS from the Savings Pot payment was then less than it should have been. These members have not escaped tax, but rather still owe the tax to SARS who will look to recover it from the member and may impose penalties.

Specifically, where such a member requests another Savings Pot payment in the new tax year commencing 1 March 2025, SARS is likely to require the Fund to deduct the tax due on the payment plus any arrear tax due by the member. This means that the cash paid to the member is likely to be much lower than expected or even nil.

Members who wish to request a Savings Pot withdrawal are encouraged to do so via the WhatsApp option by messaging 071 909 6789 or via the option on the member portal of the Fund's website. The WhatsApp and member portal options are more efficient and attract a lower administration fee than a paper based application.

LATE PAYMENT OF CONTRIBUTIONS

It was reported in the January 2025 Fund Newsletter that the payroll department of the City of Johannesburg only paid the December 2024 member and employer contributions to the Fund on 9 January 2025. In terms of the Pension Funds Act, these contributions were required to be paid by 7 January 2025 at the latest.

The Fund imposed a late payment interest penalty on the City. This late payment interest, which has now been received by the Fund, was paid after the expiry of the two month period required by the Pension Funds Act.

The late payment interest will be allocated to the Fund Credits (retirement savings) of affected members.

This Newsletter is issued for the general information of the members of the eJoburg Retirement Fund.

It is not intended as a substitute for specific legal, financial or other advice in considering the implications for each member's particular circumstances.