

Attention: Participating Employers of PSSPF

10 September 2021

Re: Approval of Rule Amendment 11 – Reduction in Contribution Percentage and other section 13A issues

Dear Employer

Rule Amendment 11

The Private Security Sector Provident Fund (“PSSPF”) was approached by the parties to the Bargaining Council to assist the private security sector with providing some relief due to the pandemic which has affected the sector. The Fund applied to the FSCA for a reduction in contribution rates for a fixed period via a rule amendment. This rule amendment was approved on 10 September 2021 and is effective for a fixed period from 1 September 2021 and ends on 31 August 2022. This change is applicable for all contributions with an effective date 1 September 2021 for a period of 12 months and is not retrospective. Contribution rates are therefore as follows:

Contributions prior 1 September 2021

Member Contribution	Employer Contribution
7.5%	7.5%

Contributions effective 1 September 2021 – 31 August 2022

Member Contribution	Employer Contribution
5%	5%

Contributions effective 1 September 2022

Member Contribution	Employer Contribution
7.5%	7.5%

Chairperson: Sandile Khumalo (Statutory Manager), Principal Officer: Mziwandile Peter Zibi

Trustees: Steve Conradie, Zithulise Dugmond Mqadi, Ntsikelelo Bizo, Paul Nephawe, Wonga Mbawu, Sonette Lancaster, Jonnes Hlatshwayo, Stanley Mampetlane, Itumeleng Serithi (Independent)

The Fund is pleased that we are able to assist the employers and employees during these trying times.

Section 13A issues

The biggest challenge currently facing the PSSPF is the failure by many employers to pay contributions on time (or at all) and to submit accurate contribution schedules on time.

This results in contributions not being allocated correctly and impacts member benefits when they leave the fund. This in turn results in unnecessary high number of members submitting complaints to the Pension Funds Adjudicator.

Employers are therefore urged to play their part and pay contributions on time and submit accurate contributions schedules to the fund's administrator every month.

Member and Employer contributions are due and payable on or before the 7th day of the month in respect of which a contribution is due. In other words, September 2021 contributions are due and payable by no later than 7 October 2021.

Employers are also urged to notify the fund whenever a member leaves employment so that that member's benefit can be paid timeously.

Employers are reminded that it is an offence not to pay contributions on time.

Yours sincerely
PSSPF