

P S S P F

PRIVATE SECURITY SECTOR PROVIDENT FUND



WEBINAR 1 OF 2025
5 MARCH



AGENDA

01

2024 Key lessons and takeaways

02

Your Provident Fund benefits

03

2025 New contribution rate

04

Two-Pot System Update

05

Q&A

06

Closing



FIRST SPEAKER

PSSPF OPS MANAGER - MS MMAMOSOTHO KGOSIEMANG

POLL

HOW ARE YOU FEELING TODAY?

- TOP OF THE WORLD!
- OKAY!
- NEED A LIFT ME UP COFFEE!





2024 LESSONS & TAKEAWAYS



LESSONS & TAKEAWAYS

- Evolving retirement landscape
- Increased demand on member education (Poll)
- Proactiveness in addressing non-compliance
- Diversifying our communication channels (digital & Traditional)
- Improved claims processing system



POLL

**PREFERRED
LANGUAGE**





NEXT SPEAKER

by
SALT EB CXO - *MS NAZLIE SEEGERS*

LET'S TALK ABOUT YOUR BENEFITS



POLL

HOW WELL DO YOU KNOW YOUR BENEFITS?

VERY WELL

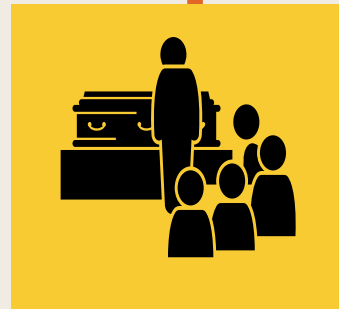
I KNOW A LITTLE

I DON'T AT ALL!





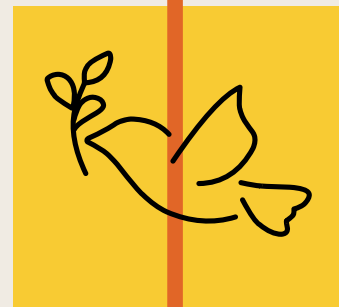
SAVINGS BENEFITS



FUNERAL BENEFIT



DISABILITY BENEFIT



DEATH BENEFIT

YOUR BENEFITS

RISK BENEFITS



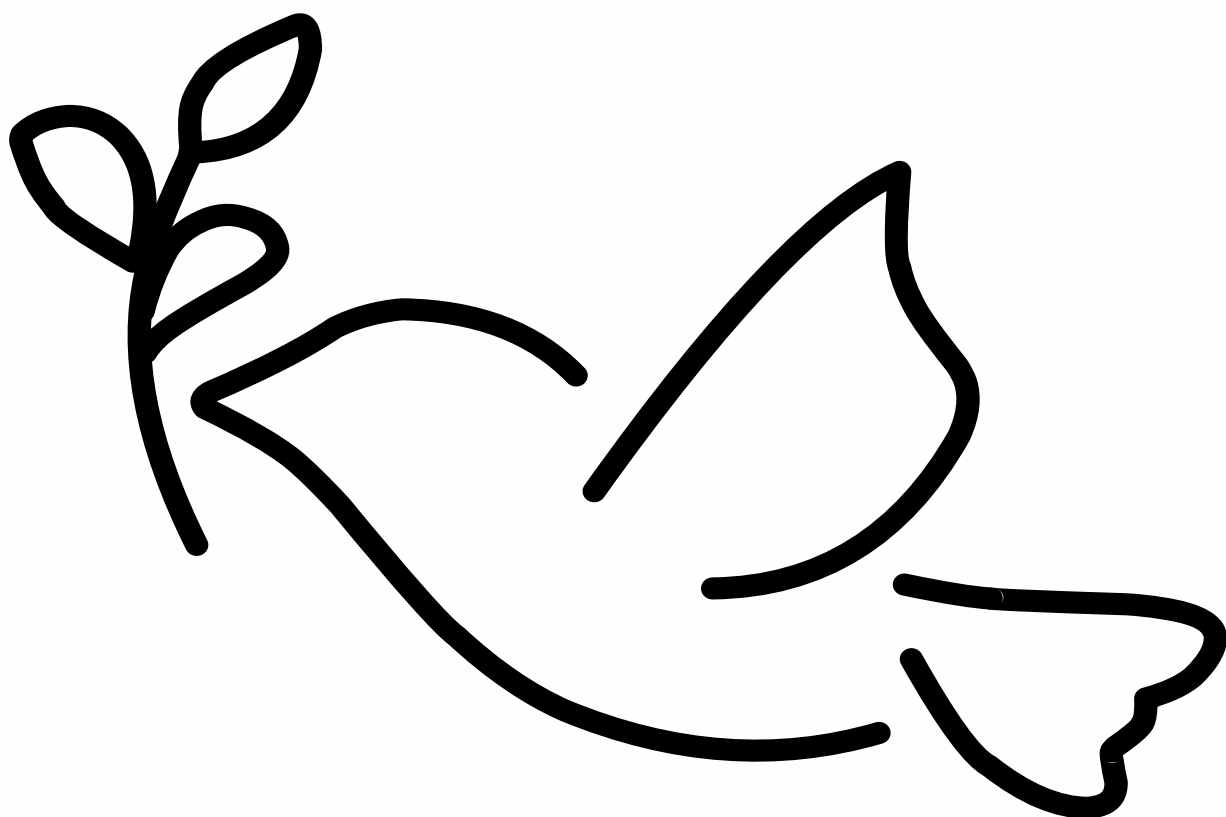
Under this basket of benefits, all members are covered in an event of:

1. Death
2. Accidental Death
3. Permanent Disability

RISK BENEFITS

DEATH BENEFIT

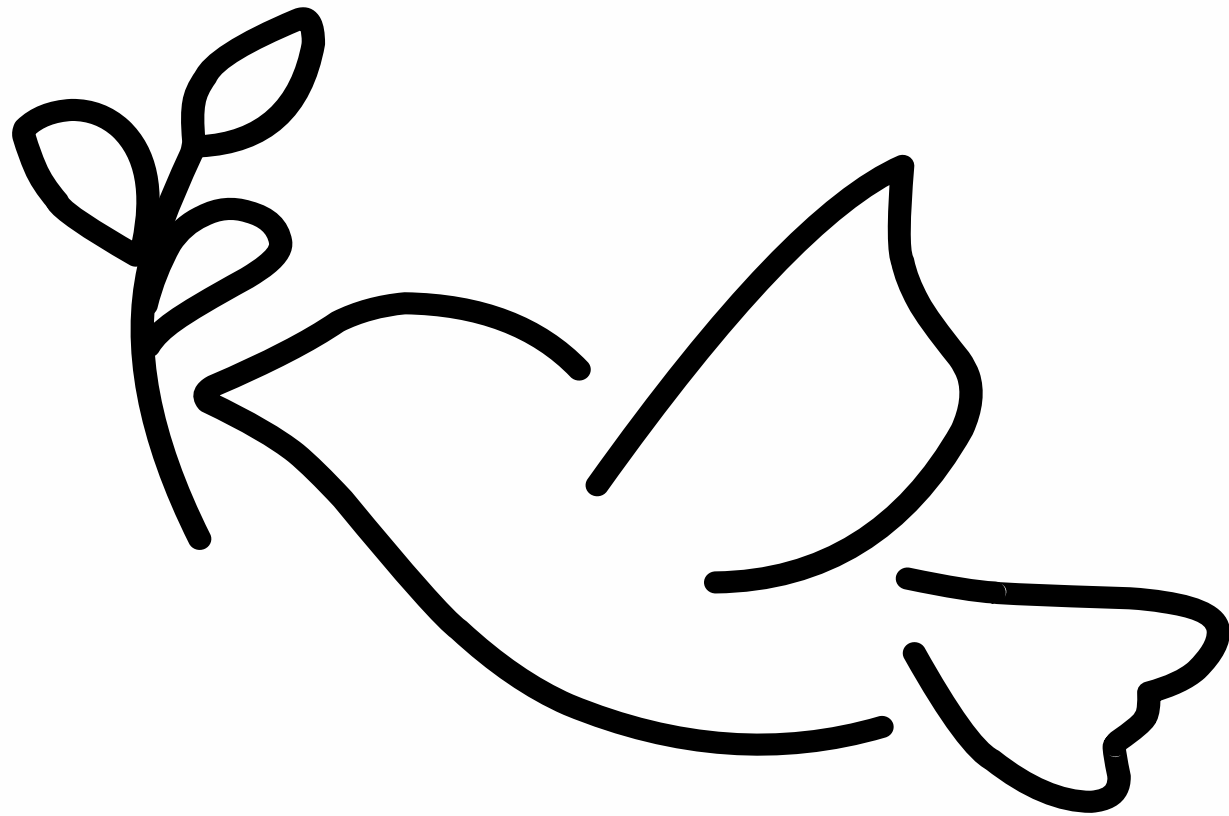
- In an unfortunate event of a member passing away regardless of the cause. PSSPF will pay out a lumpsum of the **members' annual salary x 3.25 PLUS accumulated retirement savings.**
- For example, if a member's monthly salary is R5 000.00. (R5 000 X 12 months)
- Their annual salary becomes R60 000.00. (R60 000 x 3.25)
- This means the total lumpsum payout to the member's beneficiaries will be **R195 000.00 + accumulated retirement savings.**



RISK BENEFITS

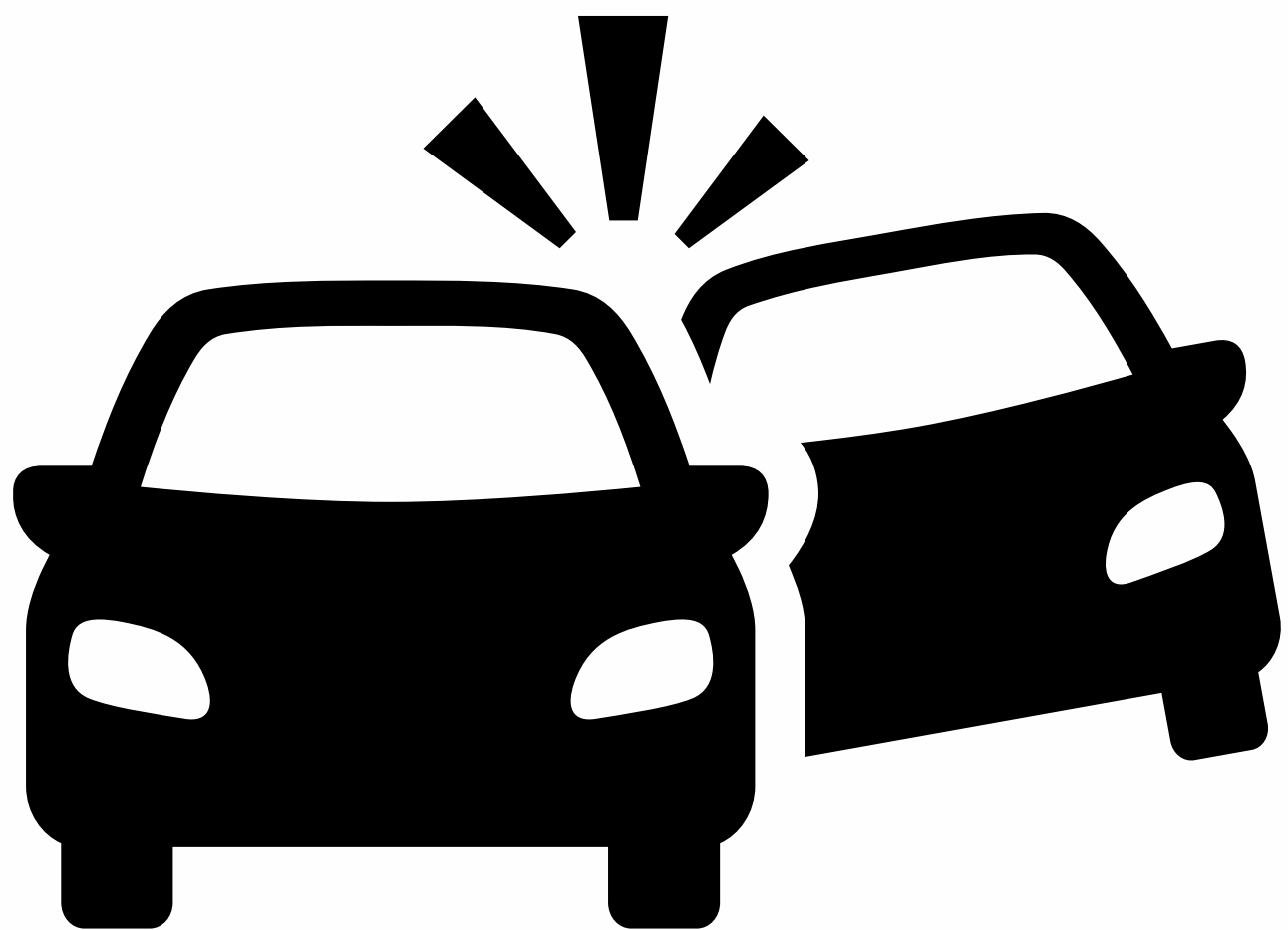
DEATH BENEFIT

- These benefits are however subject to 37C
- It is a member's responsibility to ensure that their beneficiary nomination forms are kept up to date



RISK BENEFITS

ACCIDENTAL DEATH BENEFIT



- In an unfortunate event of a member being involved in an accident and they pass away. PSSPF will pay an additional R120 000.00 on top of the death benefit amount to the family of the deceased.
- This means the family will receive the total death benefit payout **and** R120 000.00
- **NB: This R120 000 amount is payable if the member was travelling by public transport to or from work ONLY.**

RISK BENEFITS



DISABILITY BENEFIT

- In an unfortunate event of a member being totally and permanently incapable of performing his/her **own or any occupation**, the disability benefit will be paid by PSSPF.
- NB: This benefit is subject to approval by the Fund's trustees based on medical reports and recommendations provided by the appointed medical practitioner.
- The payout is calculated: **members' annual salary x 3.25 + full retirement fund savings received.**

RISK BENEFITS

DISABILITY BENEFIT (CONT..)

For example, if a member's monthly salary is R5 000.00
(R5 000 X 12 months)



- Their annual salary becomes R60 000.00.
- $R60\ 000 \times 3.25 = R195\ 000.00$
- The above amount will be combined with the total retirement savings received. Let's say on the date of the claim submission, the member's retirement savings were R165 000.00.
- PSSPF will pay the member R195 000 + R165 000, totaling to R360 000.00

Benefit ceases at age 65

RISK BENEFITS

DISABILITY BENEFIT – REDUCTION FACTORS



Age Prior to Normal Retirement Date	Percentage Reduction
60-61	100%
61-62	80%
62-63	60%
63-64	40%
64-65	20%
65+	0%

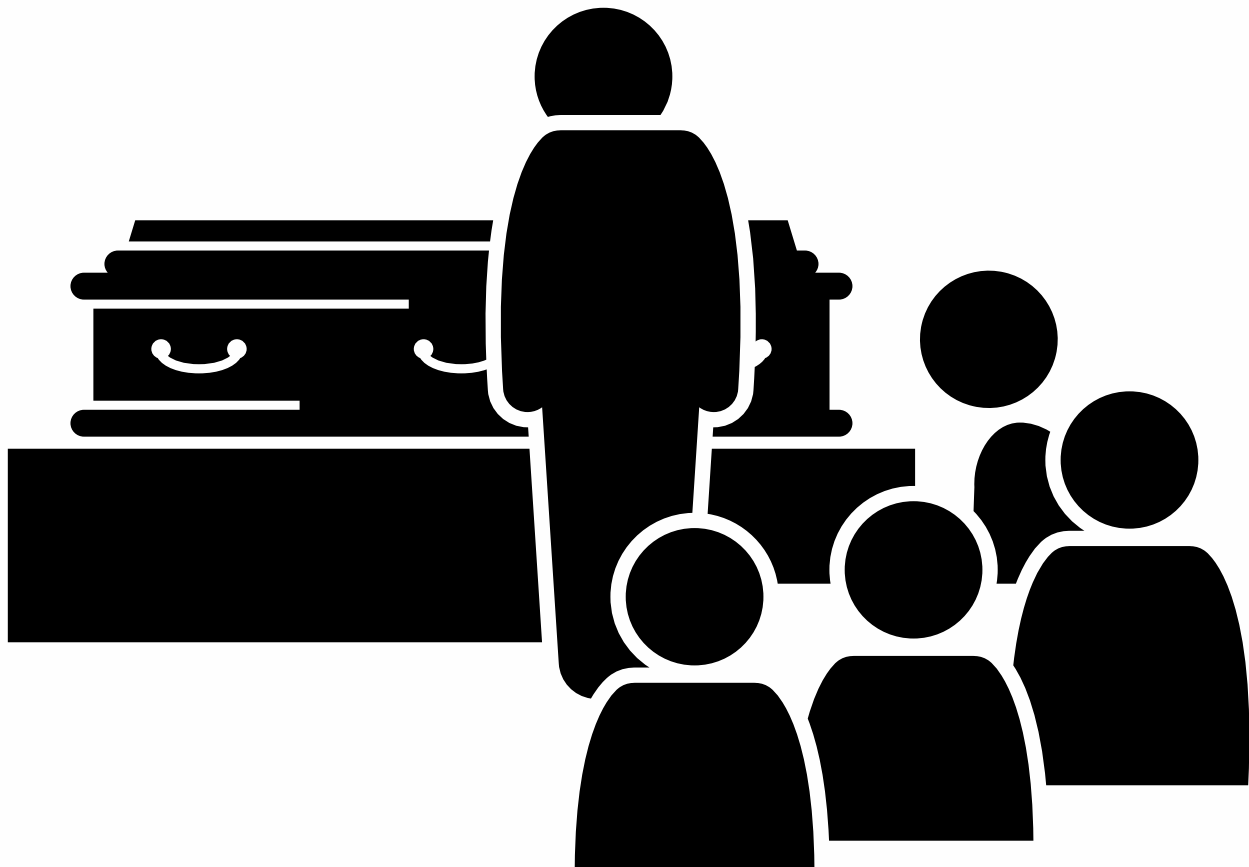
Benefit ceases at age 65

IMPORTANT NOTICE

- It is highly important to note that all risk benefits are paid out provided that contributions are paid on time and are up to date.
- In an event that the contributions are not up to date. The respective employer will be liable to pay the full risk benefits i.e. death/accidental death/disability/funeral.
- A member may only claim the disability benefit once for the same medical condition. No further claims will be permitted for the same condition.



FUNERAL BENEFIT



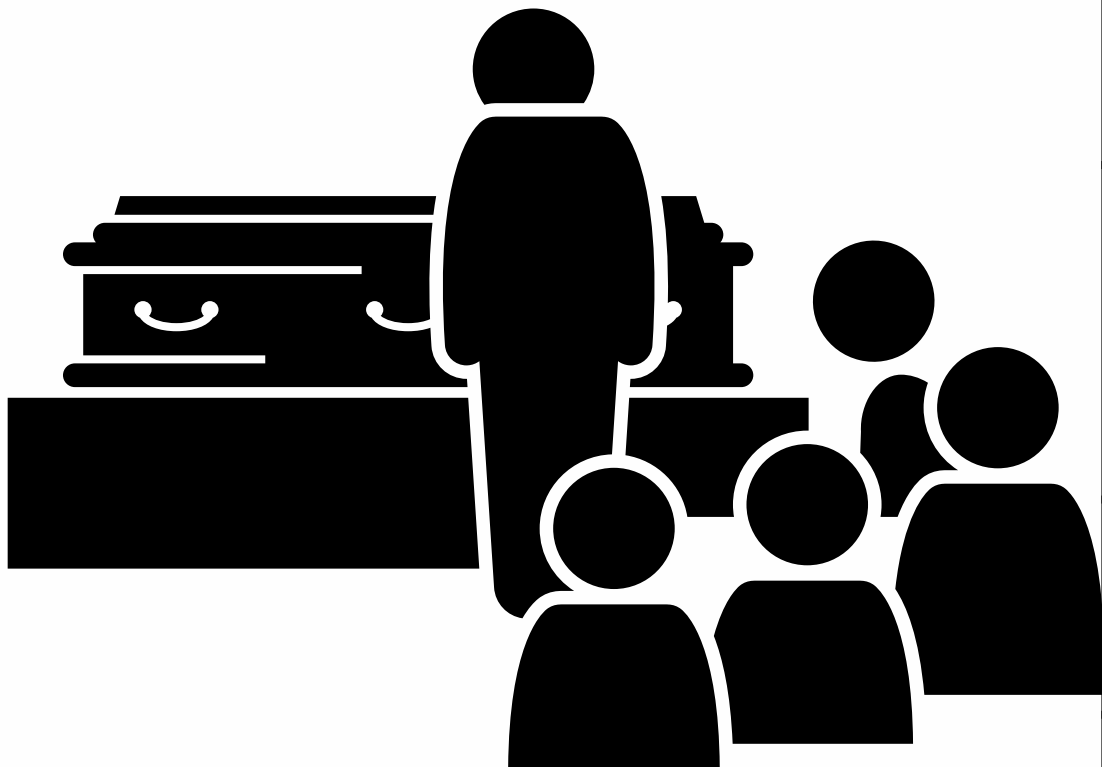
- The funeral benefit is paid out to help pay the funeral costs when a member dies.
- The funeral benefit is also payable for the death of a spouse, life partner or eligible child of a member.
- Proof of relationship will be required for the payment of dependent claims.



FUNERAL BENEFIT

The Funeral benefit covers:

Main Member	R42 000
Spouse (4)	R37 500
Children aged 14 to 21 (up to 29 if studying full time)	R36 000
Children aged 6 to 13	R24 500
Children aged 1 to 5	R19 500
Children under 1 year (including stillborn)	R12 700



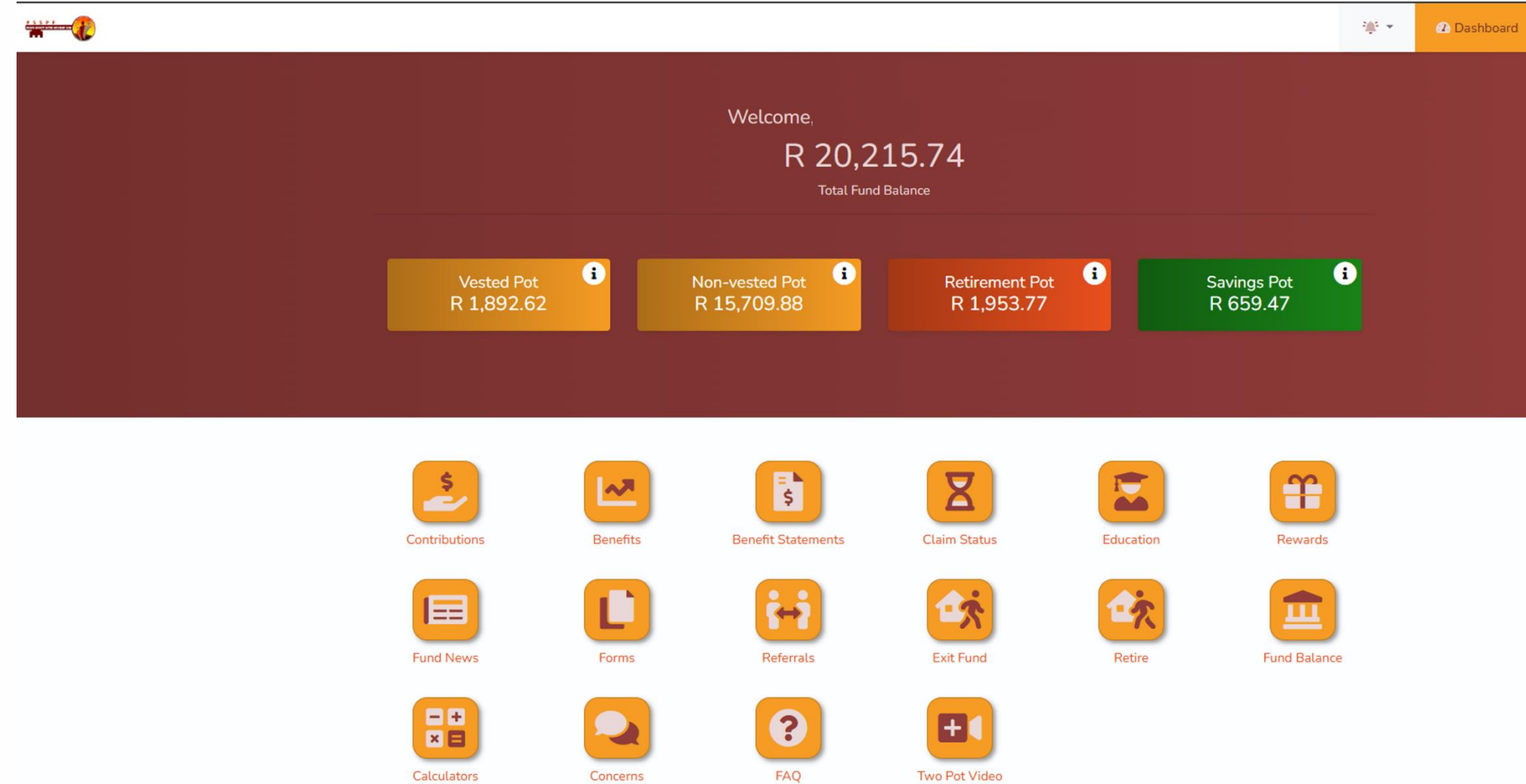
IMPORTANT NOTICE

- It is highly important to note that when a new member who has never worked or who has not worked in the private security sector for more than 6 months joins:
 - For the first 4 months they may only contribute towards the risk benefits.
 - It is only after 4 months where they must start contributing towards retirement benefit.



RETIREMENT BENEFIT

- On retirement, members receive total accumulated retirement fund savings and interest.
- Retirement age is 65 years
- On retirement the member will be paid out the money from all 4 pots. (if available)
- Non vested pot, vested pot, savings pot, retirement pot.



RETIREMENT BENEFIT



- The money in the savings and vested pot can be withdrawn as cash
- If the member's non-vested and retirement pot fund savings are more than R165 000.
- The member will only be given **1/3** of their total fund balance **cash**.
- With the remaining **2/3** of fund balance. A member must **purchase annuity** so they may receive monthly income. (Example on next slide)
- The Fund provides pre-retirement counselling services to members nearing retirement.

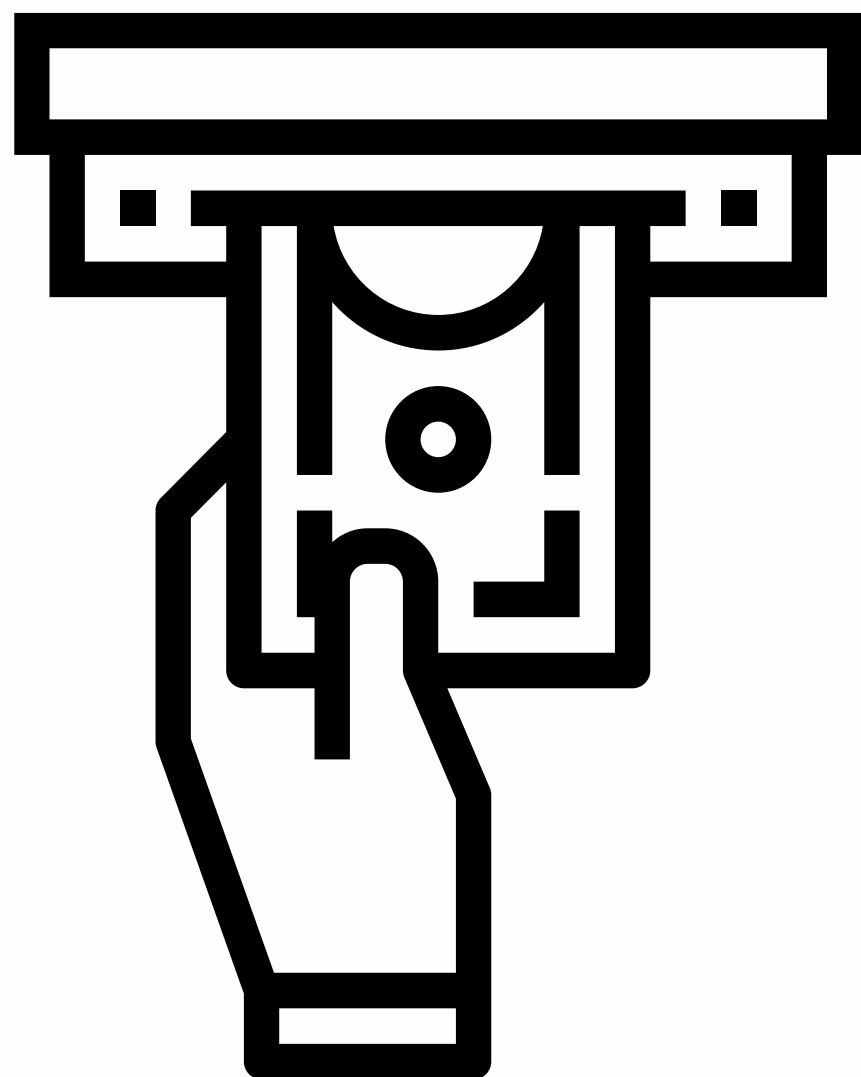
RETIREMENT BENEFIT



Calculation Example

- Let's say a member's fund savings (Non-vested and retirement pots) are R460 000.
- The member will only be given **1/3** which is R153 333.00 **cash**.
- With the remaining **2/3** which is R306 667.00, A member must **purchase annuity** so they may receive monthly income.

“WITHDRAWAL BENEFIT”



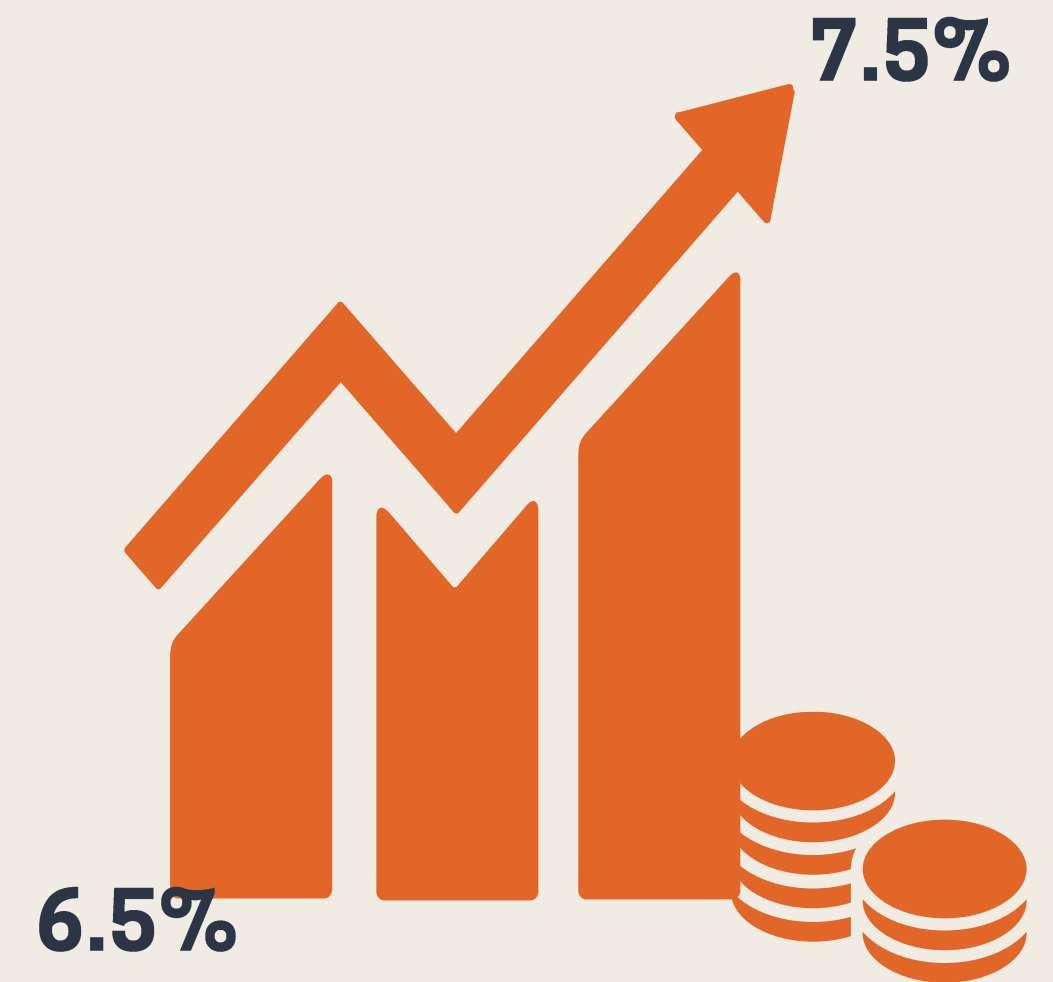
- This benefit is only paid out when a member is retrenched, dismissed or resigns.
- However, if a member resigns/retrenched/dismissed and finds another job within the Private Security Sector, they will **not** be eligible to claim this benefit but it will be transferred to the new employer.
- NB: The Fund pays out the total amount of contributions received and accumulated interest.
- This benefit consists of funds accumulated in the non-vested, vested and savings pot.
- Funds in the retirement pot are restricted until retirement.

2025 CONTRIBUTION RATE



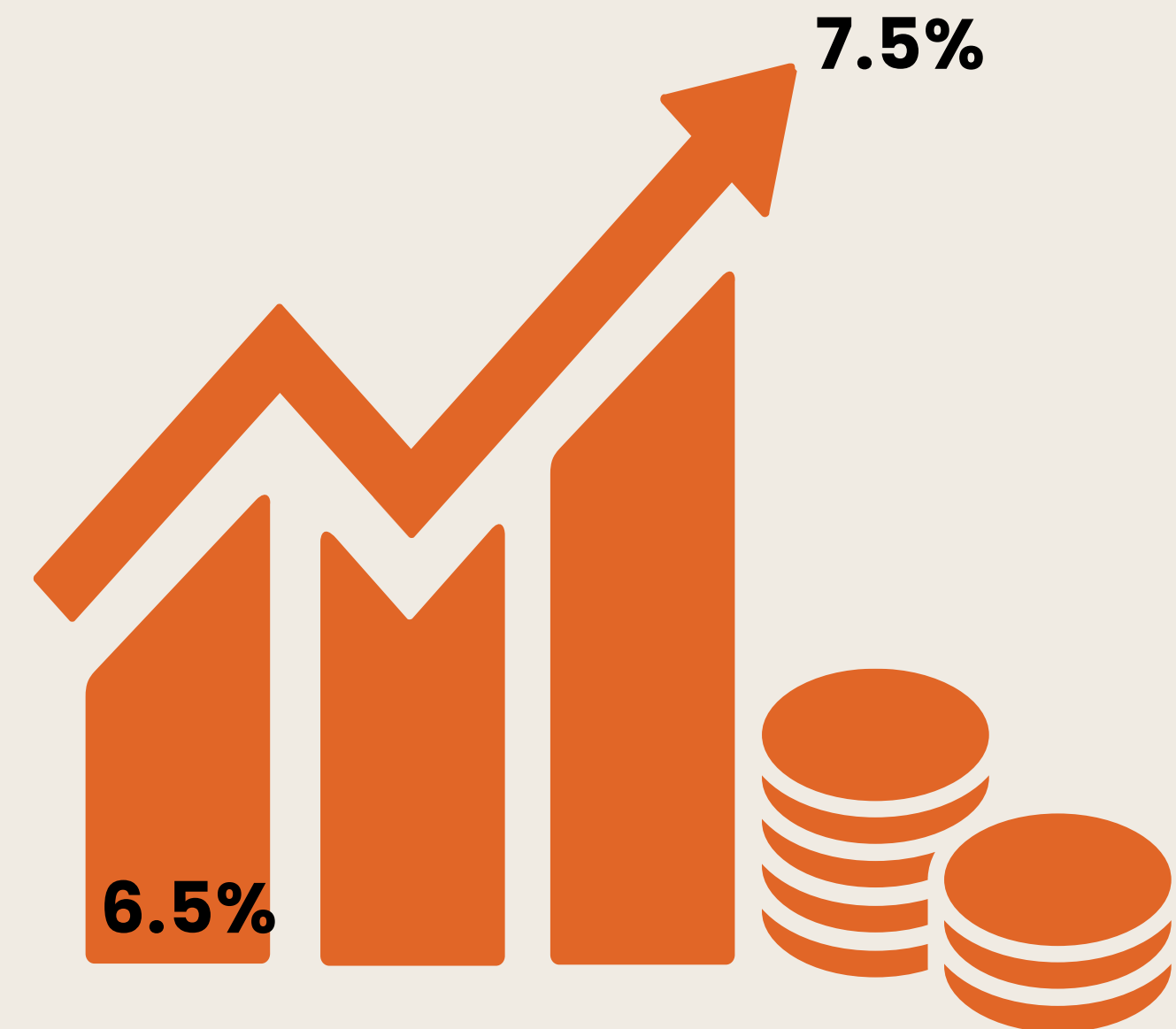
2025 CONTRIBUTION RATE

- As you may be aware of the Main Collective Agreement established in 2020 with the Bargaining Council. This year, 2025 marks Year 3 where it was agreed that the contribution rate will increase from 6.5% to 7.5% which brings the industry back to pre-Covid rates of contribution.
- This means 7.5% of a member's salary will be deducted and paid over to PSSPF.
- The employers are also required to match this rate and pay it over to PSSPF.

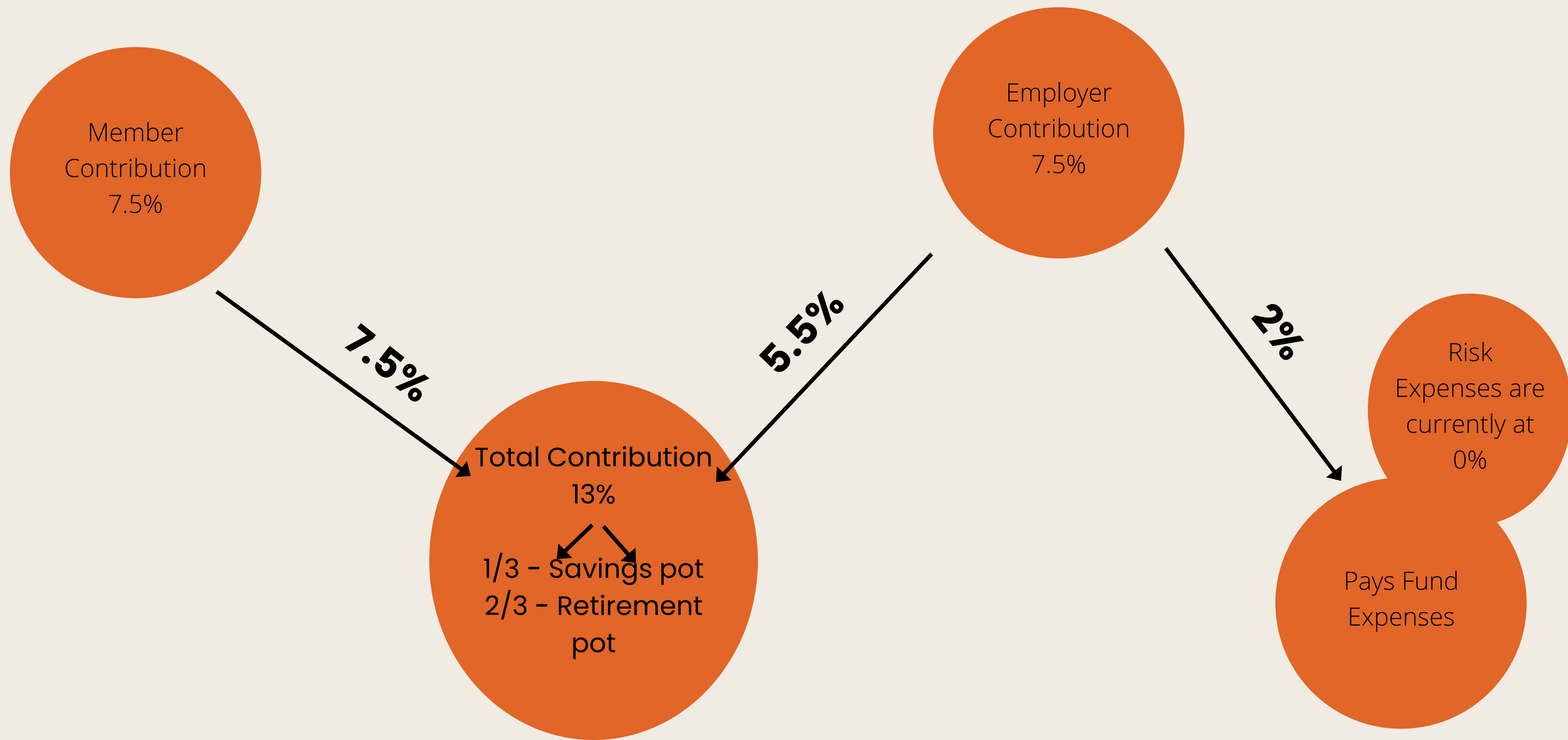


2025 CONTRIBUTION RATE

- This adjustment is in line with the Main Collective Agreement provisions to ensure compliance with industry standards and long-term financial security of all our members.
- By restoring the contribution rate, we aim to enhance the growth of your retirement savings, allowing you to enjoy greater financial stability when you retire.



2025 CONTRIBUTION RATE



SAVINGS POT

RETIREMENT POT

VESTED POT

NON-VESTED POT

TWO-POT SYSTEM UPDATE

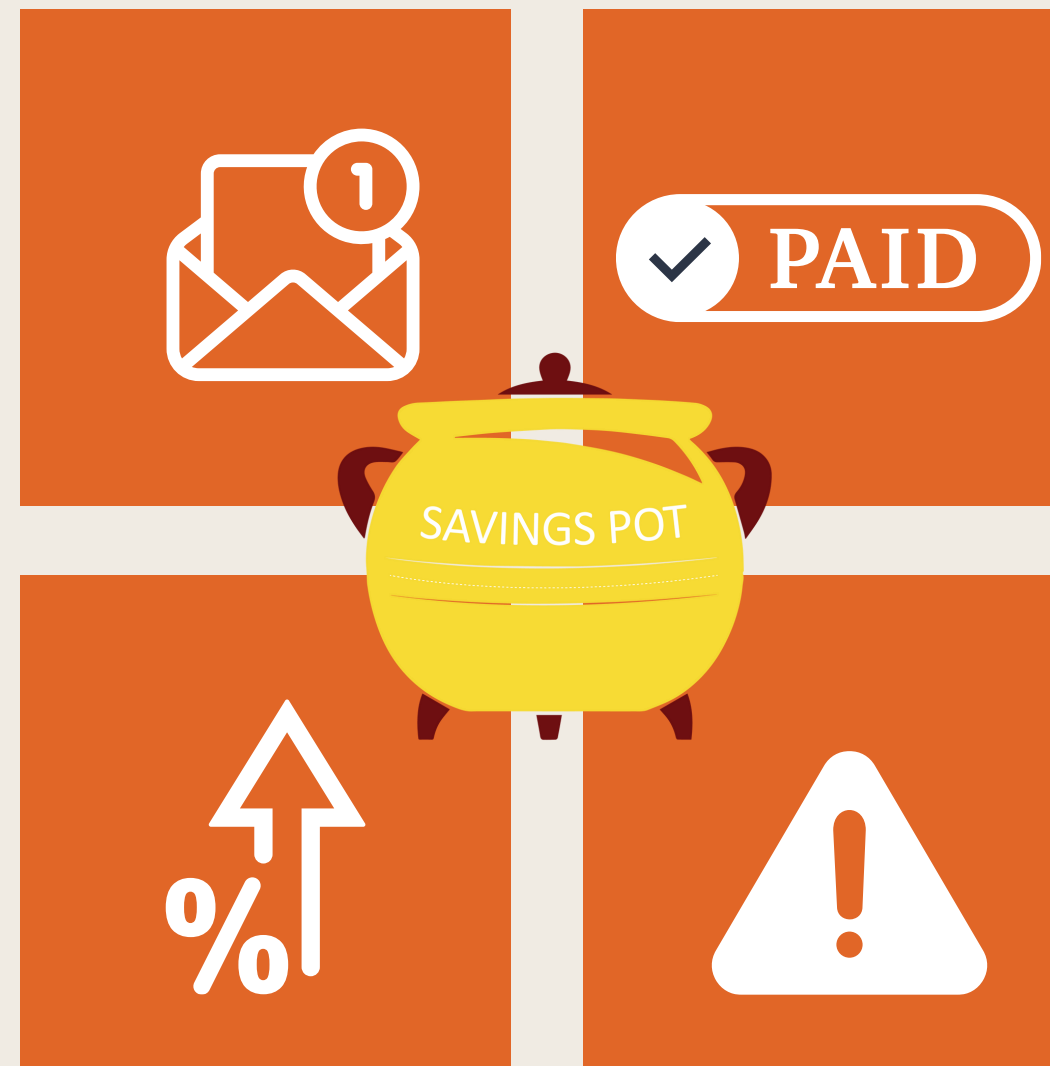
TWO-POT CLAIMS AT GLANCE

56 329 RECEIVED

From September 2024 to January 2025, we received 56 329 claims

97.6 % PAY OUT

This means 97.6 % of all Two-pot claims received were processed and paid on time.



54 946 PAID

Out of the 56 329 claims received. We paid out 54 946 claims within 4 weeks.

2.4% NOT PAID

Only 2.4 % claims were unpaid due to the reasons we will share in the coming slide.



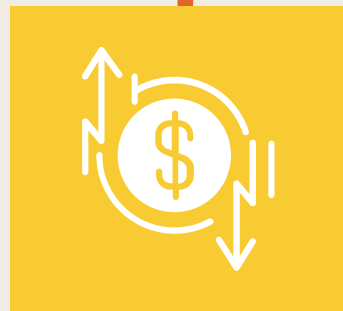
TAX

Some claims not paid were due to members providing inaccurate and/or invalid Tax numbers



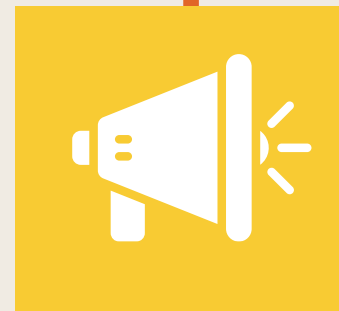
INCORRECT INFO

Section 37D deductions declared which were incorrect i.e. garnishee orders



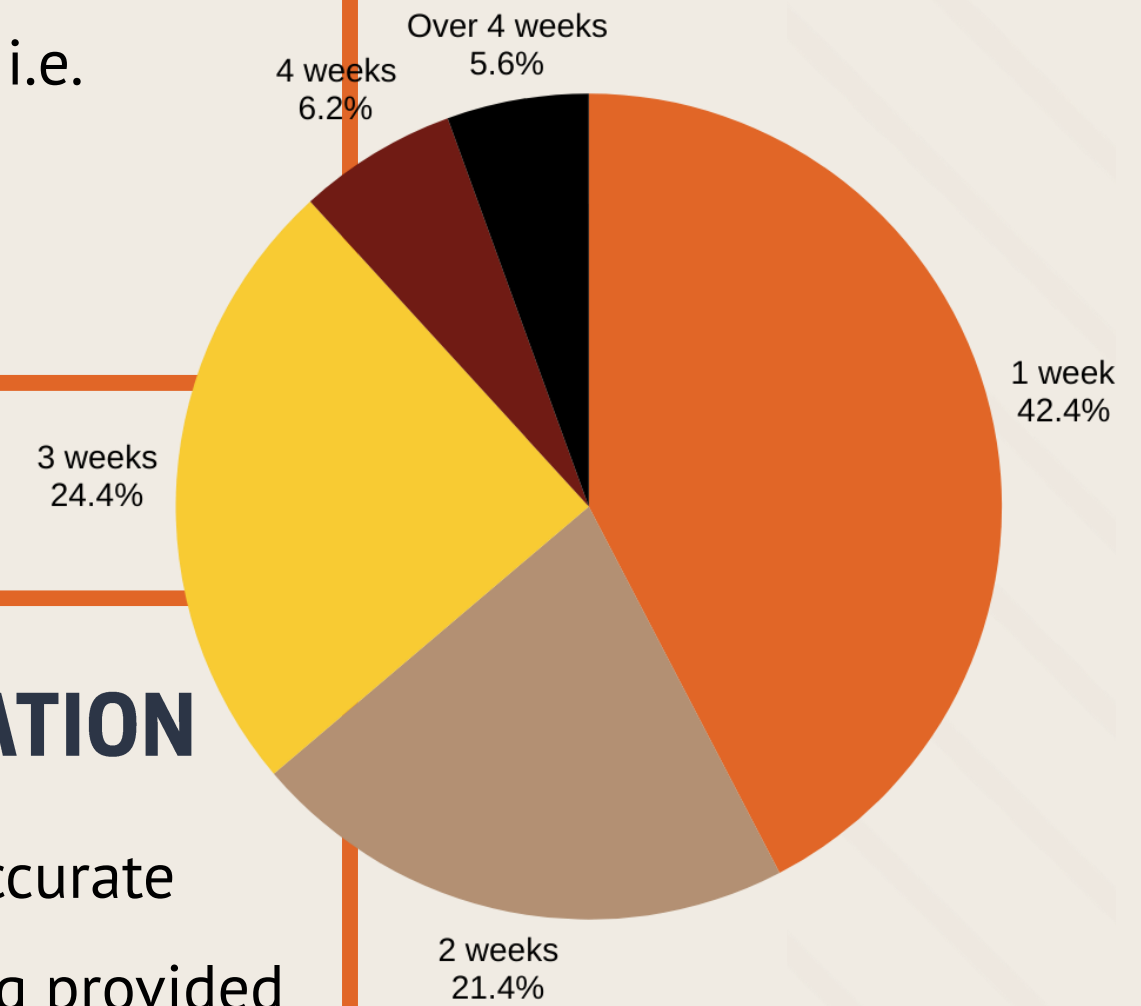
MULTIPLE RECORDS

There was a need to confirm that the other record indeed belonged to the member and must be merged



BANK VERIFICATION

Incorrect and/or inaccurate banking details being provided



Q&A



NEXT WEBINAR

16 APRIL 2025

NON COMPLIANCE



Contact us



PHONE

086 11 77 775



WEBSITE

www.psspfund.co.za



WHATSAPP

087 240 7006

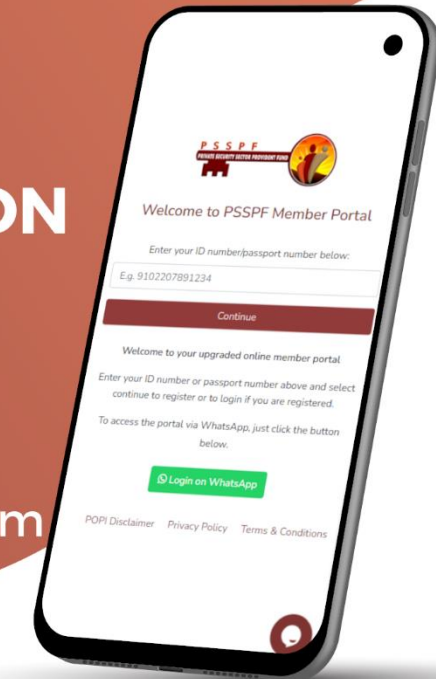
ACCESS YOUR FUND INFORMATION

WhatsApp 'Hi' to:

087 240 7006

or visit:

psspf.benefitcounsellor.com



- 1 Enter your **ID number**
- 2 Accept the **Ts and Cs**
- 3 Answer the **security questions**
- 4 Enter your **details** and select a **password**
- 5 Enter a **referral code** if you were helped

YOU CAN

See your fund balance
Your benefits
How much you pay
Download forms and newsletters
View your fund information and so much more!



SCAN HERE



P S S P F

PRIVATE SECURITY SECTOR PROVIDENT FUND



THANK YOU

**PRESENTATION SLIDES AND RECORDING WILL BE SHARED AND
ALSO UPLOADED TO THE FUND'S WEBSITE**