



**PENSION BENEFITS IN SOUTH AFRICA
PENSIOENVOORDELE IN SUID-AFRIKA**

About two years ago Sarlam conducted a survey on the conditions and benefit structures of a hundred of South Africa's largest pension funds and published its findings. It was then decided to do this type of survey on a regular basis and it is with pleasure that Sarlam submits this report on its findings from the recently conducted survey.

Questionnaires were sent to 700 companies and institutions covering the whole spectrum of the South African economy. The response exceeded all expectations and 49% of the companies and institutions participated in the survey.

The results are therefore based on a sample of 341 pension funds representing 715 500 active members and 58 400 pensioners.

This report contains the following information:

- a summary of the principal findings
- a general analysis
- analyses according to size and for this purpose the funds were divided into three categories, viz:
 - funds with total annual contributions of less than R250 000
 - funds with total annual contributions of between R250 000 and R1 million
 - funds with total annual contributions exceeding R1 million
- analyses according to each of the following industries:
 - Conglomerates (29 funds)
 - Construction (18 funds)
 - Co-operatives (28 funds)
 - Corporations (11 funds)
 - Financial Institutions (29 funds)
 - Manufacturing (129 funds)
 - Mining (5 funds)
 - Services (44 funds)
 - Wholesale and Retail (47 funds)

We thank all respondents for their willingness to participate and hope that the information will be useful. If you require any further information, or would like to put forward suggestions with a view to future surveys, please write to us or get in touch with our local pensions manager.

Origineel twee jaar gelede het Sarlam 'n ondersoek gedoen na die bepalinge en voorwetsstrukture van 'n honderd van Suid-Afrika se grootste pensioenfondse en sy bevindings gepubliseer. Daar is toe besluit om hierdie tipe ondersoek met gereelde tussenposes te laat geskied. Dit is dan met genoëe dat Sarlam die bevindings wat uit die onlangse ondersoek verkry is, in hierdie verslag publiseer.

Vraelyste is aan 700 instansies, wat die hele spektrum van die Suid-Afrikaanse ekonomie dek, gestuur. Die reaksie het alle verwagings oortref deurdat 49% van die instansies aan die ondersoek deelgeneem het.

Die resultate is dus gebaseer op 'n monster van 341 pensioenfondse wat 715 500 aktiewe lede en 58 400 pensioenrekers verteenwoordig.

Die volgende inligting word in die verslag behandel:

- 'n opsomming van die vernaamste bevindings
- 'n algemene oorsigting
- 'n ontleding volgens grootte en vir hierdie doel is die pensioenfondse in drie kategorieë geplaas, nl:
 - fondse met 'n totale jaarlikse bydrae van minder as R250 000
 - fondse met 'n totale jaarlikse bydrae van tussen R250 000 en R1 miljoen
 - fondse met 'n totale jaarlikse bydrae van meer as R1 miljoen
- ontledings volgens die volgende bedrywe:
 - Konglomerate (29 fondse)
 - Konstruksie (18 fondse)
 - Koöperasies (28 fondse)
 - Korporasies (11 fondse)
 - Finansiële instellings (29 fondse)
 - Vervaardiging (129 fondse)
 - Mynbou (5 fondse)
 - Diensle (44 fondse)
 - Groo- en Kleinhandel (47 fondse)

Ons bedank alle deelnemers vir hul bereidwilligheid om deel te neem aan hoop dat die inligting nuttig sal wees. Indien u enige verdere besonderhede verlang, kommentaar wil lewer of woorstele met die oog op toekomstige ondersoekke wil doen, neem ons u vriendelik uit om aan ons te skryf of met ons plaaslike pensioenfondse in verbinding in te tree.

Qualification requirements

86% of the pension funds allow employees of all races to become members of the same pension fund. 67% of the companies which do not allow all races to become members of one pension fund, have separate provision for those excluded. Therefore only about 5% of the companies which participated in the survey, do not make pension provision in some way or other for employees of all races.

Just over half of the funds require employees to comply with certain minimum requirements regarding age and/or period of service to qualify for membership, while the rest have no requirements except that in the majority of cases membership of the fund is limited to employees who have been appointed to the permanent staff.

Retirement age

Approximately 90% of the funds have a retirement age of 63 or 65 years for males, with a preponderance of age 65. About 95% of the funds stipulate that females retire at age 60 or higher, with a preponderance of age 60.

About one out of every five funds allows senior management to retire on average between two years and five years before the normal retirement age. Such officials are credited with a corresponding period of supplementary service by a vast majority of funds.

Pension provision

Virtually all the funds determine retirement benefits by multiplying the number of years of pensionable service by a fixed percentage of the member's "final average salary". The majority of funds determine "final average salary" as the average of the last three years of service or the average of any three consecutive years giving the highest result.

Although the percentage of salary according to which the pension is calculated, varies considerably, more than half the funds use a scale of 2% ($\frac{1}{50}$).

Another popular formula used by approximately one out of every five funds, is to accumulate pensions at a certain scale for the first number of years, usually fifteen to twenty years, and at another scale for the balance of the pensionable service.

The majority of funds allow their members to advance or defer their date of retirement, with a respective decrease/increase in benefits.

Growth in pensions

The detrimental influence of inflation on pensions is clearly indicated by the fact that 80% of the funds provide growth in pensions in some form or other.

Increases in pensions are primarily granted on an ad hoc basis. Even funds which provide a guaranteed percentage increase, have indicated that they adjust such increases on an ad hoc basis.

Kwalifiseringseiseles

86% van die pensioenfondse wat ondersoek is, laat alle rasses as lede van dieselfde pensioenfonds toe. Van die ondernemings wat nie alle rasses tot een pensioenfonds toelaat nie, maak 67% wel aparte voorsiening vir diegene wat uitgesluit word. Daar is dus slegs ongeveer 5% van die ondernemings wat nie op een of ander wyse pensioenvoorsiening vir alle rasses maak nie.

Net meer as die helfte van die fondse vereis dat werknemers aan sekere minimumkwalifiseringseiseles vir ouderdom en/of diens moet voldoen, terwyl die res geen vereistes stel nie behalwe dat werknemers in die meeste gevalle in die permanente diens moet word.

Afnee-ouderdom

Ongeveer 90% van die fondse het 'n afnee-ouderdom van 63 jaar of 65 jaar vir mans, met die oeweg op ouderdom 65. Ongeveer 95% van die fondse bepaal dat dames op ouderdom 60 of hoër afnee, met die oeweg op ouderdom 60.

Ongeveer een uit elke vyf fondse laat senior bestuur toe om gemiddeld twee tot vyf jaar voor die normale afnee-ouderdom af te tree en die oorgroter meerderheid van hierdie fondse kredieteer dan sodanige amptenare met 'n ooreenstemmende periode van aanvullende diens.

Pensioenvoorsiening

Die oorgrote meerderheid van fondse se afneewoordes word bepaal deur die aantal jaar pensioengewende diens te vermenigvuldig met 'n vasgestelde persentasie van die lid se "finale gemiddelde salaris". Die meerderheid van fondse bepaal "finale gemiddelde salaris" as die gemiddelde oor die laaste drie jaar of die gemiddelde van die drie agt opeenvolgende jaar wat die hoogste resultaat lewer.

Hoewel die persentasie van salaris watvolgwers die pensioen bereken word, aansienlik verskil, gebruik meer as die helfte van die fondse 'n skaal van 2% ($\frac{1}{50}$). 'n Ander populêre formule wat deur ongeveer een uit elke vyf fondse gebruik word, is om pensioen teen 'n sekere skaal in die eerste aantal jaar van dienslooploop, gewoonlik vyftien tot twintig jaar, toe te kon en dan teen 'n ander persentasie vir die res van die pensioengewende termyn.

Die oorgroter meerderheid van fondse laat hul lede toe om hul afneewoordes te voorloop of te vertraag, met ooreenstemmende 'n vermindering/vermeerdering in pensioen.

Groei in pensioene

Die nadelige invloed van inflasie op pensioene blyk duidelik uit die feit dat 80% van die fondse een of ander vorm van groei in pensioene voorsien. Verhoging in pensioene word hoofsaaklik op 'n ad hoc-basis toegeken. Selfs fondse wat verhoging in pensioene as 'n vasgestelde persentasie waarborg, het te kenne gegee dat hul pensioene nog ver-

It was found that funds had increased the income of their pensioners on average by between 7% and 8% per annum over the past three years.

Several funds have also granted substantial one-off increases over the past three years.

Death before retirement

About 40% of the funds pay only a lump sum benefit which generally varies between three times and five times the member's annual salary at death.

The rest of the funds pay a widow's or a widow's and children's pension. A small lump sum is usually paid in addition to the pension.

The most general formula for determining a widow's pension is 50% of the member's prospective pension at normal retirement date. It cases where the widow's pension is expressed as a percentage of the member's salary at the time of his death, 40% is the most popular formula.

Children's pension expressed as a percentage of the widow's pension as well as the number of children qualifying for the benefit, varies considerably.

Few funds, however, pay a benefit that is larger than the widow's pension should all qualifying children receive the benefit to which they are entitled, simultaneously while the widow is still alive.

In the majority of cases children's pensions cease at the age of 18, but with extension in the case of full-time studies or while a child qualifies as a dependant in terms of the Income Tax Act.

Death after retirement

Approximately one out of every five funds guarantees the payment of pensions for a minimum period, usually five years. About three-quarters of the funds provide a widow's and/or children's pension.

A number of funds commence widow's and/or children's pension after the minimum guaranteed period has expired.

As in the case of death before retirement, the most general formula for a widow's pension is 50% of the member's pension.

Children's pensions follow the same pattern as in the case of death before retirement.

Disability benefits

About three-quarters of the funds provide for the payment of an income for the period during which a member is totally disabled.

About half of these funds pay a benefit which is directly related to the member's salary at the time of becoming disabled and varies mainly between 50% and 75%, while the rest of the funds provide a benefit which is based on the member's salary and service rendered or, more often, prospective service up to the member's normal retirement date. This benefit is 100% in virtually all cases.

ter op 'n 10 tot 100% teen 100%.

Die 10% betref die fondse wat pensioenrekers se reëlings oor die skedule 404 verskaf getoonde tussen 7% en 8% per jaar verhoog het. Hoewel fondse het nie uitersvele verhoogde skedule 404-gevoerde die 10% van pensioe getoonde.

Sterfte voor aftrede

Ongeveer 40% van die fondse betaal stelsel- en swakke, wat hulle wettig wettigste die maal en vyf maal die lid se jaarlikse salaris by 1000.

Die res van die fondse betaal 'n weduwee- of 'n weduwee- en kinders-pensioen wat meestal afdringend word met die betaling van 'n klein lomp som.

Die mees algemene formule vir die bepaling van 'n weduwee-pensioen is 50% van die lid se verwagte pensioen by normale aftrededate, indien die weduwee-pensioen bepaal word as 'n persentasie van die lid se salaris, is 40% verreweg algemeen by die mees populêre fondse.

Kinderspensioene uitdruklik as persentasie van die weduwee-pensioen betaal pensioene, terwyl die same salaris wat vir kinderspensioene beskikbaar is, indien alle kwalifiserende kinders getoonde die voordeel waarde: dit getoonde is dit uitdruklik betref die weduwee salaris.

Die meeste fondse laat kinderspensioene op oortuiging. Dit betref meer verhoog en sê die kind met heeltydse studie betref 'n of wettigste as 'n aftredende wettigste die inkomstebelastinge.

Sterfte na aftrede

Ongeveer een uit elke vyf fondse verskaf die betaling van pensioene vir 'n minimum tydperk van vyf tot 10 jaar. Ongeveer ongeveer drie-kwart van die fondse 'n weduwee- en/of kinderspensioene betaal. 'n Aantal fondse laat die weduwee- en/of kinderspensioene 'n betaling na die minimum tydperk van vyf tot 10 jaar.

As in die geval van aftrede, is die mees algemene formule wat betaal word ongeveer 50% van die lid se pensioen.

Kinderspensioene volg dieselfde patroon as in die geval van stelsel voor aftrede.

Ongeskietheidsvoordere

Ongeveer drie-kwart van die fondse maak voorsiening vir die betaling van 'n inkomste getoonde die tydperk van totale ongeskietheid van 1 tot 10 jaar. Ongeveer die helfte van fondse betaal 'n voordeel wat direk verhouding tot die lid se salaris by ongeskietedate is en hoofsaaklik tussen 50% en 75%, alhoewel, betref die res die kortste tussende tussen lid se salaris en dienst betrek getoonde of, meer dikwels, verwagte salaris by die lid se normale aftrededate. Die voordeel wat betaal word, is feitlik altyd 100%.

Nearly half of the funds that provide disability benefits, make provision for increases in the disability income after it has commenced.

Contribution rates

The majority of the funds require males as well as females to contribute between 6% and 8% of their salaries towards the pension fund, while most employers contribute between 7% and 13% of the members' salaries.

The highest contribution rate by members encountered in this survey, is 10,6% of salaries, while the highest rate of contribution by an employer is 21,35% of members' salaries.

The average rate of contribution of the employers is more than one and a half times that of the employees.

General

- Nine out of every ten funds state that their members are fully informed regarding the provisions of their pension funds. Virtually all the funds whose members are not fully informed, intend doing so within the next twelve months.
- 42% of the funds intend to improve their benefits within the next twelve months, with the main emphasis on retirement benefits.
- 36% of the funds improved retirement benefits over the past two years, while 25% improved death benefits, 30% improved disability benefits and 52% improved the benefits of pensioners, or provided growth in pensions for the first time.
- 62% of the participants have a separate group life assurance scheme for their employees over and above the pension fund. 13% of the participants supplement the benefits of their senior management by means of a top hat scheme.

Where it has been possible to make a meaningful comparison with our previous survey, it appears as if a gradual improvement in the benefit structure of pension funds in general has taken place during the past two years. One aspect which has apparently received special attention is the provision of growth in pensions as a substantially higher percentage of funds is now providing growth compared with two years ago.

Opgevoerd de helft van die fondse wat ongeskeëthedsvoordele aanleë, maak daartoe voorsiening dat die voordele, nadat dit in aanvang geneem het, groei.

Bydraewoese

Die meerderheid fondse vereis dat mans soewel as dames tussen 6% en 7,5% van hul salarisse tot die pensioenfonds bydra, terwyl die meerderheid werkgeewers tussen 7% en 13% van die lede se salarisse bydra.

Die hoogste koers waargeneem waarteen lede bydra, is 10,6% van salarisse, terwyl die hoogste werkgeewerskoers 21,35% is.

Die werkgeewers dra gemiddeld meer as een en 'n half maal soveel as die lede by.

Algemeen

- Naeft uit elke tien fondse meld dat hul lede volledig ingelig is met betrekking tot die voorwaardes van hul pensioenfonds. Prakties alle lede die volledig ingelig is nie, beoog teëlkemal om dit binne die volgende twaalf maande te doen.
- 42% van die fondse beoog om binne die volgende twaalf maande die voordele te verbeter, met aandag veral aan aftreevoordele.
- 36% van die fondse het die afgelope twee jaar hul aftreevoordele verbeter, terwyl 25% hul sterftevoordele, 30% hul ongeskeëthedsvoordele en 52% die voordele van hul pensioentrukkers verbeter het, of groei in pensioens vir die eerste keer bygevoeg het.
- 62% van die ondernemmings het binne twee die voordele van die pensioenfonds bied, oor 'n aparte groepsleewensverzekeringsskema vir hul werknemers. 13% van die ondernemmings vul hul senior bestuur se voordele deur middel van 'n aanvullende skema aan.

Waar dit moontlik was om 'n sinvolle vergelyking met die vorige ondersoek te trek, blyk dit dat daar oor die algemeen twee jaar 'n geleidelike verbetering in die voordelestruktuur van pensioenfondse in die algemeen plaasgevind het. Een aspek wat bykbaar veral aandag geniet het, was die voorsiening van groei in pensioens as 'n aansienlike hoër persentasie fondse voorsien nou groei, vergeleke met twee jaar gelede.

A. PARTICIPATION

All races	86%
All races except Blacks	4%
Whites only	10%

NOTE: 67% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	47%
Minimum age	14%
Minimum service	18%
Minimum salary	1%
Combination of aforementioned	19%

NOTES: 1. Where there are no qualification requirements, appointment to the permanent staff is usually required.

2. A few funds require proof of good health before admitting members.

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	—	3%
58 years	—	1%
60 years	10%	59%
62 years	1%	1%
63 years	17%	9%
65 years	72%	27%

NOTE: 21% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 87% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	94%
Other means of provision	6%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
Less than $\frac{1}{60}$	1%	1%
$\frac{1}{60}$	6%	7%
$\frac{1}{50}$	8%	8%
$\frac{1}{40}$	54%	54%

A. DEELNAME

All races	80%
All races uitgezonderd Swartes	4%
Blanke slegs	10%

NOTA: 67% van fondse wat nie alle rases insluit nie, maak deel aparte voorsiening vir diegene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	47%
Minimum ouderdom	14%
Minimum diens	18%
Minimum salaris	1%
Kombinasie van voorstaande	19%

NOTAS: 1. Waar geen kwalifiseringvereistes gestel word nie vereis fondse gewoonlik aanstelling in die permanente personeel.

2. 'n Paar fondse vereis bewys van goeie gesondheid alvorens lide tot die fondse toegelaat word.

C. NORMALE AFTREE OUDERDOM

	Mans	Dames
55 jaar	—	3%
58 jaar	—	1%
60 jaar	10%	59%
62 jaar	1%	1%
63 jaar	17%	9%
65 jaar	72%	27%

NOTA: 21% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom of te tree. 87% van hierdie fondse len aanvullende pensioengewende diens tot die normale aftree-ouderdom aan anderzins aangepas toe.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens	94%
Ander wyse van voorsiening	6%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskalf	Mans	Dames
Minder as $\frac{1}{60}$	1%	1%
$\frac{1}{60}$	6%	7%
$\frac{1}{50}$	8%	8%
$\frac{1}{40}$	54%	54%

Better than T_{10}	10%	10%
Varying	18%	17%
Other	3%	3%

- NOTES: 1. Some funds provide pensions at a certain scale for a certain period, usually 15 to 20 years, and at a different scale for the balance of the period of pensionable service. Some funds differentiate between occupation and/or race.
2. "Other" represents pension scales which do not fit into the above-mentioned categories, e.g. T_{10} or T_{15} .
3. The pension scale better than T_{10} is represented by a majority of funds granting a scale of T_{10} or T_{15} .

F. FINAL AVERAGE SALARY

Average over the last 3 years	41%
Average over the last 5 years	11%
Average over any 3 consecutive years giving the highest result	30%
Average over any 5 consecutive years giving the highest result	5%
Final salary	9%
Other	4%

- NOTES: 1. Some funds use periods of two years or four years to determine final average salaries, while a few funds use career averages.
2. Several funds stipulate that the period on which the final average salary is determined, must be within the last ten years before the normal retirement date.

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	83%
Is not permitted	7%
Benefits secured at date of early retirement	
Remain unaffected	2%
Reduced by a fixed percentage	74%
Reduced actuarially	14%
Reduced according to a varying scale	10%

H. DEFERRED RETIREMENT

Is permitted	82%
Is not permitted	18%
Contributions cease at normal retirement date	54%
Contributions continue till date of actual retirement	46%

Beter as T_{10}	10%	10%
Wisselend	18%	17%
Anders	3%	3%

- NOTAS: 1. Sommige fondse bied pensioens volgens 'n gegewe skaal vir 'n sekere termyn, gewoonlik 15 jaar of 20 jaar, en ander 'n ander skaal vir die res van die pensioenskerf van dienste. Sommige fondse onderskei tussen beroep en/of ras.
2. "Anders" verteenwoordigende skale wat nie by ingespeelde kategorieë pas nie, bv. T_{10} of T_{15} .
3. Die pensioenskaal beter as T_{10} word verteenwoordig deur 'n meerderheid fondse wat 'n skaal van T_{10} of T_{15} aanwend.

F. FINALE GEMIDDELTE SALARIS

Gemiddeld oor die laaste 3 jaar	41%
Gemiddeld oor die laaste 5 jaar	11%
Gemiddeld oor enige 3 opeenvolgende jare wat die hoogste resultaat lewer	30%
Gemiddeld oor enige 5 opeenvolgende jare wat die hoogste resultaat lewer	5%
Finale salaris	9%
Anders	4%

- NOTAS: 1. 'n Aantal fondse baseer die finale gemiddelde salaris op periodes van twee of vier jaar, terwyl 'n paar fondse langtermyngemiddeldes gebruik.
2. Verskeie fondse stel ook dat die periode waarop die finale gemiddelde salaris gebaseer word, binne die laaste 10 jaar voor aftrede moet val.

G. VROË AFTREDE IN GOEIE GESONDHEID

Word toegelaat	83%
Word nie toegelaat nie	7%
Voordele op datum van vroeë aftrede:	
Geen vermindering in gevorderde pensioen	2%
Verminder volgens 'n bevestigde persentasie	74%
Verminder volgens 'n aktuariese skaal	14%
Verminder volgens 'n wisselende skaal	10%

H. LAAT AFTREDE

Word toegelaat	82%
Word nie toegelaat nie	18%
Bidragte eindig op normale aftrede-ouderdom	54%
Bidragte gaan voort tot werklike aftrede	46%

Increase in pension over and above pension secured as a result of longer service:

None	14%
Fixed percentage increase	69%
Increased according to actuarial basis	17%

I. GROWTH IN PENSION

None	20%
Fixed percentage	11%
Ad hoc	69%

NOTE: Some funds guaranteed a minimum growth, but augment it on an ad hoc basis.

Average growth allocated during preceding three years:

1980 7,2% based on a sample of 64% of funds providing growth

1981 7,3% based on a sample of 68% of funds providing growth

1982 8,3% based on a sample of 74% of funds providing growth

NOTE: Great variations were found and, in order to keep the findings as pure as possible, large non-recurring adjustments were not taken into account. Only adjustments which could be identified beyond any reasonable doubt as annual adjustments, were taken into account.

J. DEATH BENEFITS BEFORE RETIREMENT

No benefit	1%
Lump sum only	39%
Widow's and children's pension only	3%
Lump sum plus widow's pension	5%
Lump sum plus widow's and children's pension	52%

Lump sum only	Males	Females
1 x annual salary	-	5%
2 x annual salary	7%	18%
3 x annual salary	19%	14%
4 x annual salary	22%	15%
5 x annual salary	13%	7%
6 x annual salary	5%	2%
More than 6 x annual salary	1%	-
Varying	23%	27%
Other	10%	12%

NOTES: 1. The multiples of salaries vary in a number of funds in accordance with occupation, marital state, race and/or years of service.

2. Some funds return only contributors plus interest, while

Verhoging in pensioen benewens addisionele pensioen aanskouf deur langer diens:

Geen	14%
Vaste persentasieverhoging	69%
Verhoog volgens aktuariele basis	17%

I. PENSIENGROEI

Geen groei	20%
Vaste persentasie	11%
Ad hoc	69%

NOTE: 'n Aantal fondse waarborg 'n minimum pensioengroei, maar wil dit aan met ad hoc byvoegings.

Gemiddelde groei gedurende voorafgaande 3 jaar toegestaan:

1980 7,2% gebaseer op 'n monster van 64% van fondse wat groei voorsien

1981 7,3% gebaseer op 'n monster van 68% van fondse wat groei voorsien

1982 8,3% gebaseer op 'n monster van 74% van fondse wat groei voorsien

NOTE: Groot variasies is gevind en ten einde die bevindings so suwer as moontlik te hou, is groot eenmalige aanpassings buite rekening gelê en is slegs gevare wat te relatief wyd as jaarkke aanpassings beskou kan word, in rekening gebring.

J. STERFTEVOORDELE VOOR AFTREDE

Geen	1%
Enkelbedrag alleen	39%
Weduwe- en kinderspensioen alleen	3%
Enkelbedrag plus weduwepensioen	5%
Enkelbedrag plus weduwe- en kinderspensioen	52%

Enkelbedrag alleen	Mans	Dames
1 x jaarlike salaris	-	5%
2 x jaarlike salaris	7%	18%
3 x jaarlike salaris	19%	14%
4 x jaarlike salaris	22%	15%
5 x jaarlike salaris	13%	7%
6 x jaarlike salaris	5%	2%
Meer as 6 x jaarlike salaris	1%	-
Wisselend	23%	27%
Ander	10%	12%

NOTAS: 1. Heelwat fondse kan verskillende verskoute van salaries toe volgens hennig, huwelikstaat, ras en/of diensjaar.

2. Sommige fondse betaal net bydraes plus rente terug, terwyl ander fondse 'n vaste bedrag betaal. Verskoute van

other funds pay a fixed amount. Multiples of salaries which do not fit into the above-mentioned categories, e.g. 2½ times are also classified under the category 'other'.

Widow's pension:

Calculated as a percentage of member's salary at death	24%
Calculated as a percentage of member's prospective pension	72%
Larger of salary and prospective pension	4%

Widow's pension expressed as a percentage of member's salary at time of death:

Less than 30%	4%
30%	25%
40%	35%
41% – 49%	5%
50%	25%
More than 50%	5%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

Less than 50%	2%
50%	75%
51% – 60%	5%
More than 60%	13%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	21%
20% – 29%	37%
30% – 32%	1%
31% – 39%	30%
More than 35%	11%

NOTE: Where children's pension is paid according to a sliding scale, the average was taken as if the maximum number of children qualifying for the benefit will receive the benefit.

Maximum number of children per member qualifying for the benefit:

2	22%
3 and more	78%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	12%
50% – 59%	12%
60% – 69%	19%
70% – 79%	11%
80% – 89%	5%
90% – 99%	3%
100%	32%
More than 100%	6%

salaries, 2½ of 2½ maal, wat nie by bogenoemde kategorieë tipes nie, word ook onder "ander" geïnkassie.

Weduwepensioen:

Bereken as persentasie van lid se salaris by oortyde	24%
Bereken as persentasie van lid se voorwagte pensioen	72%
Grootste van salaris en voorwagte pensioen	4%

Weduwepensioen uitgedruk as persentasie van lid se salaris by oortyde:

Minder as 30%	4%
30%	25%
40%	35%
41% – 49%	5%
50%	25%
Meer as 50%	5%

Weduwepensioen uitgedruk as persentasie van lid se voorwagte pensioen tot normale aftree-oudertyd:

Minder as 50%	2%
50%	75%
51% – 60%	5%
Meer as 60%	13%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	21%
20% – 29%	37%
30% – 32%	1%
31% – 39%	30%
Meer as 35%	11%

NOTE: Waar kinderpensioen volgens 'n glykwaal detail word, is die gemiddelde pensioen van die maksimum aantal kinders wat kwalifiseer, die pensioen uit oortyd.

Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:

2	22%
3 en meer	78%

Maksimum voordeel uitgedruk as persentasie van weduwepensioen indien elke kwalifiserende kind die voordeel oortyd:

Minder as 50%	12%
50% – 59%	12%
60% – 69%	19%
70% – 79%	11%
80% – 89%	5%
90% – 99%	3%
100%	32%
Meer as 100%	6%

Maximum age at which children's pension ceases:

Age 18	39%
Age 19 – 21	18%
Age 22 – 25	20%
Age 26	3%
Definition of dependant according to the Income Tax Act	9%
Until completion of full-time studies	11%

Maksimum ouderdom waerop kinderpensioen eindig:

18j	39%
19j – 21j	18%
22j – 25j	20%
26j	3%
Omskrywing van afhanklike volgers, Inkomstebelastingwet	9%
Tot voltooiing van heeltydse studies	11%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	4%
Pension payments for a minimum guaranteed period	21%
Widow's and/or children's pension	72%
Balance of own contributions	3%

NOTE: A number of funds commence widow's and children's pension only after the minimum guaranteed period has expired.

K. STERFTEVOORDELE NA AFTREDE

Geen voorsiening	4%
Pensioenbetaalings slaag vir 'n minimum termyn gewaarborg	21%
Weduwe en/of kinderpensioen	72%
Residuum bydraaks	3%

NOTA: 'n Aantal fondse laat die weduwe- en/of kinderpensioen 'n aanvang neem slegs wanneer die minimum waarborgperiode verstryk het.

Minimum guaranteed period for pension payments:

5 years	82%
10 years	12%
Varying	6%

NOTE: Some funds allow members to elect their own minimum guaranteed period at retirement.

Minimum termyn waarvolgens pensioenbetaalings gewaarborg word:

5 jaar	82%
10 jaar	12%
Wisselend	6%

NOTA: Sommige fondse laat alle die keuse van 'n minimum waarborgtermyn by aftrede.

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	2%
50%	81%
51% – 60%	6%
61% – 70%	8%
More than 70%	3%

Weduwepensioen as persentasie van lid se pensioen:

Minder as 50%	2%
50%	81%
51% – 60%	6%
61% – 70%	8%
Meer as 70%	3%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	18%
20% – 25%	35%
26% – 30%	2%
31% – 35%	34%
More than 35%	7%
Varying	4%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	18%
20% – 25%	35%
26% – 30%	2%
31% – 35%	34%
Meer as 35%	7%
Wisselend	4%

Maximum number of children per member qualifying for the benefit:

2	26%
3 and more	74%

Maksimum aantal kinders per lid wat vir kinderpensioen kwalifiseer:

2	26%
3 and more	74%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	8%
50% - 59%	16%
60% - 69%	22%
70% - 79%	5%
80% - 89%	6%
90% - 99%	3%
100%	34%
More than 100%	6%

L. DISABILITY BENEFITS

No provision	10%
Gratuity	7%
Income expressed as a percentage of member's salary	36%
Income based on salary and service (i.e. prospective pension)	41%

NOTE: 13% of the funds that make no provision for disability benefits, provide some form or other of disability benefits outside the pension fund.

Income as a percentage of salary:

46% - 50%	7%
51% - 55%	2%
56% - 60%	15%
61% - 65%	2%
66% - 70%	11%
71% - 75%	42%
Varying	21%

NOTE: Varying scales vary mainly in accordance with the scales set down by the Life Offices Association.

If disability benefits are based on salary and service, service is considered to be:

Service till date of becoming disabled	35%
Prospective service till the normal retirement age	65%
Service till date of becoming disabled plus 50% prospective service till the normal retirement age	3%
Service till date of becoming disabled plus 75% of prospective service till normal retirement age	3%

Disability benefit expressed as a percentage of member's prospective pension:

50% - 59%	2%
60% - 69%	1%
80% - 89%	1%
100%	82%

Maximum voordeel uitgedrukt as persentasie van toekomstige deel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	8%
50% - 59%	16%
60% - 69%	22%
70% - 79%	5%
80% - 89%	6%
90% - 99%	3%
100%	34%
Meer as 100%	6%

L. ONGESKIKTHEIDSVORDELE

Geen	10%
Gratiasse	7%
Inkomste uitgedrukt as persentasie van lid se salaris	36%
Inkomste gebaseer op salaris en diens dienste (i.e. verwagte pensioen)	41%

NOTE: 13% van die fondse wat nie voorsiening maak vir ongeskiktheidsvoordele nie, maak wel op een of ander wyse tussende tussenfondse daartoe voorsiening.

Informasie as persentasie van salaris:

46% - 50%	7%
51% - 55%	2%
56% - 60%	15%
61% - 65%	2%
66% - 70%	11%
71% - 75%	42%
Variërend	21%

NOTE: Verskeie skale het tussende tussen berekening op die skale wat voorgelê deur die Vereniging van Levensverzekersmaatskappye.

Indien ongeskiktheidsvoordele bereken word op salaris en diens dienste beskou as:

Diens tot datum van ongeskiktheid	35%
Verwagte diens tot normale aftree-ouderdom	65%
Diens tot datum van ongeskiktheid plus 50% van verwagte diens tot normale aftree-ouderdom	3%
Diens tot datum van ongeskiktheid plus 75% van verwagte diens tot normale aftree-ouderdom	3%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

50% - 59%	2%
60% - 69%	1%
80% - 89%	1%
100%	82%

Varying	4%
NOTE: Varying scales occur as a result of the maximum imposed on certain occupations.	
Growth in disability benefit:	
Yes	49%
No	51%
Percentage growth:	
2	1%
2,5	2%
3	9%
4	2%
5	8%
Ad hoc	78%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
Less than 5%	1%	1%
5% but less than 6%	15%	18%
6% but less than 7%	32%	34%
7% but less than 8%	37%	35%
8% and more	5%	4%
Varying scale	9%	7%
Fixed amount	1%	1%

NOTE: Contributions vary according to occupation, race, age at entry or marital status, etc.

N. CONTRIBUTION RATE OF EMPLOYER

Less than 5%	3%
5% but less than 7%	10%
7% but less than 9%	20%
9% but less than 11%	21%
11% but less than 13%	18%
13% but less than 15%	7%
15% but less than 17%	5%
17% but less than 19%	3%
19% and more	2%
Varying scale	10%

NOTE: Some contributions vary mainly according to race, sex and occupation.

Wissend	4%
NOTE: Wissende skale ontstaan as gevolg van maksimum wat op voordeel plaas word volgens beroep of status.	
Groei in ongestruktheidvoordeel:	
Ja	49%
Nee	51%
Perentasiegroei:	
2	1%
2,5	2%
3	9%
4	2%
5	8%
Ad hoc	78%

M. LEDEBYDRAES

	Mans	Verme
Minder as 5%	1%	1%
5% maar nog nie 6% nie	15%	18%
6% maar nog nie 7% nie	32%	34%
7% maar nog nie 8% nie	37%	35%
8% en meer	5%	4%
Wisselende skaal	9%	7%
Vaste bedrag	1%	1%

NOTE: Bydraes wissel in sommige gevalle as gevolg van ras, beroep, nadenkings tyd, toetse, ens.

N. WERKGEWERSBYDRAE

Minder as 5%	3%
5% maar nog nie 7% nie	10%
7% maar nog nie 9% nie	20%
9% maar nog nie 11% nie	21%
11% maar nog nie 13% nie	18%
13% maar nog nie 15% nie	7%
15% maar nog nie 17% nie	6%
17% maar nog nie 19% nie	3%
19% en meer	2%
Wisselende skaal	10%

NOTE: Sommige bydraes wissel hoofsaaklik as gevolg van ras, geslag en werkskatingsvlak.

TOTAL CONTRIBUTIONS LESS THAN R250 000 PER ANNUM**TOTALE BYDRAES KLEINER AS R250 000 PER JAAR****A. PARTICIPATION**

All races	83%
All races except Blacks	1%
Whites only	16%

NOTE: 67% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	37%
Minimum age	19%
Minimum service	23%
Combination of aforementioned	21%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	1%	6%
60 years	8%	64%
63 years	3%	-
65 years	88%	30%

NOTE: 7% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 80% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	90%
Other means of provision	10%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
100%	7%	7%
90%	1%	1%
80%	60%	64%
Between 70% and 80%	11%	10%
Varying	15%	12%
Other	6%	6%

F. FINAL AVERAGE SALARY

Average over the last 3 years	32%
Average over the last 5 years	22%

A. DEELNAME

Alle rasse	83%
Alle rasse uitgesonderd Swartes	1%
Blankes slegs	16%

NOTA: 67% van fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	37%
Minimum ouderdom	19%
Minimum diens	23%
Kombinasie van voorafgaande	21%

C. NORMALE AFTREE-OUERDOM

	Mans	Dames
55 jaar	1%	6%
60 jaar	8%	64%
63 jaar	3%	-
65 jaar	88%	30%

NOTA: 7% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale-aftree-ouderdom af te tree. 80% van hierdie fondse kan aanvullende pensioengewende diens tot die normale aftree-ouderdom aan sodanige amptenare toe.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens	90%
Ander wyse van voorsiening	10%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskema	Mans	Dames
100%	7%	7%
90%	1%	1%
80%	60%	64%
Tussen 70% en 80%	11%	10%
Verskillend	15%	12%
Ander	6%	6%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	32%
Gemiddeld oor die laaste 5 jaar	22%

Average over any 3 consecutive years giving the highest result	25%
Average over any 5 consecutive years giving the highest result	5%
Final salary	11%
Other	5%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	89%
Is not permitted	11%
Benefits secured at date of early retirement:	
Remain unaffected	2%
Reduced by a fixed percentage	67%
Reduced actuarially	21%
Reduced according to a varying scale	10%

H. DEFERRED RETIREMENT

Is permitted	84%
Is not permitted	16%
Contributions cease at normal retirement date	58%
Contributions continue till date of actual retirement	42%
Increase in pension over and above pension secured as a result of longer service:	
None	13%
Fixed percentage increase	58%
Increased according to actuarial basis	29%

I. GROWTH IN PENSION

None	44%
Fixed percentage	12%
Ad hoc	44%
Average growth allocated during preceding three years:	
1980 7.9% based on a sample of 42% of funds providing growth	
1981 7.3% based on a sample of 49% of funds providing growth	
1982 8.4% based on a sample of 54% of funds providing growth	

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only	61%
Widow's and children's pension only	3%
Lump sum plus widow's pension	10%
Lump sum plus widow's and children's pension	26%

Gemiddeld ten opzichte 3 opeenvolgende jaren wat de hoogste resultaat lever	25%
Gemiddeld ten opzichte 5 opeenvolgende jaren wat de hoogste resultaat lever	5%
Finale salaris	11%
Ander	5%

G. VROEGE AFTREDE IN GOEIE GESONDHEID

Word toegestaan	89%
Word niet toegestaan	11%
Voordelen op datum van vroeg aftrede:	
Geen vermindering in pensioengroei	2%
Verminder volgens 11 percentage punten	67%
Verminder volgens 11 actuariele basis	21%
Verminder volgens 11 variërende schaal	10%

H. LAAT AFTREDE

Word toegestaan	84%
Word niet toegestaan	16%
Bijdragen stopt op normale afstreefcriteria	58%
Bijdragen gaan voort tot werkelijke afstede	42%
Verhoging in pensioen bovenwens uitdrukkende pensioen aangekondigd door langer dienst:	
Geen	13%
Vaste percentageverhoging	58%
Verhoog volgens actuariele basis	29%

I. PENSIOENGROEI

Geen groei	44%
Vaste pensioengroei	12%
Ad hoc	44%
Gemiddelde groei toegestaan sociaalpaarste 3 jaren:	
1980 7.9% gebaseerd op 42% van fondsen wat groei voorziet	
1981 7.3% gebaseerd op 49% van fondsen wat groei voorziet	
1982 8.4% gebaseerd op 54% van fondsen wat groei voorziet	

J. STERFTEVOORDELE VOOR AFTREDE

Eenbedrag alleen	61%
Weduwen- en kinderpensioen alleen	3%
Eenbedrag plus weduwnepensioen	10%
Eenbedrag plus weduwen- en kinderpensioen	26%

Lump sum only	Males	Females
1 x annual salary	-	5%
2 x annual salary	7%	19%
3 x annual salary	29%	14%
4 x annual salary	14%	7%
5 x annual salary	11%	7%
6 x annual salary	5%	2%
Varying	26%	29%
Other	5%	17%

Widow's pension:

Calculated as a percentage of member's salary at death	19%
Calculated as a percentage of member's prospective pension	69%
Longer of salary and prospective pension	52%

Widow's pension expressed as a percentage of member's salary at time of death:

40%	40%
50%	40%
More than 50%	20%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

50%	83%
51% - 60%	6%
More than 60%	11%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	20%
20% - 25%	40%
31% - 35%	15%
More than 35%	10%
Varying	15%

Maximum number of children per member qualifying for the benefit:

2	25%
3 and more	75%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	15%
50% - 59%	25%
60% - 69%	10%
70% - 79%	10%
80% - 89%	5%
90% - 99%	5%
100%	15%
More than 100%	15%

Enkelbedrag alleen

	Mens	Dames
1 x jaarlijkse salaris	-	5%
2 x jaarlijkse salaris	7%	19%
3 x jaarlijkse salaris	29%	14%
4 x jaarlijkse salaris	14%	7%
5 x jaarlijkse salaris	11%	7%
6 x jaarlijkse salaris	5%	2%
Wisselend	26%	29%
Ander	9%	17%

Weduwepensioen:

Bereken als persentasie van lid se salaris by oorlyde	19%
Bereken als persentasie van lid se verwagte pensioen	69%
Grootste van salaris en verwagte pensioen	12%

Weduwepensioen uitgedruk as persentasie van lid se salaris by oorlyde:

40%	40%
50%	40%
Meer as 50%	20%

Weduwepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

50%	83%
51% - 60%	6%
Meer as 60%	11%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	20%
20% - 25%	40%
31% - 35%	15%
Meer as 35%	10%
Wisselend	15%

Maksimum aantal kinders per lid wat vtr voordeel kwalifiseer:

2	25%
3 en meer	75%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	15%
50% - 59%	25%
60% - 69%	10%
70% - 79%	10%
80% - 89%	5%
90% - 99%	5%
100%	15%
Meer as 100%	15%

Maximum age at which children's pension ceases:	
Age 18	43%
Age 19 - 21	23%
Age 22 - 25	14%
Age 26	5%
Definition of dependant according to the Income Tax Act	5%
Until completion of full-time studies	10%

Maximum outdowd waarop kindpensioen eindigt:	
18 j.	43%
19 j. - 21 j.	23%
22 j. - 25 j.	14%
26 j.	5%
Omskrywing van afhanklik volgens Inkomstebelastingwet	5%
Tot voltooiing van fulltydse studies	10%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	9%
Pension payments for a minimum guaranteed period	53%
Widow's and/or children's pension	57%
Balance of own contributions	1%

Minimum guaranteed period for pension payments:	
5 years	87%
10 years	7%
Varying	6%

Widow's pension expressed as a percentage of the member's pension:	
Less than 50%	3%
50%	83%
51% - 60%	2%
61% - 70%	7%
More than 70%	3%

Pension per child expressed as a percentage of widow's pension:	
Less than 20%	36%
20% - 25%	29%
26% - 35%	14%
More than 35%	14%
Varying	7%

Maximum number of children per member qualifying for the benefit:	
2	29%
3 and more	71%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:	
Less than 50%	14%
50% - 59%	36%
60% - 69%	7%
70% - 79%	7%
100%	7%
More than 100%	29%

K. STERFTEVOORDELE NA AFTREDE

Geen voorvoering	9%
Pensioenbetaalingsperiode W' s minimum termyn gewaarborg	53%
Weduwe- en/of kindpensioen	57%
Residu van bydraes	1%

Minimum termyn waarvolgens pensioenbetaalings gewaarborg word:	
5 jaar	87%
10 jaar	7%
Wisselend	6%

Weduwepensioen as persentasie van lid se pensioen:	
Minder as 50%	3%
50%	83%
51% - 60%	2%
61% - 70%	7%
Meer as 70%	3%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:	
Minder as 20%	36%
20% - 25%	29%
26% - 35%	14%
Meer as 35%	14%
Wisselend	7%

Maximum aantal kinders per lid wat vir kindpensioen kwalifiseer:	
2	29%
3 en meer	71%

Maximum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:	
Minder as 50%	14%
50% - 59%	36%
60% - 69%	7%
70% - 79%	7%
100%	7%
Meer as 100%	29%

L. DISABILITY BENEFITS

No provision	27%
Gratuity	14%
Income expressed as a percentage of salary	40%
Income based on salary and service (i.e. prospective pension)	19%

Income as a percentage of salary:

46% - 50%	7%
56% - 60%	22%
66% - 70%	7%
71% - 75%	39%
Varying	25%

If disability benefits are based on salary and service, service is considered to be:

service till date of becoming disabled	58%
prospective service till the normal retirement age	42%

Disability benefit expressed as a percentage of member's prospective pension:

100%	92%
Varying	8%

Growth in disability benefit:

Yes	22%
No	78%

Percentage growth:

3	22%
5	33%
Ad hoc	45%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
5% but less than 6%	33%	35%
6% but less than 7%	26%	23%
7% but less than 8%	33%	35%
8% and more	4%	4%
Varying scale	4%	3%

L. ONGESKIKTHEIDSVORDELE

Geen	27%
Gratuite	14%
Inkomste uitgedruk as persentasie van lid se salaris	40%
Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	19%

Inkomste as persentasie van salaris:

46% - 50%	7%
56% - 60%	22%
66% - 70%	7%
71% - 75%	39%
Wisselend	25%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

diens tot datum van ongeskiktheid	58%
verwagte diens tot normale aftree-ouderdom	42%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

100%	92%
Wisselend	8%

Groot in ongeskiktheidvoordeel:

Ja	22%
Nee	78%

Persentasiegroot:

3	22%
5	33%
Ad hoc	45%

M. LEDEBYDRAES

	Mans	Dames
5% maar nog nie 6% nie	33%	35%
6% maar nog nie 7% nie	26%	23%
7% maar nog nie 8% nie	33%	35%
8% en meer	4%	4%
Wisselende skaal	4%	3%

N. CONTRIBUTION RATE OF EMPLOYER

Less than 5%	7%
5% but less than 7%	20%
7% but less than 9%	23%
9% but less than 11%	20%
11% but less than 13%	7%
13% but less than 15%	10%
15% but less than 17%	6%
17% but less than 19%	3%
19% and more	3%
Varying scale	1%

N. WERKGEWERSBYDRAE

Minder as 5%	7%
5% maar nieg nie	20%
7% maar nieg nie	23%
9% maar nieg nie	20%
11% maar nieg nie	7%
13% maar nieg nie	10%
15% maar nieg nie	6%
17% maar nieg nie	3%
19% en hoër	3%
Wissende skool	1%

TOTAL CONTRIBUTIONS BETWEEN R250 000 AND R1 MILLION PER**ANNUM****A. PARTICIPATION**

All races	83%
All races except Blacks	8%
Whites only	11%

NOTE: 50% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	40%
Minimum age	12%
Minimum service	23%
Minimum salary	1%
Combination of aforementioned	24%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	-	2%
60 years	9%	65%
62 years	2%	2%
63 years	13%	6%
65 years	76%	25%

NOTE: 17% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 80% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service.	93%
Other means of provision.	7%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
100%	7%	7%
90%	5%	5%
80%	61%	61%
Better than 80%	6%	6%
Varying	19%	19%
Other	2%	2%

TOTALE BYDRAE TUSSEN R250 000 EN R1 MILJOEN PER JAAR**A. DEELNAME**

All rasse	83%
All rasse uitgesonderd Swartes	8%
Blankes alleen	11%

NOTA: 50% van fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	40%
Minimum ouderdom	12%
Minimum diens	23%
Minimum salaris	1%
Kombinasie van voorstaande	24%

C. NORMALE AFTREE-OUDERDOM

	Mans	Dames
55 jaar	-	2%
60 jaar	9%	65%
62 jaar	-	2%
63 jaar	13%	6%
65 jaar	76%	25%

NOTA: 17% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree. 80% van hierdie fondse kan aanvullende pensioengewende diens tot die normale aftree-ouderdom aan sodanige amptenare toe.

D. PENSIENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens.	93%
Ander wyse van voorsiening.	7%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskaal	Mans	Dames
100%	7%	7%
90%	5%	5%
80%	61%	61%
Beter as 80%	6%	6%
Wisselend	19%	19%
Ander	2%	2%

F. FINAL AVERAGE SALARY

Average over the last 3 years	39%
Average over the last 5 years	17%
Average over any 3 consecutive years giving the highest result	28%
Average over any 5 consecutive years giving the highest result	10%
Final salary	6%

G. EARLY RETIREMENT IN GOOD HEALTH

is permitted	89%
is not permitted	11%
Benefits secured at date of early retirement:	
Remain unaffected	3%
Reduced by a fixed percentage	70%
Reduced actuarially	14%
Reduced according to a varying scale	7%

H. DEFERRED RETIREMENT

is permitted	81%
is not permitted	19%
Contributions cease at normal retirement date	56%
Contributions continue till date of actual retirement	44%
Increase in pension over and above pension secured as a result of longer service:	
None	13%
Fixed percentage increase	85%
Increased according to actuarial basis	22%

I. GROWTH IN PENSION

None	27%
Fixed percentage	9%
Ad hoc	64%
Average growth allocated during preceding three years:	
1980 6.8% based on a sample of 57% of funds providing growth	
1981 7.1% based on a sample of 86% of funds providing growth	
1982 7.8% based on a sample of 71% of funds providing growth	

J. DEATH BENEFITS BEFORE RETIREMENT

No benefit	2%
Lump sum only	38%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	39%
Gemiddeld oor die laaste 5 jaar	17%
Gemiddeld oor enige 3 agtereenvolgende jare wat die hoogste resultaat lewer	28%
Gemiddeld oor enige 5 agtereenvolgende jare wat die hoogste resultaat lewer	10%
Finale salaris	6%

G. VROEË AFTREDE IN GOEIE GESONDHEID

Werd toegestaan	89%
Werd nie toegestaan nie	11%
Voordele op datum van vroeë aftrede:	
Geen vermindering in gevestigde pensioen	3%
Verminder volgens 'n reëlegetyde pensioentabel	70%
Verminder volgens 'n aktuariese basis	14%
Verminder volgens 'n wisselende skaal	7%

H. LAAT AFTREDE

Werd toegestaan	81%
Werd nie toegestaan nie	19%
Bykans eindig op normale aftrede-ouderdom	56%
Bykans geen eers tot werklike aftrede	44%
Verhoging in pensioen benevens addisionele pensioen aangekoop deur langer diens:	
Geen	13%
Vaste persentasieverhoging	85%
Verhoog volgens aktuariese basis	22%

I. PENSIOENGROEI

Geen groei	27%
Vaste persentasie	9%
Ad hoc	64%
Gemiddelde groei toegeken voorafgaande 3 jaar:	
1980 6,8% gebaseer op 'n monster van 57% van fondse wat groei voorsien	
1981 7,1% gebaseer op 'n monster van 86% van fondse wat groei voorsien	
1982 7,8% gebaseer op 'n monster van 71% van fondse wat groei voorsien	

J. STERFTEVORDELE VOOR AFTREDE

Geen	2%
Erkstedings alleen	38%

Widow's pension only	1%
Widow's and children's pension only	1%
Lump sum plus widow's pension	5%
Lump sum plus widow's and children's pension	52%

Lump sum only	Males	Females
1 x annual salary	-	2%
2 x annual salary	6%	24%
3 x annual salary	9%	15%
4 x annual salary	32%	22%
5 x annual salary	19%	9%
6 x annual salary	4%	-
More than 6 x annual salary	2%	-
Varying	20%	20%
Other	8%	8%

Widow's pension:

Calculated as a percentage of member's salary at death	39%
Calculated as a percentage of member's prospective pension	54%
Large of salary and prospective pension	7%

Widow's pension expressed as a percentage of member's salary at time of death:

30%	12%
40%	42%
41% - 49%	4%
50%	30%
More than 50%	12%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

Less than 50%	5%
50%	81%
51% - 60%	5%
More than 60%	9%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	25%
20% - 25%	38%
26% - 30%	2%
31% - 35%	24%
More than 35%	8%
Varying	3%

Maximum number of children per member qualifying for the benefit:

2	19%
3 and more	81%

Weduwepensioen alleen	1%
Weduwe- en kinderpensioen alleen	1%
Erkelbedrag plus weduwepensioen	5%
Erkelbedrag plus weduwe- en kinderpensioen	52%

Erkelbedrag alleen	Mans	Vroues
1 x jaarlikse salaris	-	2%
2 x jaarlikse salaris	6%	24%
3 x jaarlikse salaris	9%	15%
4 x jaarlikse salaris	32%	22%
5 x jaarlikse salaris	19%	9%
6 x jaarlikse salaris	4%	-
Meer as 6 x jaarlikse salaris	2%	-
Wisselend	20%	20%
Ander	8%	8%

Weduwepensioen:

Bereken as persentasie van lid se salaris by oortyd	39%
Bereken as persentasie van lid se verwagte pensioen	54%
Kombinasie, d.w.s. grootste van salaris en verwagte pensioen	7%

Weduwepensioen uitgedruk as persentasie van lid se salaris by oortyd:

30%	12%
40%	42%
41% - 49%	4%
50%	30%
Meer as 50%	12%

Weduwepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

Minder as 50%	5%
50%	81%
51% - 60%	5%
Meer as 60%	9%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	25%
20% - 25%	38%
26% - 30%	2%
31% - 35%	24%
Meer as 35%	8%
Wisselend	3%

Maximum aantal kinders per lid wat vir voordeel kwalifiseer:

2	19%
3 en meer	81%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	13%
50% - 59%	14%
60% - 69%	18%
70% - 79%	14%
80% - 89%	8%
90% - 99%	3%
100%	25%
More than 100%	8%

Maximum age at which children's pension ceases:

Age 18	41%
Age 19 - 21	23%
Age 22 - 25	10%
Age 26	3%
Definition of dependant according to the Income Tax Act	13%
Until completion of full-time studies	10%

Maksimum voordeel uitgedruk as persentasie van weduwerpensioen indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	13%
50% - 59%	14%
60% - 69%	18%
70% - 79%	14%
80% - 89%	8%
90% - 99%	3%
100%	25%
Meer as 100%	8%

Maksimum ouderdom waarop kinderpensioen eindig:

18 j.	41%
19 j. - 21 j.	23%
22 j. - 25 j.	10%
26 j.	3%
Definisie van afhanklike volgens Inkomstebelastingwet	13%
Tot voltooiing van heeltydse studies	10%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	5%
Pension payments for a minimum guaranteed period	29%
Widow's and/or children's pension	80%
Balance of own contributions	1%

Minimum guaranteed period for pension payments:

5 years	88%
10 years	9%
Varying	3%

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	2%
50%	86%
51% - 60%	3%
61% - 70%	5%
More than 70%	4%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	25%
20% - 25%	38%
26% - 30%	2%
31% - 35%	24%
More than 35%	11%

K. STERFTEVOORDELE NA AFTREDE

Geen voorsiening	5%
Pensioentoelings slegs vir 'n minimum termyn gewaarborg	29%
Weduwe- en/of kinderpensioen	80%
Residuum van bydraes	1%

Minimum termyn waarvolgens pensioentoelings gewaarborg word:

5 jaar	88%
10 jaar	9%
Wisselend	3%

Weduwepensioen as persentasie van lid se pensioen:

Minder as 50%	2%
50%	86%
51% - 60%	3%
61% - 70%	5%
Meer as 70%	4%

Pensioen per kind uitgedruk as persentasie van weduwerpensioen:

Minder as 20%	25%
20% - 25%	38%
26% - 30%	2%
31% - 35%	24%
Meer as 35%	11%

Maximum number of children per member qualifying for the benefit:

2	21%
3 and more	79%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	12%
50% - 59%	14%
60% - 69%	19%
70% - 79%	9%
80% - 89%	9%
90% - 99%	2%
100%	28%
More than 100%	7%

Maksimum aantal kinders per lid wat vir kinderopasie kwalifiseer:

2	21%
3 en meer	79%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	12%
50% - 59%	14%
60% - 69%	19%
70% - 79%	9%
80% - 89%	9%
90% - 99%	2%
100%	28%
Meer as 100%	7%

L. DISABILITY BENEFITS

No provision	18%
Gratuity	6%
Income expressed as a percentage of salary	43%
Income based on salary and service (i.e. prospective pension)	33%

Income as a percentage of salary:

46% - 50%	12%
51% - 55%	2%
56% - 60%	18%
66% - 70%	10%
71% - 75%	33%
Varying	24%

If disability benefits are based on salary and service, service is considered to be:

Service till date of becoming disabled	30%
Prospective service till the normal retirement age	64%
Service till date of becoming disabled plus 50% prospective service till the normal retirement age	3%
Service till date of becoming disabled plus 75% of prospective service till normal retirement age	3%

Disability benefit expressed as a percentage of member's prospective pension:

100%	100%
------	------

Growth in disability benefit:

Yes	42%
No	58%

L. ONGESKIKTHEIDSVORDELE

Geen	18%
Gratifikasie	6%
Inkomste uitgedruk as persentasie van lid se salaris	43%
Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	33%

Inkomste as persentasie van salaris:

46% - 50%	12%
51% - 55%	2%
56% - 60%	18%
66% - 70%	10%
71% - 75%	33%
Wisselend	24%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

Diens tot datum van ongeskiktheid	30%
Verwagte diens tot normale aftree-ouderdom	64%
Diens tot datum van ongeskiktheid plus 50% van verwagte diens tot normale aftree-ouderdom	3%
Diens tot datum van ongeskiktheid plus 75% van verwagte diens tot normale aftree-ouderdom	3%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

100%	100%
------	------

Groot in ongeskiktheidsvoordeel:

Ja	42%
Nee	58%

Percentage growth:

2.5	5%
3	8%
4	6%
5	12%
Ad hoc	59%

Percentage groei:

2.5	5%
3	8%
4	6%
5	12%
Ad hoc	59%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
Less than 5%	1%	1%
5% but less than 6%	12%	19%
6% but less than 7%	40%	42%
7% but less than 8%	25%	25%
8% and more	4%	3%
Varying scale	11%	9%

M. LEDEBYDRAES

	Mans	Vrouwen
Minder as 5%	1%	1%
5% maar nog nie 6% nie	12%	19%
6% maar nog nie 7% nie	40%	42%
7% maar nog nie 8% nie	25%	25%
8% en meer	4%	3%
Wisselende skaal	11%	9%

N. CONTRIBUTION RATE OF EMPLOYER

Less than 5%	3%
5% but less than 7%	12%
7% but less than 9%	24%
9% but less than 11%	25%
11% but less than 13%	13%
13% but less than 15%	7%
15% but less than 17%	4%
17% but less than 19%	3%
19% and more	2%
Varying scale	7%

N. WERKGEWERSBYDRAE

Minder as 5%	3%
5% maar nog nie 7% nie	12%
7% maar nog nie 9% nie	24%
9% maar nog nie 11% nie	25%
11% maar nog nie 13% nie	13%
13% maar nog nie 15% nie	7%
15% maar nog nie 17% nie	4%
17% maar nog nie 19% nie	3%
19% en meer	2%
Wisselende skaal	7%

TOTAL CONTRIBUTIONS MORE THAN R1 MILLION PER ANNUM**TOTALE BYDRAES MEER AS R1 MILJOEN PER JAAR****A. PARTICIPATION**

All races	89%
All races except Blacks	5%
Whites only	6%

NOTE: 89% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	50%
Minimum age	14%
Minimum service	13%
Minimum salary	3%
Combination of aforementioned	10%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	-	3%
58 years	-	2%
60 years	12%	52%
62 years	1%	1%
63 years	23%	15%
65 years	64%	27%

NOTE: 34% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 87% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	97%
Other means of provision	3%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
Less than $\frac{1}{50}$	2%	2%
$\frac{1}{50}$	6%	7%
$\frac{2}{50}$	13%	14%
$\frac{3}{50}$	44%	45%
$\frac{4}{50}$	10%	11%
Better than $\frac{4}{50}$	21%	18%
Varying		
Other	4%	3%

A. DEELNAME

All rasse	89%
All rasse uitgesondert Swartes	5%
Blanke s'leek	6%

NOTA: 89% van fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diegene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	50%
Minimum ouderdom	14%
Minimum diens	13%
Minimum salaris	3%
Kombinasie van voorstaande	10%

C. NORMALE AFTREE-OUDERDOM

	Mans	Daames
55 jaar	-	3%
58 jaar	-	2%
60 jaar	12%	52%
62 jaar	1%	1%
63 jaar	23%	15%
65 jaar	64%	27%

NOTA: 34% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree. 87% van hierdie fondse kan aanvullende pensioengewende diens tot die normale aftree-ouderdom aan sooslange amptenare toe.

D. PENSIENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens	97%
Ander wyse van voorsiening	3%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskool	Mans	Daames
Minder as $\frac{1}{50}$	2%	2%
$\frac{1}{50}$	6%	7%
$\frac{2}{50}$	13%	14%
$\frac{3}{50}$	44%	45%
$\frac{4}{50}$	10%	11%
Beter as $\frac{4}{50}$	21%	18%
Wisselend		
Ander	4%	3%

F. FINAL AVERAGE SALARY

Average over the last 3 years	46%
Average over the last 5 years	3%
Average over any 3 consecutive years giving the highest result	33%
Average over any 5 consecutive years giving the highest result	2%
Final salary	9%
Other	7%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	87%
Is not permitted	3%
Benefits secured at date of early retirement:	
Remain unaffected	2%
Reduced by a fixed percentage	75%
Reduced actuarially	10%
Reduced according to a varying scale	12%

H. DEFERRED RETIREMENT

Is permitted	82%
Is not permitted	18%
Contributions cease at normal retirement date	50%
Contributions continue till date of actual retirement	50%
Increase in pension over and above pension secured as a result of longer service:	
None	13%
Fixed percentage increase	69%
Increased according to actuarial basis	17%

I. GROWTH IN PENSION

None	3%
Fixed percentage	13%
Ad hoc	84%

Average growth allocated during preceding three years:

1980 7.6% based on a sample of 72% of funds providing growth

1981 7.7% based on a sample of 75% of funds providing growth

1982 8.1% based on a sample of 80% of funds providing growth

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	46%
Gemiddeld oor die laaste 5 jaar	3%
Gemiddeld oor enige 3 opeenvolgende jaar wat die hoogste resultaat lewer	33%
Gemiddeld oor enige 5 opeenvolgende jaar wat die hoogste resultaat lewer	2%
Finale salaris	9%
Anders	7%

G. VROEG AFTREDE IN GOEIE GESONDHEID

Word toegestaan	87%
Word nie toegestaan nie	3%
Voordele op datum van vroeë aftrede:	
Geen vermindering in gevorderde pensioen	2%
Verminder volgens 'n nadergeleë persentasie	75%
Verminder volgens 'n aktuariese basis	10%
Verminder volgens 'n wisselende skaal	12%

H. LAAT AFTREDE

Word toegestaan	82%
Word nie toegestaan nie	18%
Budsaam eindig op normale aftree-ouderdom	
Bytotaal geen eindig tot werklike aftrede	50%
Verhoging in pensioen bereken as addisionele pensioen aangekoop deur langer diens	50%
Geen	13%
Vaste persentasieverhoging	69%
Verhoog volgens aktuariese basis	17%

I. PENSIOENGROEI

Geen groei	3%
Vaste persentasie	13%
Ad hoc	84%

Gemiddelde groei toegestaan voorafgaende 3 jaar:

1980 7.6% gebaseer op 'n monster van 72% van fondse wat groei voorsien

1981 7.7% gebaseer op 'n monster van 75% van fondse wat groei voorsien

1982 8.1% gebaseer op 'n monster van 80% van fondse wat groei voorsien

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only	26%
Widow's and children's pension only	7%
Lump sum plus widow's pension	3%
Lump sum plus widow's and children's pension	64%

Lump sum only	Males	Females
1 x annual salary	-	8%
2 x annual salary	7%	10%
3 x annual salary	22%	13%
4 x annual salary	20%	15%
5 x annual salary	7%	5%
6 x annual salary	7%	5%
Varying	25%	31%
Other	12%	13%

Widow's pension:

Calculated as a percentage of member's salary at death	16%
Calculated as a percentage of member's prospective pension	84%

Widow's pension expressed as a percentage of member's salary at time of death:

Less than 30%	11%
30%	33%
40%	28%
50%	28%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

50%	79%
51% - 60%	7%
More than 60%	14%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	19%
20% - 25%	35%
26% - 30%	2%
31% - 35%	36%
More than 35%	6%
Varying	2%

Maximum number of children per member qualifying for the benefit:

2	23%
3 and more	77%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	8%
---------------	----

J. STERFTEVOORDELE VOOR AFTREDE

Enkelbedrag alleen	26%
Wdewe- en kindpensioen alleen	7%
Enkelbedrag plus wdeweepensioen	3%
Enkelbedrag plus wdewe- en kindpensioen	64%

Enkelbedrag alleen	Mans	Vanne
1 x jaarlijkse salaris	-	8%
2 x jaarlijkse salaris	7%	10%
3 x jaarlijkse salaris	22%	13%
4 x jaarlijkse salaris	20%	15%
5 x jaarlijkse salaris	7%	5%
6 x jaarlijkse salaris	7%	5%
Wisselend	25%	31%
Ander	12%	13%

Wdeweepensioen:

Bereken as persentasie van lid se salaris by oorlyde	16%
Bereken as persentasie van lid se verwagte pensioen	84%

Wdeweepensioen uitgedruk as persentasie van lid se salaris by oorlyde:

Minder as 30%	11%
30%	33%
40%	28%
50%	28%

Wdeweepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

50%	79%
51% - 60%	7%
Meer as 60%	14%

Pensioen per kind uitgedruk as persentasie van wdeweepensioen:

Kleiner as 20%	19%
20% - 25%	35%
26% - 30%	2%
31% - 35%	36%
Groot as 35%	6%
Wisselend	2%

Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:

2	23%
3 en meer	77%

Maksimum voordeel uitgedruk as persentasie van wdeweefoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	8%
---------------	----

50% - 59%	15%
60% - 69%	22%
70% - 79%	3%
80% - 89%	4%
90% - 99%	2%
100%	49%
More than 100%	4%

Maximum age at which children's pension ceases:

Age 18	36%
Age 19 - 21	16%
Age 22 - 25	27%
Age 26	3%
Definition of dependent according to the Income Tax Act	8%
Until completion of full-time studies	10%

50% - 59%	11%
60% - 69%	22%
70% - 79%	9%
80% - 89%	4%
90% - 99%	2%
100%	45%
More as 100%	7%

Maximum ouderdom waarop kinderpensioen eindig:

18 j	36%
19 j - 21 j	16%
22 j - 25 j	27%
26 j	3%
Onderwyser van afhanklike volgers Inkomstebelastingwet	8%
Tot voltooiing van heeltydse studies	10%

K. DEATH BENEFITS AFTER RETIREMENT

Pension payments for a minimum guaranteed period	12%
Widow's and/or children's pension	89%

Minimum guaranteed period for pension payments:

5 years	72%
10 years	17%
Varying	11%

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	2%
50%	77%
51% - 60%	9%
61% - 70%	10%
More than 70%	2%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	16%
20% - 25%	33%
26% - 30%	2%
31% - 35%	42%
More than 35%	4%
Varying	3%

Maximum number of children per member qualifying for the benefit:

2	27%
3 and more	73%

K. STERFTEVOORDELE NA AFTREDE

Pensioerbetalings gegas vir 'n minimum termyn gewaarborg	12%
Weduwe- en/of kinderpensioens	89%

Minimum termyn waarvolgens pensioerbetalings gewaarborg word:

5 jaar	72%
10 jaar	17%
Wisselend	11%

Weduwepensioen as persentasie van lid se pensioen:

Minder as 50%	2%
50%	77%
51% - 60%	9%
61% - 70%	10%
Meer as 70%	2%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	16%
20% - 25%	33%
26% - 30%	2%
31% - 35%	42%
Meer as 35%	4%
Wisselend	3%

Maximum aantal kinders per lid wat vir kinderpensioen kwalifiseer:

2	27%
3 of meer	73%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	7%
50% - 59%	13%
60% - 69%	26%
70% - 79%	5%
80% - 89%	4%
90% - 99%	2%
100%	41%
More than 100%	2%

L. DISABILITY BENEFITS

No provision	10%
Gratuity	3%
Income expressed as a percentage of salary	25%
Income based on salary and service (i.e. prospective pension)	56%

Income as a percentage of salary:

46% - 50%	5%
51% - 55%	2%
56% - 60%	7%
61% - 65%	5%
66% - 70%	13%
71% - 75%	52%
Varying	16%

If disability benefits are based on salary and service, service is considered to be:

Service till date of becoming disabled	26%
Prospective service till the normal retirement age	69%
Service till date of becoming disabled plus 50% of prospective service till the normal retirement age	3%
Service till date of becoming disabled plus 75% of prospective service till normal retirement age	4%

Disability benefit expressed as a percentage of member's prospective pension:

50% - 59%	2%
60% - 69%	1%
80% - 89%	1%
100%	91%
Varying	5%

Growth in disability benefit:

Yes	83%
No	37%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	7%
50% - 59%	13%
60% - 69%	26%
70% - 79%	5%
80% - 89%	4%
90% - 99%	2%
100%	41%
Meer as 100%	2%

L. ONGESKIKTHEIDSVORDELE

Geen	10%
Gratifikasie	3%
Inkomste uitgedruk as persentasie van lid se salaris	25%
Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	56%

Inkomste as persentasie van salaris:

46% - 50%	5%
51% - 55%	2%
56% - 60%	7%
61% - 65%	5%
66% - 70%	13%
71% - 75%	52%
Wisselend	16%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

Diens tot datum van ongeskiktheid	24%
Verwagte diens tot normale afree-ouderdom	69%
Diens tot datum van ongeskiktheid plus 50% van verwagte diens tot normale afree-ouderdom	3%
Diens tot datum van ongeskiktheid plus 75% van verwagte diens tot normale afree-ouderdom	4%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

50% - 59%	2%
60% - 69%	1%
80% - 89%	1%
100%	91%
Wisselend	5%

Groei in ongeskiktheidsvoordeel:

Ja	83%
Nee	37%

Percentage growth:

2	1%
3	8%
5	4%
Ad hoc	87%

Persentasiegroei:

2	1%
3	8%
5	4%
Ad hoc	87%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
Less than 5%	1%	1%
5% but less than 6%	7%	10%
6% but less than 7%	27%	33%
7% but less than 8%	47%	42%
8% and more	7%	4%
Fixed amount	1%	1%
Varying scale	10%	9%

M. LEDEBYDRAES

	Mans	Dames
Minder as 5%	1%	1%
5% maar nog nie 6% nie	7%	10%
6% maar nog nie 7% nie	27%	33%
7% maar nog nie 8% nie	47%	42%
8% en meer	7%	4%
Vaste bedrag	1%	1%
Wisselende skaal	10%	9%

N. CONTRIBUTION RATE OF EMPLOYER

Less than 5%	1%
5% but less than 7%	3%
7% but less than 9%	16%
9% but less than 11%	17%
11% but less than 13%	26%
13% but less than 15%	7%
15% but less than 17%	8%
17% but less than 19%	3%
19% and more	4%
Varying scale	15%

N. WERKGEWERSBYDRAE

Minder as 5%	1%
5% maar nog nie 7% nie	3%
7% maar nog nie 9% nie	16%
9% maar nog nie 11% nie	17%
11% maar nog nie 13% nie	26%
13% maar nog nie 15% nie	7%
15% maar nog nie 17% nie	8%
17% maar nog nie 19% nie	3%
19% en hoër	4%
Wisselende skaal	15%

PENSION FUNDS OF CONGLOMERATES

A. PARTICIPATION

All races	92%
All races except Blacks	4%
Whites only	4%

NOTE: 50% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	66%
Minimum age	14%
Minimum service	11%
Combination of aforementioned	9%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	—	3%
60 years	14%	48%
63 years	31%	21%
65 years	55%	28%

NOTE: 28% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 62% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service. 100%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
$\frac{1}{60}$	3%	3%
$\frac{1}{55}$	3%	3%
$\frac{1}{50}$	69%	73%
Better than $\frac{1}{50}$	3%	3%
Varying	19%	15%
Other	3%	3%

F. FINAL AVERAGE SALARY

Average over the last 3 years	49%
Average over the last 5 years	3%

PENSIOENFONDSE VAN KONGLOMERATE

A. DEELNAME

Alle rasse	92%
Alle rasse uitgesonderd Swartes	4%
Blankes alleen	4%

NOTA: 50% van fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diegene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	66%
Minimum ouderdom	14%
Minimum diens	11%
Kombinasie van voorafgaande	9%

C. NORMALE AFTREE-OUERDOM

	Mans	Dames
55 jaar	—	3%
60 jaar	14%	48%
63 jaar	31%	21%
65 jaar	55%	28%

NOTA: 28% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree. 62% van hierdie fondse ken aanvullende pensioengewende diens tot die normale aftree-ouderdom aan sodanige amptenare toe.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens 100%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskaal	Mans	Dames
$\frac{1}{60}$	3%	3%
$\frac{1}{55}$	3%	3%
$\frac{1}{50}$	69%	73%
Beter as $\frac{1}{50}$	3%	3%
Wisselend	19%	15%
Ander	3%	3%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	49%
Gemiddeld oor die laaste 5 jaar	3%

Average over any 3 consecutive years giving the highest result	88%
Average over any 5 consecutive years giving the highest result	3%
Final salary	3%
Other	3%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	97%
Is not permitted	3%
Benefits secured at date of early retirement:	
Reduced by a fixed percentage	88%
Reduced actuarially	4%
Reduced according to a varying scale	7%

H. DEFERRED RETIREMENT

Is permitted	100%
Contributions cease at normal retirement date	59%
Contributions continue till date of actual retirement	41%
Increase in pension over and above pension secured as a result of longer service:	
None	11%
Fixed percentage increase	71%
Increased according to actuarial basis	18%

I. GROWTH IN PENSION

None	7%
Fixed percentage	17%
Ad hoc	76%

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only		31%
Lump sum plus widow's and children's pension only		10%
Lump sum plus widow's and children's pension		59%
Lump sum only		
	Males	Females
2 x annual salary	-	11%
3 x annual salary	12%	12%
4 x annual salary	33%	22%
5 x annual salary	33%	33%
Varying	22%	22%
Widow's pension:		
Calculated as a percentage of member's salary at death		10%
Calculated as a percentage of member's prospective pension		85%
Larger of salary and prospective pension		5%

Gerechtigd op enige 3 opeenvolgende jaar wel de hoogste resultaat lever	88%
Gerechtigd op enige 5 opeenvolgende jaar wel de hoogste resultaat lever	3%
Finale salaris	3%
Ander	3%

G. VROEG AFTREDE IN GOEIE GESONDHEID

Word toegestaan	97%
Word nie toegestaan nie	3%
Voordels op datum van vroeg aftrede:	
Verminder volgens 'n teengewoone persentasie	88%
Verminder volgens 'n aktuariele basis	4%
Verminder volgens 'n wisselende skaal	7%

H. LAAT AFTREDE

Word toegestaan	100%
Bydraes eindig op normale aftrede datum	59%
Bydraes gaan voort tot werklike aftrede	41%
Verhoging in pensioen benewens wettensgewone pensioen aangekoop deur langer diens:	
Geen	11%
Vaste persentasieverhoging	71%
Verhoog volgens aktuariele basis	18%

I. PENSIOENGROEI

Geen groei	7%
Vaste persentasie	17%
Ad hoc	76%

J. STERFTEVOORDELE VOOR AFTREDE

Erebedrag alleen		31%
Wdowee- en kinderpensioen alleen		10%
Erebedrag plus wdowee- en kinderpensioen		59%
Erebedrag alleen		
	Mans	Daames
2 x jaarlikse salaris	-	11%
3 x jaarlikse salaris	12%	12%
4 x jaarlikse salaris	33%	22%
5 x jaarlikse salaris	33%	33%
Wisselend	22%	22%
Wdoweepensioens:		
Bereken as persentasie van lid se salaris by oortyd		10%
Bereken as persentasie van lid se verwagte pensioen		85%
Grootste van salaris en verwagte pensioen		5%

Widow's pension expressed as a percentage of member's salary at time of death:

30%	100%
-----	------

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

50%	76%
More than 60%	24%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	11%
20% - 25%	31%
31% - 35%	37%
More than 35%	5%
Varying	16%

Maximum number of children per member qualifying for the benefit:

2	21%
3 and more	79%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	11%
50% - 59%	16%
60% - 69%	5%
70% - 79%	5%
80% - 89%	5%
100%	47%
More than 100%	11%

Maximum age at which children's pension ceases:

Age 18	22%
Age 19 - 21	30%
Age 22 - 25	30%
Until completion of full-time studies	18%

K. DEATH BENEFITS AFTER RETIREMENT

Pension payments for a minimum guaranteed period	10%
Widow's and/or children's pension	90%

Minimum guaranteed period for pension payments:

5 years	80%
10 years	10%

Weduweepensioen uitgedruk as persentasie van lid se salaris by oorlyde:

30%	100%
-----	------

Weduweepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

50%	76%
Meer as 60%	24%

Pensioen per kind uitgedruk as persentasie van weduweepensioen:

Minder as 20%	11%
20% - 25%	31%
31% - 35%	37%
Meer as 35%	5%
Wisselend	16%

Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:

2	21%
3 en meer	79%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	11%
50% - 59%	16%
60% - 69%	5%
70% - 79%	5%
80% - 89%	5%
100%	47%
Meer as 100%	11%

Maksimum ouderdom waarop kinderpensioen eindig:

18 j.	22%
19 j. - 21 j.	30%
22 j. - 25 j.	30%
Tot voltooiing van hoërskool studies	18%

K. STERFTEVOORDELE NA AFTREDE

Pensioenbetalings oëgs vir 'n minimum termyn gewaarborg	10%
Weduwe- en/of kinderpensioen	90%

Minimum termyn waarvolgens pensioenbetalings gewaarborg word:

5 jaar	80%
10 jaar	10%

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	4%
50%	73%
61% - 70%	23%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	10%
20% - 25%	29%
31% - 35%	42%
More than 35%	5%
Varying	14%

Maximum number of children per member qualifying for the benefit:

2	19%
3 and more	81%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	10%
50% - 59%	20%
60% - 69%	15%
70% - 79%	10%
100%	35%
More than 100%	10%

L. DISABILITY BENEFITS

No provision	25%
Gratuity	3%
Income expressed as a percentage of salary	17%
Income based on salary and service (i.e. prospective pension)	55%

Income as a percentage of salary:

56% - 60%	40%
71% - 75%	20%
Varying	40%

If disability benefits are based on salary and service, service is considered to be:

Service till date of becoming disabled	7%
Prospective service till the normal retirement age	80%
Service till date of becoming disabled plus 50% of prospective service till the normal retirement age	7%
Service till date of becoming disabled plus 75% of prospective service till normal retirement age	6%

Weduwepensioen as persentasie van lid se pensioen:

Minder as 50%	4%
50%	73%
61% - 70%	23%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	10%
20% - 25%	29%
31% - 35%	42%
Meer as 35%	5%
Wisselend	14%

Maksimum aantal kinders per lid wat vir kinderpensioen kwalifiseer:

2	19%
3 en meer	81%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	10%
50% - 59%	20%
60% - 69%	15%
70% - 79%	10%
100%	35%
Meer as 100%	10%

L. ONGESKIKTHEIDSVORDELE

Geen	25%
Gratiasie	3%
Inkomste uitgedruk as persentasie van lid se salaris	17%
Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	55%

Inkomste as persentasie van salaris:

56% - 60%	40%
71% - 75%	20%
Wisselend	40%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word ditre beskoue as:

Diens tot datum van ongeskiktheid	7%
Verwagte diens tot normale afree-ouderdom	80%
Diens tot datum van ongeskiktheid plus 50% van verwagte diens tot normale afree-ouderdom	7%
Diens tot datum van ongeskiktheid plus 75% van verwagte diens tot normale afree-ouderdom	6%

Disability benefit expressed as a percentage of member's prospective pension:

100%	93%
Varying	7%

Growth in disability benefit:

Yes	71%
No	29%

Percentage growth:

5	7%
Ad hoc	93%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
5% but less than 6%	17%	21%
6% but less than 7%	21%	24%
7% but less than 8%	55%	55%
Varying scale	7%	-

N. CONTRIBUTION RATE OF EMPLOYER

5% but less than 7%	3%
7% but less than 9%	7%
9% but less than 11%	21%
11% but less than 13%	31%
13% but less than 15%	10%
15% but less than 17%	10%
17% but less than 19%	3%
19% and more	4%
Varying scale	11%

Ongesiktheidsvoordeel as persentasie van lid se verwagte pensioen:

100%	93%
Wisselend	7%

Groot in ongesiktheidsvoordeel:

Ja	71%
Nee	29%

Prosentagiegroot:

5%	7%
Ad hoc	93%

M. LEDEBYDRAES

	Mans	Dames
5% maar nog nie 6% nie	17%	21%
6% maar nog nie 7% nie	21%	24%
7% maar nog nie 8% nie	55%	55%
Wisselende skaal	7%	-

N. WERKGEWERSBYDRAE

5% maar nog nie 7% nie	3%
7% maar nog nie 9% nie	7%
9% maar nog nie 11% nie	21%
11% maar nog nie 13% nie	31%
13% maar nog nie 15% nie	10%
15% maar nog nie 17% nie	10%
17% maar nog nie 19% nie	3%
19% en hoër	4%
Wisselende skaal	11%

PENSION FUNDS OF CONSTRUCTION COMPANIES

A. PARTICIPATION

All races	94%
Whites only	6%

NOTE: The funds that do not include all races, do not make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	34%
Minimum age	28%
Minimum service	16%
Minimum salary	6%
Combination of aforementioned	16%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	-	5%
60 years	13%	67%
62 years	5%	-
63 years	11%	5%
65 years	73%	33%

NOTE: 22% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	94%
Other means of provision	6%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
1%	6%	12%
2%	6%	6%
3%	86%	82%

F. FINAL AVERAGE SALARY

Average over the last 3 years	47%
Average over the last 5 years	6%
Average over any 3 consecutive years	

PENSIENFONDSE VAN KONSTRUKSIE MAATSKAPPE

A. DEELNAME

Alle rases	94%
Blankes alleen	6%

NOTE: Fondse wat nie alle rases insluit nie, maak ook nie aparte voorsiening vir daagernie wat uitgesluit word nie.

B. KWALIFISERINGVEREISTES

Geen	34%
Minimum ouderdom	28%
Minimum diens	16%
Minimum salaris	6%
Kombinasie van voorstaande	16%

C. NORMALE AFTREE-OUDERDOM

	Mans	Dames
55 jaar	-	5%
60 jaar	13%	67%
62 jaar	5%	-
63 jaar	11%	5%
65 jaar	73%	33%

NOTE: 22% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree met aanvullende pensioenverdiende diens tot die normale aftree-ouderdom.

D. PENSIENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioenverdiende diens	94%
Ander wyse van voorsiening	6%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskool	Mans	Dames
1%	6%	12%
2%	6%	6%
3%	86%	82%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	47%
Gemiddeld oor die laaste 5 jaar	6%
Gemiddeld oor enige 3 agterevolgende jare wat die	

giving the highest result	29%
Average over any 5 consecutive years giving the highest result	12%
Final salary	6%

hoogste resultaat lewer	29%
Gemiddeld oor enige 5 ogtreenvolgende jare wat die hoogste resultaat lewer	12%
Finale salaris	6%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	94%
Is not permitted	6%
Benefits secured at date of early retirement:	
Reduced by a fixed percentage	100%

G. VROÛE AFTREDE IN GOEIE GESONDHEID

Word toegelaat	94%
Word nie toegelaat nie	6%
Voordele op datum van vroeë aftrede:	
Verminder volgens 'n vaste persentasie	100%

H. DEFERRED RETIREMENT

is permitted	100%
Contributions cease at normal retirement date	50%
Contributions continue till date of actual retirement	50%
Increase in pension over and above pension secured as a result of longer service:	
None	5%
Fixed percentage increase	84%
Increased according to actuarial basis	11%

H. LAAT AFTREDE

Word toegelaat	100%
Bydraes eindig op normale aftrede-ouderdom	50%
Bydraes gaan voort tot werklike aftrede	50%
Verhoging in pensioen benewens addisionele pensioen aangekoop deur langer diens:	
Geen	5%
Vaste persentasieverhoging	84%
Verhoog volgens aktuariese basis	11%

I. GROWTH IN PENSION

None	28%
Fixed percentage	17%
Ad hoc	55%

I. PENSIOENGROEI

Geen groei	28%
Vaste persentasie	17%
Ad hoc	55%

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only	39%
Widow's and children's pension only	5%
Lump sum plus widow's and children's pension	56%

Lump sum only	Males	Females
1 x annual salary	–	14%
2 x annual salary	29%	29%
3 x annual salary	14%	29%
4 x annual salary	14%	14%
5 x annual salary	29%	14%
6 x annual salary	14%	–

Widow's pension:	
Calculated as a percentage of member's salary at death	36%
Calculated as a percentage of member's prospective pension	64%

J. STERFTEVOORDELE VOOR AFTREDE

Enkelbedrag alleen	39%
Weduwe- en kinderpensioen alleen	5%
Enkelbedrag plus weduwe- en kinderpensioen	56%

Enkelbedrag alleen	Mans	Dames
1 x jaarlikse salaris	–	14%
2 x jaarlikse salaris	29%	29%
3 x jaarlikse salaris	14%	29%
4 x jaarlikse salaris	14%	14%
5 x jaarlikse salaris	29%	14%
6 x jaarlikse salaris	14%	–

Weduwepensioen:	
Bereken as persentasie van lid se salaris by oortyd	36%
Bereken as persentasie van lid se verwagte pensioen	64%

Widow's pension expressed as a percentage of member's salary at time of death:

Less than 30%	25%
30%	25%
50%	50%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

Less than 50%	14%
50%	43%
51% - 60%	29%
More than 60%	14%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	0%
20% - 25%	27%
26% - 30%	9%
31% - 35%	28%
More than 35%	18%
Varying	9%

Maximum number of children per member qualifying for the benefit:

2	27%
3 and more	73%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

60% - 69%	20%
70% - 79%	10%
90% - 99%	10%
100%	30%
More than 100%	30%

Maximum age at which children's pension ceases:

Age 18	46%
Age 19 - 21	45%
Definition of dependent according to the Income Tax Act	9%

K. DEATH BENEFITS AFTER RETIREMENT

Pension payments for a minimum guaranteed period	33%
Widow's and/or children's pension	67%

Minimum guaranteed period for pension payments:

5 years	77%
10 years	23%

Weduwepensioen uitgedrukt as persentasie van lid se salaris by oorlyde:

Minder as 30%	25%
30%	25%
50%	50%

Weduwepensioen uitgedrukt as persentasie van lid se ewige pensioen tot normale aftree-ouderdom:

Minder as 50%	14%
50%	43%
51% - 60%	29%
Meer as 60%	14%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	0%
20% - 25%	27%
26% - 30%	9%
31% - 35%	28%
Meer as 35%	18%
Wisselend	9%

Maximum aantal kinders per lid wat vir voordeel kwalifiseer:

2	27%
3 en meer	73%

Maximum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

60% - 69%	20%
70% - 79%	10%
90% - 99%	10%
100%	30%
Meer as 100%	30%

Maximum ouderdom waarop kinderpensioen eindig:

18 j	46%
19 j - 21 j	45%
Ompeywing van afhanklike volgers heerskattelaarswet	9%

K. STERFTEVOORDELE NA AFTREDE

Pensioenbetalings oopge vs. 'n minimum termyn gewaarborg	33%
Weduwe- en/of kinderpensioen	67%

Minimum termyn waarvolgens pensioenbetalings gewaarborg word:

5 jaar	77%
10 jaar	23%

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	8%
50%	84%
51% – 60%	8%

Pension per child expressed as a percentage of widow's pension:

20% – 25%	29%
26% – 30%	14%
31% – 35%	43%
More than 35%	14%

Maximum number of children per member qualifying for the benefit:

2	42%
3 and more	58%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

60% – 69%	17%
90% – 99%	17%
100%	33%
More than 100%	33%

Weduwepensioen as persentasie van lid se pensioen:

Minder as 50%	8%
50%	84%
51% – 60%	8%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

20% – 25%	29%
26% – 30%	14%
31% – 35%	43%
Meer as 35%	14%

Maksimum aantal kinders per lid wat vir kinderpensioen kwalifiseer:

2	42%
3 en meer	58%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

60% – 69%	17%
90% – 99%	17%
100%	33%
Meer as 100%	33%

L. DISABILITY BENEFITS

No provision	22%
Gratuity	11%
Income expressed as a percentage of salary	44%

Income based on salary and service (i.e. prospective pension)	23%
---	-----

Income as a percentage of salary:

46% – 50%	25%
61% – 65%	12%
71% – 75%	26%
Varying	38%

If disability benefits are based on salary and service, service is considered to be:

service till date of becoming disabled	25%
prospective service till the normal retirement age	75%

Disability benefit expressed as a percentage of member's prospective pension:

100%	100%
------	------

L. ONGESKIKTHEIDSVORDELE

Geen	22%
Gratifikasie	11%
Inkomste uitgedruk as persentasie van lid se salaris	44%

Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	23%
--	-----

Inkomste as persentasie van salaris:

46% – 50%	25%
61% – 65%	12%
71% – 75%	26%
Wisselend	38%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

diens tot datum van ongeskiktheid	25%
verwagte diens tot normale afree-buiderdom	75%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

100%	100%
------	------

Growth in disability benefit:

Yes	33%
No	67%

Percentage growth:

Ad hoc	100%
--------	------

M. CONTRIBUTION RATE OF MEMBERS

	Male	Female
6% but less than 7%	50%	56%
7% but less than 8%	33%	27%
8% and more	6%	6%
Varying scale	11%	11%

N. CONTRIBUTION RATE OF EMPLOYER

5% but less than 7%	17%
7% but less than 8%	29%
9% but less than 11%	17%
11% but less than 13%	21%
13% and more	6%
Varying scale	11%

Groei in ongeschiktheidsoordeel:

Ja	33%
Neen	67%

Prosentegroei:

Ad hoc	100%
--------	------

M. LEDEBYDRAES

	Mans	Daames
6% maar nog nie 7% nie	50%	56%
7% maar nog nie 8% nie	33%	27%
8% en meer	6%	6%
Wisselende skaal	11%	11%

N. WERKGEWERSBYDRAE

5% maar nog nie 7% nie	17%
7% maar nog nie 8% nie	29%
9% maar nog nie 11% nie	17%
11% maar nog nie 13% nie	21%
13% en hoër	6%
Wisselende skaal	11%

PENSION FUNDS OF CO-OPERATIVES

A. PARTICIPATION

All races	36%
All races except Blacks	7%
Whites only	57%

NOTE: 61% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	55%
Minimum age	7%
Minimum service	25%
Minimum salary	3%
Combination of aforementioned	10%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	-	4%
60 years	7%	64%
63 years	25%	16%
65 years	68%	16%

NOTE: 66% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 95% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	93%
Other means of provision	7%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
Worse than 1/3	4%	4%
1/3 to 2/3	23%	27%
Better than 2/3	47%	44%
Varying	26%	25%

F. FINAL AVERAGE SALARY

Average over the last 3 years	15%
Average over the last 5 years	12%

PENSIOENFONDSE VAN KOÖPERASIES

A. DEELNAME

All rasse	36%
All rasse uitgezonderd Swartes	7%
Blanks alleen	57%

NOTA: 61% van fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diegene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	55%
Minimum ouderdom	7%
Minimum diens	25%
Minimum salaris	3%
Kombinasie van voorstaande	10%

C. NORMALE AFTREE-OUDERDOM

	Mans	Dames
55 jaar	-	4%
60 jaar	7%	64%
63 jaar	25%	16%
65 jaar	68%	16%

NOTA: 66% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree. 95% van hierdie fondse ken aanvullende pensioengewende diens tot die normale aftree-ouderdom aan sodanige amptenare toe.

D. PENSOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens	93%
Ander wyse van voorsiening	7%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskaal	Mans	Dames
Worse than 1/3	4%	4%
1/3 to 2/3	23%	27%
Beter as 2/3	47%	44%
Wisselend	26%	25%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	15%
Gemiddeld oor die laaste 5 jaar	12%

Average over any 3 consecutive years giving the highest result	62%
Average over any 5 consecutive years giving the highest result	7%
Other	4%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	83%
Is not permitted	7%
Benefits secured at date of early retirement:	
Reduced by a fixed percentage	88%
Reduced according to a varying scale	12%

H. DEFERRED RETIREMENT

Is permitted	86%
Is not permitted	14%
Contributions cease at normal retirement date	71%
Contributions continue till date of actual retirement	29%
Increase in pension over and above pension secured as a result of longer service:	
None	12%
Fixed percentage increase	88%

I. GROWTH IN PENSION

None	14%
Fixed percentage	11%
Ad hoc	75%

J. DEATH BENEFITS BEFORE RETIREMENT

No benefit	4%	
Lump sum only	36%	
Lump sum plus widow's pension	10%	
Lump sum plus widow's and children's pension	50%	
Lump sum only	Males	Females
2 x annual salary	10%	43%
3 x annual salary	10%	14%
4 x annual salary	20%	—
5 x annual salary	40%	29%
6 x annual salary	10%	—
Varying	10%	14%
Widow's pension:		
Calculated as a percentage of member's salary at death	40%	
Calculated as a percentage of member's prospective pension	60%	

Gemiddeld oor enige 3 opeenvolgende jare wat die hoogste resultaat lewer	62%
Gemiddeld oor enige 5 opeenvolgende jare wat die hoogste resultaat lewer	7%
Ander	4%

G. VROEG AFTREDE IN GOEIE GESONDHEID

Word toegelaat	83%
Word nie toegelaat nie	7%
Voordele op datum van vroeë aftrede:	
Verminder volgens 'n neerwaartse persentasie	88%
Verminder volgens 'n wisselende skaal	12%

H. LAAT AFTREDE

Word toegelaat	86%
Word nie toegelaat nie	14%
Bydiens eindig op normale aftree-ouderdom	71%
Bydiens gaan voort tot werklike aftrede	29%
Verhoging in pensioen boewens addisionele pensioen aangekoop deur langer diens:	
Ja	12%
Vaste persentasiewaarding	88%

I. PENSIOENGROEI

Geen groei	14%
Vaste persentasie	11%
Ad-hoc	75%

J. STERFTEVOORDELE VOOR AFTREDE

Geen	4%	
Enkelbedrag alleen	36%	
Enkelbedrag plus weduwepensioen	10%	
Enkelbedrag plus weduwe- en kindpensioen	50%	
Enkelbedrag alleen	Mans	Daames
2 x jaarlikse salaris	10%	43%
3 x jaarlikse salaris	10%	14%
4 x jaarlikse salaris	20%	—
5 x jaarlikse salaris	40%	29%
6 x jaarlikse salaris	10%	—
Wisselend	10%	14%
Wduwepensioen:		
Bereken as persentasie van 60 se salaris by odfyn	40%	
Bereken as persentasie van 60 se verwagte pensioen	60%	

Widow's pension expressed as a percentage of member's salary at time of death:

30%	16%
40%	50%
41 – 49%	17%
More than 50%	17%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

50%	100%
-----	------

Pension per child expressed as a percentage of widow's pension:

Less than 20%	14%
20% – 25%	72%
31% – 35%	14%

Maximum number of children per member qualifying for the benefit:

3 and more	100%
------------	------

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	7%
50% – 59%	14%
60% – 69%	29%
70% – 79%	15%
80% – 89%	14%
90% – 99%	7%
100%	7%
More than 100%	7%

Maximum age at which children's pension ceases:

Age 18	36%
Age 19 – 21	22%
Age 22 – 25	7%
Age 26	14%
Definision of dependant according to the Income Tax Act Until completion of full-time studies	14%
	7%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	4%
Pension payments for a minimum guaranteed period	25%
Widow's and/or children's pension	71%

Minimum guaranteed period for pension payments:

5 years	58%
10 years	42%

Weduwepensioen uitgedruk as persentasie van lid se salaris by oorlyde:

30%	16%
40%	50%
41% – 49%	17%
Meer as 50%	17%

Weduwepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

50%	100%
-----	------

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	14%
20% – 25%	72%
31% – 35%	14%

Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:

3 en meer	100%
-----------	------

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	7%
50% – 59%	14%
60% – 69%	29%
70% – 79%	15%
80% – 89%	14%
90% – 99%	7%
100%	7%
Meer as 100%	7%

Maksimum ouderdom waarop kinderpensioen eindig:

18 j	36%
19 j – 21 j	22%
22 j – 25 j	7%
26 j	14%
Omkynging van afhanklike volgens Inkomstebelastingwet Tot voltooiing van heeltydse studies	14%
	7%

K. STERFTEVOORDELE NA AFTREDE

Geen voorsiening	4%
Pensioenbetalings aksje vir 'n minimum termyn gewaarborg	25%
Weduwe- en/of kinderpensioen	71%

Minimum termyn waarnavolgens pensioenbetalings gewaarborg word:

5 jaar	58%
10 jaar	42%

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	5%
50%	80%
51% - 60%	8%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	10%
20% - 25%	80%
More than 25%	10%

Maximum number of children per member qualifying for the benefit:

3 and more	100%
------------	------

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	10%
50% - 59%	50%
60% - 89%	20%
100%	10%
More than 100%	10%

L. DISABILITY BENEFITS

No provision	7%
Gratuity	11%
Income expressed as a percentage of salary	60%
Income based on salary and service (i.e. prospective pension)	32%

Income as a percentage of salary:

66% - 70%	6%
71% - 75%	85%
Varying	29%

If disability benefits are based on salary and service, service is considered to be:

service till date of becoming disabled	17%
prospective service till the normal retirement age	83%

Disability benefit expressed as a percentage of member's prospective pension:

100%	100%
------	------

Growth in disability benefit:

Yes	52%
No	48%

Widow's pension as percentage of total pension:

Minder as 50%	3%
50%	90%
51% - 60%	7%

Pension per kind uitgedrukt as persentasie van weduweepensioen:

Minder as 20%	10%
20% - 25%	80%
Meer as 25%	10%

Maksimum aantal kinders per lid wat vir kinderpensioen kwalifiseer:

3 en meer	100%
-----------	------

Maksimum voordeel uitgedrukt as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	10%
50% - 59%	50%
60 - 89%	20%
100%	10%
Meer as 100%	10%

L. ONGESKIKTHEIDSVORDELE

Geen	7%
Gratuiteit	11%
Inkomste uitgedrukt as persentasie van lid se salaris	60%
Inkomste gebaseer op salaris en diens diens (i.w.v. verwagte pensioen)	32%

Inkomste as persentasie van salaris:

66% - 70%	6%
71% - 75%	85%
Wisselend	29%

Indien ongeskiktheidsvoordele beskikbaar word op salaris en diens word diens beskou as:

diens tot datum van ongeskiktheid	17%
verwagte diens tot normale aftree-ouderdom	83%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

100%	100%
------	------

Groei in ongeskiktheidsvoordeel:

Ja	52%
Nee	48%

Percentage growth:

3	17%
5	25%
Ad hoc	58%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
Less than 5%	4%	4%
6% but less than 7%	7%	12%
7% but less than 8%	54%	56%
8% and more	10%	16%
Varying scale	25%	12%

N. CONTRIBUTION RATE OF EMPLOYER

7% but less than 9%	4%
9% but less than 11%	7%
11% but less than 13%	25%
13% but less than 15%	21%
15% but less than 17%	28%
17% but less than 19%	4%
19% and more	7%
Varying scale	4%

Perentasiegroei:

3	17%
5	25%
Ad hoc	58%

M. LEDEBYDRAES

	Mans	Dames
Neder as 5%	4%	4%
8% maar nog nie 7% nie	7%	12%
7% maar nog nie 8% nie	54%	56%
8% en meer	10%	16%
Wisselende skaal	25%	12%

N. WERKGEWERSBYDRAE

7% maar nog nie 9% nie	4%
9% maar nog nie 11% nie	7%
11% maar nog nie 13% nie	25%
13% maar nog nie 15% nie	21%
15% maar nog nie 17% nie	28%
17% maar nog nie 19% nie	4%
19% en meer	7%
Wisselende skaal	4%

PENSION FUNDS OF CORPORATIONS

A. PARTICIPATION

All races	84%
All races except Blacks	18%
Whites only	10%

NOTE: Funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	73%
Minimum service	18%
Combination of minimum service, minimum salary etc.	9%

C. NORMAL RETIREMENT AGE

	Males	Females
58 years	—	9%
60 years	9%	36%
63 years	27%	19%
65 years	64%	36%

NOTE: 36% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	100%
---	------

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
Less than $\frac{1}{60}$	9%	9%
$\frac{1}{60}$	9%	9%
$\frac{1}{50}$	27%	27%
Between $\frac{1}{50}$ and $\frac{1}{40}$	29%	28%
Varying	18%	18%
Other	9%	9%

F. FINAL AVERAGE SALARY

Average over the last 3 years	55%
Average over any 3 consecutive years giving the highest result	9%

PENSIOENFONDSE VAN KORPORASIES

A. DEELNAME

Alle rasses	84%
Alle rasses uitgesonderd Swartes	18%
Witkes alleen	10%

NOTE: Fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diegene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	73%
Minimum dienste	18%
Kombinasie van minimum dienste, minimum salaris ens.	9%

C. NORMALE AFTREE-OUDERDOM

	Mens	Dames
58 jaar	—	9%
60 jaar	9%	36%
63 jaar	27%	19%
65 jaar	64%	36%

NOTE: 36% van die fondse laat senior bestuurders om sukkert gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree, met aanvullende pensioengewende dienste tot die normale aftree-ouderdom.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende dienste	100%
--	------

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskema	Mens	Dames
Minder as $\frac{1}{60}$	9%	9%
$\frac{1}{60}$	9%	9%
$\frac{1}{50}$	27%	27%
Between $\frac{1}{50}$ and $\frac{1}{40}$	29%	28%
Wisselend	18%	18%
Ander	9%	9%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	55%
Gemiddeld oor enige 3 opeenvolgende jare wat die hoogste resultaat lewer	9%

Average over any 5 consecutive years giving the highest result	9%
Final salary	9%
Other	18%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	100%
Benefits secured at date of early retirement:	
Remain unaffected	9%
Reduced by a fixed percentage	73%
Reduced actuarially	9%
Reduced according to a varying scale	9%

H. DEFERRED RETIREMENT

Is permitted	82%
Is not permitted	18%
Contributions cease at normal retirement date	33%
Contributions continue till date of actual retirement	67%
Increase in pension over and above pension secured as a result of longer service:	
None	22%
Fixed percentage increase	78%

I. GROWTH IN PENSION

Fixed percentage	45%
Ad hoc	55%

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only	9%	
Lump sum plus widow's pension	9%	
Lump sum plus widow's and children's pension	82%	
Lump sum only	Males	Females
Varying	100%	100%
Widow's pension:		
Calculated as a percentage of member's salary at death	30%	
Calculated as a percentage of member's prospective pension	70%	
Widow's pension expressed as a percentage of member's salary at time of death:		
40%	33%	
50%	67%	
Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:		
50%	72%	
More than 60%	28%	

Gemiddeld oor enige 5 opeenvolgende jare wat die hoogste resultaat lewer	9%
Finale salaris	9%
Ander	18%

G. VROËE AFTREDE IN GOEIE GESONDHEID

Word toegelaat	100%
Voordere op datum van vroeë aftrede:	
Geen vermindering in gevestigde pensioen	9%
Verminder volgens 'n meerlegde persentasie	73%
Verminder volgens 'n aktuariele basis	9%
Verminder volgens 'n wisselende skaal	9%

H. LAAT AFTREDE

Word toegelaat	82%
Word nie toegelaat nie	18%
Bydraes eindig op normale aftree-ouderdom	33%
Bydraes gaan voort tot werklike aftrede	67%
Verhoging in pensioen benewens addisionele pensioen aangekoop deur langer diens:	
Geen	22%
Vaste persentasieverhoging	78%

I. PENSIENGROEI

Vaste persentasie	45%
Ad hoc	55%

J. STERFTEVOORDELE VOOR AFTREDE

Enkelbedrag alleen	9%	
Enkelbedrag plus weduwepensioen	9%	
Enkelbedrag plus weduwe- en kinderpensioen	82%	
Enkelbedrag alleen	Mans	Dames
Wisselend	100%	100%
Weduwepensioen:		
Bereken as persentasie van lid se salaris by oortyd	30%	
Bereken as persentasie van lid se verwagte pensioen	70%	
Weduwepensioen uitgedruk as persentasie van lid se salaris by oortyd:		
40%	33%	
50%	67%	
Weduwepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:		
50%	72%	
Meer as 60%	28%	

Pension per child expressed as a percentage of widow's pension:

Less than 20%	11%
20% - 25%	56%
31% - 35%	33%

Maximum number of children per member qualifying for the benefit:

2	56%
3 and more	44%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	11%
50% - 59%	22%
60% - 69%	45%
70% - 79%	11%
100%	11%

Maximum age at which children's pension ceases:

Age 18	45%
Age 19 - 21	22%
Age 22 - 25	33%

K. DEATH BENEFITS AFTER RETIREMENT

**Pension payments for a minimum guaranteed period
Widow's and/or children's pension**

Minimum guaranteed period for pension payments:	9%
5 years	91%
10 years	

Widow's pension expressed as a percentage of the member's pension:

50%	50%
51% - 60%	10%
61% - 70%	20%
More than 70%	20%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	22%
20% - 25%	33%
31% - 35%	45%

Maximum number of children per member qualifying for the benefit:

2	56%
3 and more	44%

Pension per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	11%
20% - 25%	56%
31% - 35%	33%

Maximum aantal kinders per lid wat vir voordeel kwalifiseer:

2	56%
3 en meer	44%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	11%
50% - 59%	22%
60% - 69%	45%
70% - 79%	11%
100%	11%

Maksimum ouderdom waarop kinderpensioen eindig:

18 j.	45%
19 j. - 21 j.	22%
22 j. - 25 j.	33%

K. STERFTEVOORDELE NA AFTREDE

**Pensioenbetaalings elegs vir 'n minimum termyn gewaarborg
Widuwe- en/of kinderpensioen**

Minimum termyn waarvolgens pensioenbetaalings gewaarborg word:	9%
5 jaar	91%
10 jaar	

Widuwepensioen as persentasie van lid se pensioen:

50%	50%
51% - 60%	10%
61% - 70%	20%
Meer as 70%	20%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	22%
20% - 25%	33%
31 - 35%	45%

Maksimum aantal kinders per lid wat vir kinderpensioen kwalifiseer:

2	56%
3 en meer	44%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	11%
50% – 59%	22%
60% – 69%	33%
100%	11%

L. DISABILITY BENEFITS

No provision	9%
Income expressed as a percentage of salary	18%
Income based on salary and service (i.e. prospective pension)	73%

Income as a percentage of salary:

71% – 75%	50%
Varying	50%

If disability benefits are based on salary and service, service is considered to be:

Service till date of becoming disabled	25%
Prospective service till the normal retirement age	38%
Service till date of becoming disabled plus 50% of prospective service till the normal retirement age	12%
Service till date of becoming disabled plus 75% of prospective service till normal retirement age	25%

Disability benefit expressed as a percentage of member's prospective pension:

100%	100%
------	------

Growth in disability benefit:

Yes	90%
No	10%

Percentage growth:

3	11%
5	11%
Ad hoc	78%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
5% but less than 6%	9%	18%
7% but less than 8%	82%	73%
Varying scale	9%	9%

N. CONTRIBUTION RATE OF EMPLOYER

7% but less than 9%	9%
9% but less than 11%	10%

Maximum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	11%
50% – 59%	22%
60% – 69%	33%
100%	11%

L. ONGESKIKTHEIDSVORDELE

Geen	9%
Inkomste uitgedruk as persentasie van lid se salaris	18%
Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	73%

Inkomste as persentasie van salaris:

71% – 75%	50%
Wisselend	50%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

Diens tot datum van ongeskiktheid	25%
Verwagte diens tot normale aftree-ouderdom	38%
Diens tot datum van ongeskiktheid plus 50% van verwagte diens tot normale aftree-ouderdom	12%
Diens tot datum van ongeskiktheid plus 75% van verwagte diens tot normale aftree-ouderdom	25%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

100%	100%
------	------

Groei in ongeskiktheidsvoordeel:

Ja	90%
Nee	10%

Persentasiegroei:

3	11%
5	11%
Ad hoc	78%

M. LEDEBYDRAES

	Mans	Daames
5% maar nog nie 6% nie	9%	18%
7% maar nog nie 8% nie	82%	73%
Wisselende skaal	9%	9%

N. WERKGEWERSBYDRAE

7% maar nog nie 9% nie	9%
9% maar nog nie 11% nie	10%

11% but less than 13%
13% but less than 15%
15% but less than 17%
Varying scale

36%
18%
18%
9%

11% maar nog nie 13% nie
13% maar nog nie 15% nie
15% maar nog nie 17% nie
Wisselende skaal

36%
18%
18%
9%

PENSION FUNDS OF FINANCIAL INSTITUTIONS

PENSIOENFONDSE VAN FINANSIËLE INSTELLINGS

A. PARTICIPATION

All races	93%
All races except Blacks	3%
Whites only	4%

NOTE: Funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	59%
Minimum age	17%
Minimum service	10%
Minimum salary	3%
Combination of aforementioned	11%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	-	3%
58 years	-	4%
60 years	34%	59%
62 years	3%	-
63 years	24%	10%
65 years	49%	24%

NOTE: 31% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 67% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	100%
---	------

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
$\frac{1}{100}$	10%	10%
$\frac{1}{50}$	38%	38%
Better than $\frac{1}{50}$	26%	28%
Varying	24%	24%

F. FINAL AVERAGE SALARY

Average over the last 3 years	35%
Average over the last 5 years	3%

A. DEELNAME

All races	92%
All races uitgesonderd Swartes	3%
Blanke alleen	4%

NOTE: Fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diegene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	59%
Minimum ouderdom	17%
Minimum diens	10%
Minimum salaris	3%
Kombinasie van voorstaande	11%

C. NORMAL AFTREE-OUDERDOM

	Mans	Dames
55 jaar	-	3%
58 jaar	-	4%
60 jaar	34%	59%
62 jaar	3%	-
63 jaar	24%	10%
65 jaar	49%	24%

NOTE: 31% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree. 67% van hierdie fondse het aanvullende pensioengewende diens tot die normale aftree-ouderdom aan onderliggende amptenare toe.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens	100%
--	------

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskema	Mans	Dames
$\frac{1}{100}$	10%	10%
$\frac{1}{50}$	38%	38%
Beter as $\frac{1}{50}$	26%	28%
Wisselend	24%	24%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	35%
Gemiddeld oor die laaste 5 jaar	3%

Average over any 3 consecutive years giving the highest result	17%
Final salary	31%
Other	14%

Gemiddeld oor enige 3 opeenvolgende jare wat die hoogste resultaat lewer	17%
Finale salaris	31%
Ander	14%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	60%
Is not permitted	14%
Benefits secured at date of early retirement	
Remain unaffected	4%
Reduced by a fixed percentage	68%
Reduced actuarially	24%
Reduced according to a varying scale	4%

G. VROEG AFTREDE IN GOEIE GESONDHEID

Word toegelaat	60%
Word nie toegelaat nie	14%
Voordele op datum van vroeg aftrede:	
Geen vermindering in pensioevoordele	4%
Verminder volgens 'n vaste persentasie	68%
Verminder volgens 'n aktuariese basis	24%
Verminder volgens 'n wisselende skaal	4%

H. DEFERRED RETIREMENT

Is permitted	69%
Is not permitted	31%
Contributions cease at normal retirement date	55%
Contributions continue till date of actual retirement	45%
Increase in pension over and above pension secured as a result of longer service:	
None	15%
Fixed percentage increase	50%
Increased according to actuarial basis	35%

H. LAAT AFTREDE

Word toegelaat	69%
Word nie toegelaat nie	31%
Bydraes eindig op normale aftrede-ouderdom	55%
Bydraes gaan voort tot werklike aftrede	45%
Verhoging in pensioen benevens addisionele pensioen aangekoop deur langer diens:	
Geen	15%
Vaste persentasieverhoging	50%
Verhoog volgens aktuariese basis	35%

I. GROWTH IN PENSION

None	24%
Fixed percentage	10%
Ad hoc	66%

I. PENSIOENGROEI

Geen groei	24%
Vaste persentasie	10%
Ad hoc	66%

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only	28%
Widow's and children's pension only	14%
Lump sum plus widow's pension	10%
Lump sum plus widow's and children's pension	48%

Lump sum only	Males	Females
2 x annual salary	13%	38%
3 x annual salary	12%	—
4 x annual salary	38%	38%
5 x annual salary	13%	12%
More than 5 x annual salary	12%	—
Varying	12%	12%

J. STERFTEVOORDELE VOOR AFTREDE

Eenkeelbedrag alleen	28%
Weduwe- en kinderpensioen alleen	14%
Eenkeelbedrag plus weduwepensioen	10%
Eenkeelbedrag plus weduwe- en kinderpensioen	48%

Eenkeelbedrag alleen	Males	Females
2 = jaarlikse salaris	13%	38%
3 = jaarlikse salaris	12%	—
4 = jaarlikse salaris	38%	38%
5 = jaarlikse salaris	13%	12%
Mees as 5 = jaarlikse salaris	12%	—
Wisselend	12%	12%

Widow's pension:

Calculated as a percentage of member's salary at death	25%
Calculated as a percentage of member's prospective pension	71%
Widow's pension expressed as a percentage of member's salary at time of death:	
40%	67%
50%	16%
More than 50%	17%
Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:	
Less than 50%	7%
50%	73%
More than 50%	20%
Pension per child expressed as a percentage of widow's pension:	
Less than 20%	17%
20% - 25%	38%
26% - 30%	6%
31% - 35%	28%
Varying	11%
Maximum number of children per member qualifying for the benefit:	
2	11%
3 and more	89%
Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:	
Less than 50%	11%
50% - 59%	11%
70% - 79%	16%
80% - 89%	16%
90% - 99%	6%
100%	34%
More than 100%	6%
Maximum age at which children's pension ceases:	
Age 18	56%
Age 19 - 21	11%
Age 22 - 25	11%
Definition of dependant according to the Income Tax Act	16%
Until completion of full-time studies	6%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	7%
Pension payments for a minimum guaranteed period	17%
Widow's and/or children's pension	76%

Weduwepensioen

Bereken as persentasie van lid se salaris by oorlyde	25%
Bereken as persentasie van lid se verwagte pensioen	71%
Weduwepensioen uitgedruk as persentasie van lid se salaris by oorlyde:	
40%	67%
50%	16%
Meer as 50%	17%
Weduwepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale afree-ouderdom:	
Minder as 50%	7%
50%	73%
Meer as 50%	20%
Pensioen per kind uitgedruk as persentasie van weduwepensioen:	
Minder as 20%	17%
20% - 25%	38%
26% - 30%	6%
31% - 35%	28%
Wisselend	11%
Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:	
2	11%
3 en meer	89%
Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:	
Minder as 50%	11%
50% - 59%	11%
70% - 79%	16%
80% - 89%	16%
90% - 99%	6%
100%	34%
Meer as 100%	6%
Maksimum ouderdom waarop kinderpensioen eindig:	
18 jr.	56%
19jr. - 21jr.	11%
22jr. - 25jr.	11%
Omskrywing van afhanklike volgens Inkomstebelastingwet	16%
Tot voltooiing van heeltydse studies	6%

K. STERFTEVOORDELE NA AFTREDE

Geen voorsiening	7%
Pensioen slags vir 'n minimum termyn gewaarborg	17%
Weduwe- en/of kinderpensioen	76%

Minimum guaranteed period for pension payments:

5 years	94%
10 years	6%

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	4%
50%	77%
61% - 70%	14%
More than 70%	5%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	15%
20% - 25%	33%
26% - 30%	7%
31% - 35%	40%
Varying	7%

Maximum number of children per member qualifying for the benefit:

2	7%
3 and more	93%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	13%
70% - 79%	7%
80% - 89%	30%
90% - 99%	7%
100%	46%
More than 100%	7%

L. DISABILITY BENEFITS

No provision	10%
Gratuity	7%
Income expressed as a percentage of salary	33%
Income based on salary and service (i.e. prospective pension)	48%

Income as a percentage of salary:

56% - 60%	20%
66% - 70%	10%
71% - 75%	40%
Varying	30%

If disability benefits are based on salary and service, service is considered to be:

service till date of becoming disabled	43%
prospective service till the normal retirement age	57%

Minimum termyn waarborgens pensioenbetaalings gewaarborg word:

5 jaar	94%
10 jaar	6%

Widowepensioen as persentasie van lid se pensioen:

Minder as 50%	4%
50%	77%
61% - 70%	14%
Meer as 70%	5%

Pensioen per kind uitgedruk as persentasie van weduweepensioen:

Minder as 20%	15%
20% - 25%	33%
26% - 30%	7%
31% - 35%	40%
Wisselend	7%

Maximum aantal kinders per lid wat vir kindpensioen kwalifiseer:

2	7%
3 en meer	93%

Maximum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	13%
70% - 79%	7%
80% - 89%	30%
90% - 99%	7%
100%	46%
Meer as 100%	7%

L. ONGESKIKTHEIDSVORDELE

Geen	10%
Gratifikasie	7%
Inkomste uitgedruk as persentasie van SD of diens	33%
Inkomste gebaseer op salaris en diens (D.W.A. verwagte pensioen)	43%

Inkomste as persentasie van salaris:

56% - 60%	20%
66% - 70%	10%
71% - 75%	40%
Wisselend	30%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

diens tot datum van ongeskiktheid	43%
verwagte diens tot normale afree-ouderdom	57%

Disability benefit expressed as a percentage of member's prospective pension:

60% - 69%	14%
100%	86%

Growth in disability benefit:

Yes	54%
No	46%

Percentage growth

3	8%
5	15%
Ad hoc	77%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
Less than 5%	3%	3%
5% but less than 6%	17%	21%
6% but less than 7%	21%	31%
7% but less than 8%	35%	35%
8% and more	17%	3%
Varying scale	7%	7%

N. CONTRIBUTION RATE OF EMPLOYER

7% but less than 9%	7%
9% but less than 11%	28%
11% but less than 13%	24%
13% but less than 15%	7%
15% but less than 17%	3%
17% but less than 19%	7%
19% and more	3%
Varying scale	21%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

60% - 69%	14%
100%	86%

Groot in ongeskiktheidsvoordeel:

Ja	54%
Nee	46%

Persentasiegroei

3	8%
5	15%
Ad hoc	77%

M. LEDEBYDRAES

	Mans	Dames
Minder as 5%	3%	3%
5% maar nog nie 6% nie	17%	21%
6% maar nog nie 7% nie	21%	31%
7% maar nog nie 8% nie	35%	35%
8% en meer	17%	3%
Wisselende skaal	7%	7%

N. WERKGEWERSBYDRAE

7% maar nog nie 9% nie	7%
9% maar nog nie 11% nie	28%
11% maar nog nie 13% nie	24%
13% maar nog nie 15% nie	7%
15% maar nog nie 17% nie	3%
17% maar nog nie 19% nie	7%
19% en hoër	3%
Wisselende skaal	21%

PENSION FUNDS OF MANUFACTURING COMPANIES

PENSIOENFONDSE VAN VERVAARDIGING MAATSKAPPE

A. PARTICIPATION

All races	91%
All races except Blacks	5%
Whites only	4%

NOTE: 75% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	41%
Minimum age	16%
Minimum service	22%
Combination of aforementioned	21%

C. NORMAL RETIREMENT AGE

	Male	Females
55 years	—	2%
60 years	6%	57%
62 years	2%	2%
63 years	12%	6%
65 years	80%	29%

NOTE: 13% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age, 82% of these funds offer such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	85%
Other means of provision	9%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
W	6%	6%
W	11%	11%
W	57%	57%
Better than W	6%	6%
Varying	17%	17%
Other	2%	2%

A. DEELNAME

All races	91%
All races uitgezonderd Swartes	5%
Blankes alleen	4%

NOTE: 75% van fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diégene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	41%
Mineraal ouderdom	16%
Mineraal diens	22%
Kombinasie van voorreende	21%

C. NORMALE AFTREE-OUDERDOM

	Male	Females
55 jaar	—	2%
60 jaar	6%	57%
62 jaar	2%	2%
63 jaar	12%	6%
65 jaar	80%	29%

NOTE: 13% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree. 82% van hierdie fondse van aanvaardende pensioengewende diens tot die normale aftree-ouderdom aan aanvullende aansienlike toe.

D. PENSIËNVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewende diens	85%
Ander wyses van voorsiening	9%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskale	Mans	Daames
W	6%	6%
W	11%	11%
W	57%	57%
Beter as W	6%	6%
Wisselend	17%	17%
Ander	2%	2%

F. FINAL AVERAGE SALARY

Average over the last 3 years	44%
Average over the last 5 years	14%
Average over any 3 consecutive years giving the highest result	29%
Average over any 5 consecutive years giving the highest result	3%
Final salary	7%
Other	3%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	93%
Is not permitted	7%
Benefits secured at date of early retirement:	
Remain unaffected	4%
Reduced by a fixed percentage	66%
Reduced actuarially	12%
Reduced according to a varying scale	16%

H. DEFERRED RETIREMENT

Is permitted	81%
Is not permitted	19%
Contributions cease at normal retirement date	55%
Contributions continue till date of actual retirement	45%
Increase in pension over and above pension secured as a result of longer service:	
None	22%
Fixed percentage increase	58%
Increased according to actuarial basis	20%

I. GROWTH IN PENSION

None	19%
Fixed percentage	10%
Ad hoc	71%

J. DEATH BENEFITS BEFORE RETIREMENT

No benefit	1%
Lump sum only	40%
Widow's pension only	1%
Widow's and children's pension only	3%
Lump sum plus widow's pension	5%
Lump sum plus widow's and children's pension	50%
Lump sum only	
1 x annual salary	7%
2 x annual salary	20%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	44%
Gemiddeld oor die laaste 5 jaar	14%
Gemiddeld oor enige 3 agtereenvolgende jare wat die hoogste resultaat lewer	29%
Gemiddeld oor enige 5 agtereenvolgende jare wat die hoogste resultaat lewer	3%
Finale salaris	7%
Ander	3%

G. VROËE AFTREDE IN GOEIE GESONDHEID

Word toegelaat	93%
Word nie toegelaat nie	7%
Voordele op datum van vroeë aftrede:	
Geen vermindering in gevestigde pensioen	4%
Verminder volgens 'n reëlgelede persentasie	66%
Verminder volgens 'n aktuariele basis	12%
Verminder volgens 'n wisselende skaal	16%

H. LAAT AFTREDE

Word toegelaat	81%
Word nie toegelaat nie	19%
Bydraes eindig op normale aftree-ouderdom	55%
Bydrae gaan voort tot werklike aftrede	45%
Verhoging in pensioen benevens addisionale pensioen aangekoop deur langer diens:	
Geen	22%
Vaste persentasieverhoging	58%
Verhoog volgens aktuariele basis	20%

I. PENSIOENGROEI

Geen groei	19%
Vaste persentasie	10%
Ad hoc	71%

J. STERFTEVORDELE VOOR AFTREDE

Geen	1%
Enkelbedrag alleen	40%
Weduwepensioen alleen	1%
Weduwe- en kinderpensioen alleen	3%
Enkelbedrag plus weduwepensioen	5%
Enkelbedrag plus weduwe- en kinderpensioen	50%
Enkelbedrag alleen	
1 = jaarlikse salaris	7%
2 = jaarlikse salaris	20%

Mans Dames

- 5%

7% 20%

3 x annual salary	28%	15%
4 x annual salary	26%	17%
5 x annual salary	7%	4%
6 x annual salary	7%	5%
Varying	17%	19%
Other	6%	11%

Widow's pension:

Calculated as a percentage of member's salary at death	28%
Calculated as a percentage of member's prospective pension	68%
Larger of salary and prospective pension	4%

Widow's pension expressed as a percentage of member's salary at time of death:

Less than 30%	10%
30%	24%
40%	33%
50%	24%
More than 50%	8%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

Less than 50%	2%
50%	61%
51% - 60%	11%
More than 60%	8%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	20%
20% - 25%	33%
26% - 30%	2%
31% - 35%	33%
More than 35%	12%

Maximum number of children per member qualifying for the benefit:

2	22%
3 and more	77%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	11%
50% - 59%	13%
60% - 69%	16%
70% - 79%	6%
80% - 89%	3%
90% - 99%	6%
100%	40%
More than 100%	3%

3 x jaarlikse salaris	28%	15%
4 x jaarlikse salaris	26%	17%
5 x jaarlikse salaris	7%	4%
6 x jaarlikse salaris	7%	5%
Wisselend	17%	19%
Ander	6%	11%

Weduwepensioens:

Bereken as persentasie van lid se salaris by oortyd	28%
Bereken as persentasie van lid se verwagte pensioen	68%
Grootste van salaris en verwagte pensioen	4%

Weduwepensioens uitgedruk as persentasie van lid se salaris by oortyd:

Minder as 30%	10%
30%	24%
40%	33%
50%	24%
Meer as 50%	8%

Weduwepensioens uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

Minder as 50%	2%
50%	61%
51% - 60%	11%
Meer as 60%	8%

Pensioen per kind uitgedruk as persentasie van weduwepensioens:

Minder as 20%	20%
20% - 25%	33%
26% - 30%	2%
31% - 35%	33%
Meer as 35%	12%

Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:

2	22%
3 en meer	77%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	11%
50% - 59%	13%
60% - 69%	16%
70% - 79%	6%
80% - 89%	3%
90% - 99%	6%
100%	40%
Meer as 100%	3%

Maximum age at which children's pension ceases:

Age 18	39%
Age 19 - 21	18%
Age 22 - 25	25%
Age 26	1%
Definition of dependant according to the Income Tax Act	10%
Until completion of full-time studies	7%

Maksimum ouderdom waarop kinderspensioen eindig:

18 j.	39%
19 j. - 21 j.	18%
22 j. - 25 j.	25%
26 j.	1%
Omskrywing van afhanklike volgens Inkomstebelastingwet	10%
Tot voltooiing van heeltydse studies	7%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	2%
Pension payments for a minimum guaranteed period	24%
Widow's and/or children's pension	73%
Balance of own contributions	1%

Minimum guaranteed period for pension payments:

5 years	86%
10 years	7%
Varying	7%

Widow's pension expressed as a percentage of the member's pension:

Less than 50%	1%
50%	86%
51% - 60%	9%
61% - 70%	3%
More than 70%	1%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	13%
20% - 25%	36%
26% - 30%	2%
31% - 35%	36%
More than 35%	13%

Maximum number of children per member qualifying for the benefit:

2	25%
3 and more	75%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	4%
50% - 59%	21%
60% - 69%	21%
70% - 79%	5%
80% - 89%	4%

K. STERFTEVOORDELE NA AFTREDE

Geen voorsiening	2%
Pensioenbetalings slegs vir 'n minimum termyn gewaarborg	24%
Weduwe- en/of kinderspensioen	73%
Residant se bydraes	1%

Minimum termyn waarvolgens pensioenbetalings gewaarborg word:

5 jaar	86%
10 jaar	7%
Wisselend	7%

Weduwepensioen as persentasie van lid se pensioen:

Minder as 50%	1%
50%	86%
51% - 60%	9%
61% - 70%	3%
Meer as 70%	1%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	13%
20% - 25%	36%
26% - 30%	2%
31% - 35%	36%
Meer as 35%	13%

Maksimum aantal kinders per lid wat vir kinderspensioen kwalifiseer:

2	25%
3 of meer	75%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	4%
50% - 59%	21%
60% - 69%	21%
70% - 79%	5%
80% - 89%	4%

50% - 99%	4%
100%	37%
More than 100%	4%

L. DISABILITY BENEFITS

No provision	17%
Gratuity	4%
Income expressed as a percentage of salary	39%
Income based on salary and service (i.e. prospective pension)	40%
Income as a percentage of salary:	
46% - 50%	10%
51% - 55%	2%
56% - 60%	24%
61% - 65%	2%
66% - 70%	18%
71% - 75%	32%
Varying	12%

If disability benefits are based on salary and service, service is considered to be:

Service till date of becoming disabled	23%
Prospective service till the normal retirement age	73%
Service till date of becoming disabled plus 50% of prospective service till the normal retirement age	4%

Disability benefit expressed as a percentage of member's prospective pension:

50% - 99%	2%
100%	98%

Growth in disability benefit:	
Yes	40%
No	60%

Percentage growth:	
2,5	5%
3	7%
4	5%
5	3%
Ad hoc	60%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
5% but less than 6%	16%	19%
6% but less than 7%	43%	43%
7% but less than 8%	32%	30%
8% and more	2%	2%
Varying scale	7%	6%

50% - 99%	4%
100%	37%
More than 100%	4%

L. ONGESKIKTHEIDSVORDELE

Geen	17%
Gratuiswage	4%
Inkomste uitgedrukt as persentasie van lid se salaris	39%
Inkomste gebaseer op salaris en diens diens te verwagte pensioen	40%
Inkomste as persentasie van salaris:	
46% - 50%	10%
51% - 55%	2%
56% - 60%	24%
61% - 65%	2%
66% - 70%	18%
71% - 75%	32%
Wisselend	12%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

Diens tot datum van ongeskiktheid	23%
Verwagte diens tot normale afree-outdatsent	73%
Diens tot datum van ongeskiktheid plus 50% van verwagte diens tot normale afree-outdatsent	4%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

50% - 99%	2%
100%	98%

Groei in ongeskiktheidsvoordeel:	
Ja	40%
Nee	60%

Persentasiegroei:	
2,5	5%
3	7%
4	5%
5	3%
Ad hoc	60%

M. LEDEBYDRAES

	Mans	Dames
5% maar nog nie 6% nie	16%	19%
6% maar nog nie 7% nie	43%	43%
7% maar nog nie 8% nie	32%	30%
8% en meer	2%	2%
Wisselende skaal	7%	6%

N. CONTRIBUTION RATE OF EMPLOYER

Less than 5%	3%
5% but less than 7%	12%
7% but less than 9%	26%
9% but less than 11%	26%
11% but less than 13%	17%
13% but less than 15%	4%
15% but less than 17%	8%
Varying scale	6%

N. WERKGEWERSBYDRAE

Minder as 5%	3%
5% maar nog nie 7% nie	12%
7% maar nog nie 9% nie	26%
9% maar nog nie 11% nie	26%
11% maar nog nie 13% nie	17%
13% maar nog nie 15% nie	4%
15% maar nog nie 17% nie	8%
Wisselende skaal	6%

PENSION FUNDS OF MINING COMPANIES**A. PARTICIPATION**

All races	94%
Whites only	18%

NOTE: Funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	66%
Combination of minimum service, minimum salary, etc.	34%

C. NORMAL RETIREMENT AGE

	Males	Females
60 years	17%	100%
63 years	17%	—
65 years	66%	—

NOTE: 17% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age but do not grant supplementary pensionable service.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	100%
---	------

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
Yes	17%	17%
No	50%	50%
Varying	33%	33%

F. FINAL AVERAGE SALARY

Average over the last 3 years	50%
Average over any 3 consecutive years giving the highest result	33%
Final salary	17%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	100%
Benefits secured at date of early retirement:	
Reduced by a fixed percentage	66%
Reduced actuarially	34%

PENSIOENFONDSE VAN MYNBOU MAATSKAPPE**A. DEELNAME**

All races	94%
Whites only	18%

NOTE: Fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir diere wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	66%
Kombinasie van minimum diens, minimum salaris, ens.	34%

C. NORMALE AFTREE-OUDERDOM

	Mans	Dames
60 jaar	17%	100%
63 jaar	17%	—
65 jaar	66%	—

NOTE: 17% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree, maar kan geen aanvullende diens toe sit.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioenswende diens	100%
---	------

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioenskema	Mans	Dames
Ja	17%	17%
Ja	50%	50%
Wisselend	33%	33%

F. FINALE GEMIDDELTE SALARIS

Gemiddeld oor die laaste 3 jaar	50%
Gemiddeld oor enige 3 agtereenvolgende jare wat die hoogste resultaat lewer	33%
Finale salaris	17%

G. VROEË AFTREDE IN GOEIE GESONDHEID

Word toegelaat	100%
Voordele op datum van vroeë aftrede:	
Verminder volgens 'n vaste persentasie	66%
Verminder volgens 'n aktuariese formule	34%

H. DEFERRED RETIREMENT

Is permitted	100%
Contributions cease at normal retirement date	34%
Contributions continue till date of actual retirement	66%
Increase in pension over and above pension secured as a result of longer service:	
None	17%
Fixed percentage increase	66%
Increased according to actuarial basis	17%

I. GROWTH IN PENSION

Fixed percentage	17%
Ad hoc	83%

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only	17%	
Lump sum plus widow's and children's pension	83%	
Lump sum only	Males	Females
4 x annual salary	100%	100%

Widow's pension:

Calculated as a percentage of member's prospective pension	100%
Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:	
50%	60%
More than 60%	40%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	40%
31% - 35%	40%
More than 35%	20%

Maximum number of children per member qualifying for the benefit:

2	20%
3 and more	80%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

50% - 59%	20%
60% - 69%	20%
100%	60%

Maximum age at which children's pension ceases:

Age 18	20%
Age 19 - 21	20%

H. LAAT AFTREDE

Word toegestaan	100%
Bydrae eindig op normale aftree-ouderdom	34%
Bydrae gaan voort tot werklike aftrede	66%
Verhoging in pensioen benevens addisionele pensioen aankoop deur langer diens:	
Geen	17%
Vaste persentasieverhoging	66%
Verhoog volgens aktuarie basis	17%

I. PENSIENGROEI

Vaste persentasie	17%
Ad hoc	83%

J. STERFTEVOORDELE VOOR AFTREDE

Enkelbedrag alleen	17%	
Enkelbedrag plus weduwe- en kinderspensioen	83%	
Enkelbedrag alleen	Mans	 dames
4 x jaarlikse salaris	100%	100%

Weduwepensioen:

Bereken as persentasie van lid se verwagte pensioen	100%
Weduwepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:	
50%	60%
Meer as 60%	40%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	40%
31% - 35%	40%
Meer as 35%	20%

Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:

2	20%
3 en meer	80%

Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:

50% - 59%	20%
60% - 69%	20%
100%	60%

Maksimum ouderdom waarop kinderspensioen eindig:

18 j	20%
19 j. - 21 j.	20%

Age 22 – 25	20%
Until completion of full-time studies	40%

K. DEATH BENEFITS AFTER RETIREMENT

Widow's and/or children's pension	100%
Widow's pension expressed as a percentage of the member's pension:	
50%	66%
61% – 70%	34%
Pension per child expressed as a percentage of widow's pension:	
Less than 20%	40%
31% – 35%	40%
More than 35%	20%
Maximum number of children per member qualifying for the benefit:	
2	20%
3 and more	60%
Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:	
50% – 59%	20%
60% – 69%	20%
100%	60%

L. DISABILITY BENEFITS

No provision	17%
Gratuity	17%
Income expressed as a percentage of salary	35%
Income based on salary and service (i.e. prospective pension)	33%
Income as a percentage of salary:	
Varying	100%
If disability benefits are based on salary and service, service is considered to be:	
service till date of becoming disabled	50%
prospective service till the normal retirement age	50%
Disability benefit expressed as a percentage of member's prospective pension:	
100%	100%
Growth in disability benefit:	
Yes	50%
No	50%

27 j – 25 j	20%
Tot voltooiing van hoofdstudie	40%

K. STERFTEVOORDELE NA AFTREDE

Widow- and children's pension	100%
Widuwepensioen as persentasie van lid se pensioen:	
50%	66%
61% – 70%	34%
Pensioen per kind uitgedruk as persentasie van weduwepensioen:	
Minder as 20%	40%
31% – 35%	40%
Meer as 35%	20%
Maximum aantal kinders per lid wat vir kinderpensioen kwalifiseer:	
2	20%
3 en meer	60%
Maximum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:	
50% – 59%	20%
60% – 69%	20%
100%	60%

L. ONGESKIKTHEIDSVORDELE

Geen	17%
Gratuiteit	17%
Inkomste uitgedruk as persentasie van lid se salaris	33%
Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	33%
Inkomste as persentasie van salaris:	
Wisselend	100%
Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:	
diens tot datum van ongeskiktheid	50%
verwagte diens tot normale aftree-ouderdom	50%
Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:	
100%	100%
Groei in ongeskiktheidsvoordeel:	
Ja	50%
Nee	50%

Percentage growth:

Ad hoc 100%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
Less than 5%	17%	17%
6% but less than 7%	50%	50%
7% but less than 8%	33%	33%

N. CONTRIBUTION RATE OF EMPLOYER

9% but less than 11%	17%
11% but less than 13%	50%
13% but less than 19%	17%
19% and more	16%

Persentasiegroei:

Ad hoc 100%

M. LEDEBYDRAES

	Mans	Dames
Minder as 5%	17%	17%
6% maar nog nie 7% nie	50%	50%
7% maar nog nie 8% nie	33%	33%

N. WERKGEWERSBYDRAE

9% maar nog nie 11% nie	17%
11% maar nog nie 13% nie	50%
13% maar nog nie 19% nie	17%
19% en hoër	16%

PENSION FUNDS OF SERVICES COMPANIES

A. PARTICIPATION

All races	66%
All races except Blacks	5%
Whites only	9%

NOTE: 83% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	57%
Minimum age	18%
Minimum service	9%
Combination of above/minimum	16%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	2%	9%
60 years	7%	41%
62 years	-	2%
63 years	9%	7%
65 years	82%	41%

NOTE: 23% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age. 80% of these funds credit such officials with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	80%
Other means of provision	20%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
$\frac{1}{2}\%$	9%	8%
$\frac{3}{4}\%$	8%	6%
1%	46%	46%
Better than $\frac{1}{2}\%$	3%	3%
Varying	31%	31%
Other	3%	3%

PENSIOENFONDSE VAN DIENSTE MAATSKAPPYDE

A. DEELNAME

All races	66%
All races uitgesonderd Swartes	5%
Wittes alleen	9%

NOTE: 83% van fondse wat nie alle rasse insluit nie, maak wel aparte voorsiening vir swartes wat ingesluit word.

B. KWALIFISERINGVEREISTES

Geen	57%
Minimum ouderdom	18%
Minimum diens	9%
Kombinasie van voorafgaende	16%

C. NORMALE AFTREE-OUERDOM

	Males	Females
55 jaar	2%	9%
60 jaar	7%	41%
62 jaar	-	2%
63 jaar	9%	7%
65 jaar	82%	41%

NOTE: 23% van die fondse laat senior bestuurders uit tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af. 80% van hierdie fondse het aanvullende pensioengegewende diens tot die normale aftree-ouderdom vir sodanige amptenare toe.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengegewende diens	80%
Ander wyse van voorsiening	20%

E. AFTREEVOORDELE (NORMALE AFTREE)

Pensioenskema	Males	Females
$\frac{1}{2}\%$	9%	8%
$\frac{3}{4}\%$	8%	6%
1%	46%	46%
Beter as $\frac{1}{2}\%$	3%	3%
Wisselvallig	31%	31%
Ander	3%	3%

F. FINAL AVERAGE SALARY

Average over the last 3 years	29%
Average over the last 5 years	14%
Average over any 3 consecutive years giving the highest result	34%
Average over any 5 consecutive years giving the highest result	9%
Final salary	11%
Other	3%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	84%
Is not permitted	16%
Benefits secured at date of early retirement:	
Reduced by a fixed percentage	62%
Reduced actuarially	30%
Reduced according to a varying scale	8%

H. DEFERRED RETIREMENT

Is permitted	75%
Is not permitted	25%
Contributions cease at normal retirement date	45%
Contributions continue till date of actual retirement	55%
Increase in pension over and above pension secured as a result of longer service:	
None	3%
Fixed percentage increase	61%
Increased according to actuarial basis	36%

I. GROWTH IN PENSION

None	30%
Fixed percentage	7%
Ad hoc	63%

J. DEATH BENEFITS BEFORE RETIREMENT

No benefit	2%	
Lump sum only	40%	
Lump sum plus widow's pension	2%	
Lump sum plus widow's and children's pension	48%	
Lump sum only		
2 x annual salary	Males 10%	Females 19%
3 x annual salary	4%	5%
5 x annual salary	10%	5%
6 x annual salary	5%	-

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	29%
Gemiddeld oor die laaste 5 jaar	14%
Gemiddeld oor enige 3 opeenvolgende jare wat die hoogste resultaat lewer	34%
Gemiddeld oor enige 5 opeenvolgende jare wat die hoogste resultaat lewer	9%
Finale salaris	11%
Ander	3%

G. VROEË AFTREDE IN GOEIE GESONDHEID

Word toegestaan	84%
Word nie toegestaan nie	16%
Voordele op datum van vroeë aftrede:	
Verminder volgens 'n nereguleerde persentasie	62%
Verminder volgens 'n aktuariele basis	30%
Verminder volgens 'n wisselende skaal	8%

H. LAAT AFTREDE

Word toegestaan	75%
Word nie toegestaan nie	25%
Bydraes eindig op normale aftrede-ouderdom	45%
Bydraes gaan voort tot werklike aftrede	55%
Verhoging in pensioen benewens addisionele pensioen aangekoop deur langer diens:	
Geen	3%
Vaste persentasieverhoging	61%
Verhoog volgens aktuariele basis	36%

I. PENSIOENGROEI

Geen groei	30%
Vaste persentasie	7%
Ad hoc	63%

J. STERFTEVOORDELE VOOR AFTREDE

Geen	2%	
Enkelbedrag alleen	48%	
Enkelbedrag plus weduwepensioen	2%	
Enkelbedrag plus weduwe- en kinderpensioen	48%	
Enkelbedrag alleen		
2 x jaarlikse salaris	Mans 10%	Dames 19%
3 x jaarlikse salaris	4%	5%
5 x jaarlikse salaris	10%	5%
6 x jaarlikse salaris	5%	-

Varying	38%	30%
Other	33%	38%

Widow's pension:

Calculated as a percentage of member's salary at death	15%
Calculated as a percentage of member's prospective pension	82%

Widow's pension expressed as a percentage of member's salary at time of death:

40%	50%
50%	50%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

50%	83%
51% - 60%	11%
More than 60%	6%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	14%
20% - 25%	24%
31% - 35%	30%
More than 35%	10%
Varying	19%

Maximum number of children per member qualifying for the benefit:

2	29%
3 and more	71%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	10%
50% - 59%	20%
60% - 69%	30%
70% - 79%	5%
80% - 89%	5%
100%	15%
More than 100%	15%

Maximum age at which children's pension ceases:

Age 18	20%
Age 19 - 21	10%
Age 22 - 25	10%
Age 26	4%
Definition of dependant according to the Income Tax Act	43%
Until completion of full-time studies	4%

Wissend	38%	30%
Ander	33%	38%

Weduwepensioen:

Bereken as persentasie van lid se salaris by oortyd	15%
Bereken as persentasie van lid se verwagte pensioen	82%

Weduwepensioen uitgedruk as persentasie van lid se salaris by oortyd:

40%	50%
50%	50%

Weduwepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

50%	83%
51% - 60%	11%
Meer as 60%	6%

Pensioen per kind uitgedruk as persentasie van weduwepensioen:

Minder as 20%	14%
20% - 25%	24%
31% - 35%	30%
Meer as 35%	10%
Wissend	19%

Maksimum aantal kinders per lid wat vir voordel kwalifiseer:

2	29%
3 en meer	71%

Maksimum voordel uitgedruk as persentasie van weduwevoordel indien elke kwalifiserende kind die voordel ontvang:

Minder as 50%	10%
50% - 59%	20%
60% - 69%	30%
70% - 79%	5%
80% - 89%	5%
100%	15%
Meer as 100%	15%

Maksimum ouderdom waarop kinderpensioen eindig:

18 j	20%
19 j - 21 j	10%
22 j - 25 j	10%
26 j	4%
Omskrywing van afhanklike volgens Inkomstebelastingwet	43%
Tot voltooiing van full-time studies	4%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	11%
Pension payments for a minimum guaranteed period	21%
Widow's and/or children's pension	68%
Minimum guaranteed period for pension payments:	
5 years	81%
10 years	15%
Varying	4%
Widow's pension expressed as a percentage of the member's pension:	
50%	77%
51% - 60%	13%
61% - 70%	3%
More than 70%	7%
Pension per child expressed as a percentage of widow's pension:	
Less than 20%	24%
20% - 25%	12%
26% - 35%	35%
More than 35%	11%
Varying	18%
Maximum number of children per member qualifying for the benefit:	
2	35%
3 and more	65%
Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:	
Less than 50%	12%
50% - 59%	12%
60% - 69%	39%
70% - 79%	6%
80% - 89%	6%
90% - 99%	19%
More than 100%	6%

L. DISABILITY BENEFITS

No provision	23%
Gratuity	5%
Income expressed as a percentage of salary	29%
Income based on salary and service (i.e. prospective pension)	43%

K. STERFTEVOORDELE NA AFTREDE

Geen voorziening	11%
Pensioenbetalings slegs vir 'n minimum termyn gewaarborg	21%
Weduwe- en/of kinderpensioen	68%
Minimum termyn waarvolgens pensioenbetalings gewaarborg word:	
5 jaar	81%
10 jaar	15%
Wisselend	4%
Weduwepensioen as persentasie van lid se pensioen:	
50%	77%
51% - 60%	13%
61% - 70%	3%
Meer as 70%	7%
Pensioen per kind uitgedruk as persentasie van weduwepensioen:	
Minder as 20%	24%
20% - 25%	12%
26% - 35%	35%
Meer as 35%	11%
Wisselend	18%
Maksimum aantal kinders per lid wat vir kinderpensioen kwalifiseer:	
2	35%
3 en meer	65%
Maksimum voordeel uitgedruk as persentasie van weduwevoordeel indien elke kwalifiserende kind die voordeel ontvang:	
Minder as 50%	12%
50% - 59%	12%
60% - 69%	39%
70% - 79%	6%
80% - 89%	6%
90% - 99%	19%
Meer as 100%	6%

L. ONGESKIKTHEIDSVORDELE

Geen	23%
Gratifikasie	5%
Inkomste uitgedruk as persentasie van lid se salaris	29%
Inkomste gebaseer op salaris en diens (i.e. a. verwagte pensioen)	43%

Income as a percentage of salary:

66% - 70%	15%
71% - 75%	54%
Varying	31%

If disability benefits are based on salary and service, service is considered to be:

Service till date of becoming disabled	36%
Prospective service till the normal retirement age	50%
Service till date of becoming disabled plus 50% of prospective service till the normal retirement age	6%
Service till date of becoming disabled plus 75% of prospective service till normal retirement age	6%

Disability benefit expressed as a percentage of member's prospective pension:

50% - 59%	6%
100%	88%
Varying	6%

Growth in disability benefit:

Yes	72%
No	28%

Percentage growth:

3	13%
5	4%
Ad hoc	83%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
Less than 5%	-	2%
5% but less than 6%	23%	25%
6% but less than 7%	30%	30%
7% but less than 8%	20%	20%
8% and more	9%	7%
Varying scale	14%	16%

N. CONTRIBUTION RATE OF EMPLOYER

Less than 5%	2%
5% but less than 7%	23%
7% but less than 9%	23%
9% but less than 11%	7%
11% but less than 13%	7%
13% but less than 15%	12%
15% but less than 17%	3%
17% but less than 19%	4%
19% and more	4%
Varying scale	15%

Inkomste as persentasie van salaris:

66% - 70%	15%
71% - 75%	54%
Wisselend	31%

Indien ongeskiktheidsvoordele bereken word op salaris en diens word diens beskou as:

Diens tot datum van ongeskiktheid	36%
Verwagte diens tot normale aftree-ouderdom	50%
Diens tot datum van ongeskiktheid plus 50% van verwagte diens tot normale aftree-ouderdom	6%
Diens tot datum van ongeskiktheid plus 75% van verwagte diens tot normale aftree-ouderdom	6%

Ongeskiktheidsvoordeel as persentasie van lid se verwagte pensioen:

50% - 59%	6%
100%	88%
Wisselend	6%

Groot in ongeskiktheidsvoordeel:

Ja	72%
Nee	28%

Persentasiegroot:

3	13%
5	4%
Ad hoc	83%

M. LEDEBYDRAES

	Mans	Daames
Minder as 5%	-	2%
5% maar nog nie 6% nie	23%	25%
6% maar nog nie 7% nie	30%	30%
7% maar nog nie 8% nie	20%	20%
8% en meer	9%	7%
Wisselend, skaal	14%	16%

N. WERKGEWERSBYDRAE

Minder as 5%	2%
5% maar nog nie 7% nie	23%
7% maar nog nie 9% nie	23%
9% maar nog nie 11% nie	7%
11% maar nog nie 13% nie	7%
13% maar nog nie 15% nie	12%
15% maar nog nie 17% nie	3%
17% maar nog nie 19% nie	4%
19% en meer	4%
Wisselend, skaal	15%

PENSION FUNDS OF WHOLESALE AND RETAIL COMPANIES

A. PARTICIPATION

All races	87%
All races except Blacks	4%
Whites only	9%

NOTE: 57% of the funds that do not include all races, make separate provision for those excluded.

B. QUALIFICATION REQUIREMENTS

None	43%
Minimum age	9%
Minimum service	28%
Minimum salary	2%
Combination of aforementioned	18%

C. NORMAL RETIREMENT AGE

	Males	Females
55 years	-	2%
60 years	13%	59%
63 years	8%	6%
65 years	79%	33%

NOTE: 4% of the funds analysed allow senior management to retire on average between 2 years and 5 years before the normal retirement age, with supplementary pensionable service up to the normal retirement age.

D. PENSION PROVISION

Fixed percentage of final average salary multiplied by years of pensionable service	98%
Other means of provision	2%

E. RETIREMENT BENEFITS (NORMAL RETIREMENT)

Pension Scale	Males	Females
Yes	7%	7%
Yes	12%	12%
Yes	61%	61%
Varying	11%	11%
Other	9%	9%

F. FINAL AVERAGE SALARY

Average over the last 3 years	39%
Average over the last 5 years	20%

PENSIOENFONDSE VAN GROOT- EN KLEINHANDEL MAATSKAPPYE

A. DEELNAME

Alle rasses	87%
Alle rasse uitgeonderd Swartes	4%
Blanks alleen	9%

NOTA: 57% van fondse wat nie alle rasse insluit nie, maak wêl aparte voorsiening vir diegene wat uitgesluit word.

B. KWALIFISERINGVEREISTES

Geen	43%
Minimum ouderdom	9%
Minimum diens	28%
Minimum salaris	2%
Kombinasie van voorstaande	18%

C. NORMALE AFTREE-OUDERDOM

	Mans	Daames
58 jaar	-	2%
60 jaar	13%	59%
63 jaar	8%	6%
65 jaar	79%	33%

NOTA: 4% van die fondse laat senior bestuur toe om tussen gemiddeld twee jaar en vyf jaar voor die normale aftree-ouderdom af te tree met aanvullende pensioengewerde diens tot die normale aftree-ouderdom.

D. PENSIOENVOORSIENING

Vaste persentasie van finale gemiddelde salaris vermenigvuldig met pensioengewerde diens	98%
Ander wyses van voorsiening	2%

E. AFTREEVOORDELE (NORMALE AFTREDE)

Pensioen skaal	Mans	Daames
Ja	7%	7%
Ja	12%	12%
Ja	61%	61%
Wisselend	11%	11%
Ander	9%	9%

F. FINALE GEMIDDELDE SALARIS

Gemiddeld oor die laaste 3 jaar	39%
Gemiddeld oor die laaste 5 jaar	20%

Average over any 3 consecutive years giving the highest result	33%
Average over any 5 consecutive years giving the highest result	4%
Fixed salary	2%
Other	2%

Gemiddeld oor enige 3 opeenvolgende jare wat die hoogste resultaat lewer	33%
Gemiddeld oor enige 5 opeenvolgende jare wat die hoogste resultaat lewer	4%
Fixeer salaris	2%
Ander	2%

G. EARLY RETIREMENT IN GOOD HEALTH

Is permitted	98%
Is not permitted	2%
Benefits secured at date of early retirement:	
Reduced by a fixed percentage	72%
Reduced actuarially	17%
Reduced according to a varying scale	11%

G. VROEG AFTREDE IN GOEIE GESONDHEID

Word toegelaat	98%
Word nie toegelaat nie	2%
Voordele op datum van vroeg aftrede:	
Verlaagde volgens 'n hoogsiggleë persentasie	72%
Verlaagde volgens 'n aktuariese basis	17%
Verlaagde volgens 'n wisselende skaal	11%

H. DEFERRED RETIREMENT

Is permitted	74%
Is not permitted	26%
Contributions cease at normal retirement date	54%
Contributions continue till date of actual retirement	46%
Increase in pension over and above pension secured as a result of longer service:	
None	14%
Fixed percentage increase	60%
Increased according to actuarial basis	26%

H. LAAT AFTREDE

Word toegelaat	74%
Word nie toegelaat nie	26%
Bydraes eindig op normale aftree-ouderdom	54%
Bydraes gaan voort tot werklike aftrede	46%
Verhoging in pensioen benewens addisionele pensioen aangekoop deur langer diens:	
Geen	14%
Vaste persentasieverhoging	60%
Verhoog volgens aktuariese basis	26%

I. GROWTH IN PENSION

None	32%
Fixed percentage	6%
Ad hoc	62%

I. PENSIENGROEI

Geen groei	32%
Vaste persentasie	6%
Ad hoc	62%

J. DEATH BENEFITS BEFORE RETIREMENT

Lump sum only	45%
Widow's and children's pension only	4%
Lump sum plus widow's pension	4%
Lump sum plus widow's and children's pension	47%

Lump sum only	Males	Females
1 x annual salary	-	10%
2 x annual salary	5%	10%
3 x annual salary	23%	20%
4 x annual salary	18%	15%
5 x annual salary	18%	-
Varying	32%	35%
Other	4%	10%

J. STERFTEVOORDELE VOOR AFTREDE

Enkeelbedrag alleen	45%
Wd.waas- en kinderpensioen alleen	4%
Enkeelbedrag plus wd.waaspensioen	4%
Enkeelbedrag plus wd.waas- en kinderpensioen	47%

Enkeelbedrag alleen	Males	Females
1 x jaarlike salaris	-	10%
2 x jaarlike salaris	5%	10%
3 x jaarlike salaris	23%	20%
4 x jaarlike salaris	18%	15%
5 x jaarlike salaris	18%	-
Wisselend	32%	35%
Ander	4%	10%

Widow's pension:

Calculated as a percentage of member's salary at death	15%
Calculated as a percentage of member's prospective pension	68%
Larger of salary and prospective pension	15%

Widow's pension expressed as a percentage of member's salary at time of death:

40%	25%
50%	75%

Widow's pension expressed as a percentage of member's prospective pension till normal retirement date:

50%	94%
More than 60%	6%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	22%
20% - 25%	43%
31% - 35%	32%
More than 35%	13%

Maximum number of children per member qualifying for the benefit:

2	36%
3 and more	74%

Maximum benefit expressed as a percentage of the widow's pension if every qualifying child receives the benefit:

Less than 50%	8%
50% - 59%	21%
60% - 69%	21%
70% - 79%	21%
100%	29%

Maximum age at which children's pension ceases:

Age 18	59%
Age 19 - 21	8%
Age 22 - 25	17%
Age 26	4%
Until completion of full-time studies	12%

Weduweepensioen:

Bereken as persentasie van lid se salaris by oorlyde	15%
Bereken as persentasie van lid se verwagte pensioen	68%
Grootste van salaris en verwagte pensioen	15%

Weduweepensioen uitgedruk as persentasie van lid se salaris by oorlyde:

40%	25%
50%	75%

Weduweepensioen uitgedruk as persentasie van lid se verwagte pensioen tot normale aftree-ouderdom:

50%	94%
Meer as 60%	6%

Pensioen per kind uitgedruk as persentasie van weduweepensioen:

Minder as 20%	22%
20% - 25%	43%
31% - 35%	22%
Meer as 35%	13%

Maksimum aantal kinders per lid wat vir voordeel kwalifiseer:

2	36%
3 en meer	74%

**Maksimum voordeel uitgedruk as persentasie van weduwevoor-
deel indien elke kwalifiserende kind die voordeel ontvang:**

Minder as 50%	8%
50% - 59%	21%
60% - 69%	21%
70% - 79%	21%
100%	29%

Maksimum ouderdom waarop kinderpensioen eindig:

18 j.	59%
19 j. - 21 j.	8%
22 j. - 25 j.	17%
26 j.	4%
Tot voltooiing van heeltydse studies	12%

K. DEATH BENEFITS AFTER RETIREMENT

No provision	2%
Pension payments for a minimum guaranteed period	34%
Widow's and/or children's pension	72%
Balance of own contributions	2%

K. STERFTEVOORDELE NA AFTREDE

Geen voorsiening	2%
Pensioenbetalinge slaags vir 'n minimum termyn gewaarborg	34%
Weduwe- en/of kinderpensioen	72%
Residuum van bydraes	2%

Minimum guaranteed period for pension payments:

5 years	88%
10 years	9%
Other	3%

Widow's pension expressed as a percentage of the member's pension:

50%	88%
61% - 70%	9%
More than 70%	3%

Pension per child expressed as a percentage of widow's pension:

Less than 20%	32%
20% - 25%	37%
31% - 35%	21%
Varying	10%

Maximum number of children per member qualifying for the benefit:

2	26%
3 and more	74%

Maximum benefit expressed as a percentage of widow's pension if every qualifying child receives the benefit:

Less than 50%	11%
50% - 59%	25%
60% - 69%	26%
70% - 79%	5%
100%	32%

Minimum termijn waarborgens pensioembetaling geweestheid word:

5 jaar	88%
10 jaar	9%
Wisselend	3%

Wdowwepensioen as persentasie van lid se pensioen:

50%	88%
61% - 70%	9%
Meer as 70%	3%

Pensioen per kind uitgedruk as persentasie van wdowwepensioen:

Minder as 20%	32%
20% - 25%	37%
31% - 35%	21%
Wisselend	10%

Maximum aantal kinders per lid wat vir kinderpensioen kwalifiseer:

2	26%
3 en meer	74%

Maximum voordeel uitgedruk as persentasie van wdowwepensioen indien elke kwalifiserende kind die voordeel ontvang:

Minder as 50%	11%
50% - 59%	25%
60% - 69%	26%
70% - 79%	5%
100%	32%

L. DISABILITY BENEFITS

No provision	13%
Gratuity	13%
Income expressed as a percentage of salary	34%
Income based on salary and service (i.e. prospective pension)	40%

Income as a percentage of salary:

46% - 50%	13%
51% - 55%	12%
56% - 60%	19%
66% - 70%	6%
71% - 75%	18%
Varying	32%

L. ONGESKIKTHEIDSVORDELE

Geen	13%
Gratifikasie	13%
Inkomste uitgedruk as persentasie van lid se salaris	34%
Inkomste gebaseer op salaris en diens (d.w.s. verwagte pensioen)	40%

Inkomste as persentasie van salaris:

46% - 50%	13%
51% - 55%	12%
56% - 60%	19%
66% - 70%	6%
71% - 75%	18%
Wisselend	32%

If disability benefits are based on salary and service, service is considered to be:

service till date of becoming disabled	39%
prospective service till the normal retirement age	61%

Disability benefit expressed as a percentage of member's prospective pension:

50% - 59%	8%
60% - 69%	5%
100%	87%

Growth in disability benefit:

Yes	34%
No	66%

Percentage growth:

3	8%
5	9%
Ad hoc	83%

M. CONTRIBUTION RATE OF MEMBERS

	Males	Females
5% but less than 6%	26%	26%
6% but less than 7%	25%	28%
7% but less than 8%	38%	37%
Varying scale	11%	9%

N. CONTRIBUTION RATE OF EMPLOYER

Less than 5%	9%
5% but less than 7%	8%
7% but less than 9%	30%
9% but less than 11%	23%
11% but less than 13%	9%
13% but less than 15%	6%
17% but less than 19%	4%
Varying scale	11%

Indien ongeschiktheitsvoordelen bereken word op salaris en diens word diens beskou as:

diens tot datum van ongeschiktheid	38%
verwagte diens tot normale aftree-ouderdad	61%

Ongeschiktheitsvoordeel as persentasie van lid se verwagte pensioen:

50% - 59%	8%
60% - 69%	5%
100%	87%

Groei in ongeschiktheidvoordeel:

Ja	34%
Nee	66%

Persentasiegroei:

3	8%
5	9%
Ad hoc	83%

M. LEDEBYDRAES

	Mans	Dames
5% maar nog nie 6% nie	26%	26%
6% maar nog nie 7% nie	25%	28%
7% maar nog nie 8% nie	38%	37%
Wisselende skaal	11%	9%

N. WERKGEWERSBYDRAE

Minder as 5%	9%
5% maar nog nie 7% nie	8%
7% maar nog nie 9% nie	30%
9% maar nog nie 11% nie	23%
11% maar nog nie 13% nie	9%
13% maar nog nie 15% nie	6%
17% maar nog nie 19% nie	4%
Wisselende skaal	11%

