

# Power Talk

 **Eskom**  
Pension and Provident Fund

January 2019  
Issue 3

Meet the EPPF  
Chief Investment Officer

## Ndabe Mkhize

---

*Your Finances -  
How to get a jump-  
start on festive  
season spending*

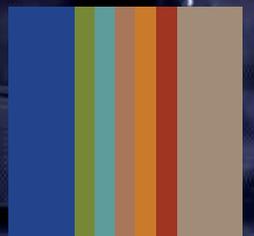
---

**A focus on  
men's health**

---

Taxation  
Amendment Bill

Invested in our  
*members*



# In this Issue



02

**Personality Profile** - Meet the EPPF CIO: Ndabe Mkhize

10

**Your Health** – A focus on men’s health

12

**Know Your Fund** – Understanding your benefits



17

**Industry News** – Tax Ammendment Bill

20

**Update your personal information**



06

**Your Finances** – Post-holiday money-saving tips

11

**Book List** – Future-proof your life

16

**Interest rates** – Quarterly update



18

**The family is growing**

24

**Contact Us**

Invested in our  
*members*



# EDITOR'S *Note*

## *Dear member*

Welcome to 2019, which promises to be a bumper year. While some of you have worked throughout the holidays and others have enjoyed a restful festive break, this is a good time to focus on the future. Your future. In this day and age, where technology and advancement has everything moving super-fast, it is crucial to plan ahead.

## *Educating our members*

Last year, investments and the stability of the Fund were popular topics – for our members and in the media. In the “People Profile” section on page 2, we feature the man in the “hot seat”, our Chief Investment Officer, Ndabe Mkhize. While we are future-proofing your life, we help you to “Know Your Fund” better by understanding your benefits (on page 12), and provide useful member education through an article on taxation on page 17.

## *Are you future-proof?*

In line with the theme of this edition “Future-proof you”, we focus on how to ensure that your future is secure. This is the information age and knowledge is power, so in this edition, we share some nuggets, including, an article focused on men’s health on page 10 and interesting reads in the Book List on page 11.

## *Share your thoughts and opinions!*

Are you enjoying the repositioned Power Talk? Do you have any ideas about how we could further improve the newsletter? Is there a topic you would like us to cover in the next edition? Let us know – we want to hear all your questions and suggestions so email your thoughts to [eppfcommunications@eppf.co.za](mailto:eppfcommunications@eppf.co.za).



Invested in our  
*members*



# Meet our Chief Investment Officer, Ndabe Mkhize

With investment returns high up on the Fund's strategic objectives and the volatility in the markets, there is currently a spotlight on the Fund's investments. And in the "hot seat", is our Chief Investment Officer (CIO), Ndabe Mkhize. We spent some time with the man at the helm of the Investment Management Unit, the department tasked with safeguarding and being custodians of the Fund's investments. Mr Mkhize shares his experiences at the Fund (and throughout his career), his thoughts on recent events that have affected his area of responsibility and plans for the future.

You have been at the EPPF since May 2014 – what journey brought you to the Fund and what has kept you here for more than four years?

A quest to do more across asset classes, to be able to learn and implement things that I wouldn't be able to elsewhere – that is what brought me to the Fund. I was attracted by the breadth and variety of work available, and so I stayed. I started off at the Fund in 2014 and was the first deputy CIO at the EPPF. My mandate at the time was to strengthen and enhance the performance of internally managed assets. Initially, I did experience challenges in building a competitive team and entrenching the required philosophy and processes, but I am never one to back down from a challenge.

During my time at the Fund, I have learnt that if one manages people, they take care of the money and this ideology has served me well. I also have this inner belief that I can continue to do more and grow – that I can maintain the core principles while reinventing the periphery. A prime example is the way we have blazed a trail with the Incubation Programme for Private Markets, the implementation of real asset management portfolios and the increase of allocation to passive tracking of investments.

What do you think contributed to your success in your career and in your personal life?

In terms of my professional life, I think my intellectual curiosity has been key to my success – the desire to learn more, do more and challenge myself at every turn. I always look for opportunities to grow either through work experiences or through my

studies. To that end, I have managed to garner a breadth of experiences in asset management from traditional to alternative, while also attaining my CFA and CAIA qualifications. I have also been fortunate to be blessed with great mentors, people who invested time in me early on in my career.

My parents and my faith are the biggest influencers in terms of my personal success. Growing up, my parents always had great expectations for my future and this led me to become internally driven to always give of my best. My belief in God is a significant part of who I am; it has grounded me and gotten me through many things.

As the CIO, you head up the Investment Management Unit (IMU). In a nutshell, what does the IMU do at the EPPF?

The unit ensures that member contributions are invested wisely and responsibly in order to generate returns that exceed the liabilities (benefits to be paid). This entails getting the best returns while minimising risks, taking into account the investment beliefs of the Fund.

The IMU team is comprised of three segments – Private Markets, Investment Multi-Management and Asset Management. The investment professionals looking after these portfolios possess various skills and qualifications such as CFA, CAIA, CA(SA) and actuarial science degrees.

The Fund currently has just more than R140-billion assets under management (as at 12 November 2018). What has been your experience being the CIO of one of the largest pension funds (in terms of assets) in South Africa?

To be honest, it has been a little nerve-wrecking because of the incredible sense of responsibility that the role comes with. And it is not just about the money in rand value, it is about the

84 000 members affected by how we invest this money. The role has called for soberness, impartiality and for me to exercise my duties with care and skill. In this position, it is important that we remain mindful that for many, their pension savings tend to be one of the largest assets that retirees invest in and look to for financial stability. In protecting this important asset, I have also enjoyed having a voice to be a force of change for good in the local industry and abroad.

Over the past four years, under your tutelage, we have seen assets under management grow from just more than R112-billion as at June 2014. What is at the core of the investment strategy of the EPPF that has allowed us to realise this growth?



Being a defined-benefit pension fund, our investment strategy is predicated on conducting robust asset liability modelling that is informed by a liability-driven philosophy. We need to keep our eye on the prize in ensuring that our assets exceed our liabilities and (that we have a positive funding status). The recent and emphatic integration of Environmental, Social and Governance (ESG) factors into our investment decision-making is expected to help avoid the bad apples that lead to underperformance. If we can minimise the companies with weak governance and corrupt management, or that are likely to get environmental fines, the Fund should flourish in coming years.

The EPPF was exposed in the losses felt as a result of the Steinhoff accounting irregularities reported in December last year. What was the total loss suffered by the Fund and how have you recovered from this?

Steinhoff is a prime example of why the integration of ESG is important to avoiding catastrophic losses. However, that endeavour is made difficult when dealing with management who are wilfully and skilfully adept at hiding or misrepresenting information. The Fund suffered realised and unrealised losses of approximately R1,5-billion (representing 0.7% of the Fund assets) of the value of the Fund as at 5 December 2017. However, the Fund has joined the class action suit against the Netherlands-based Steinhoff International led by Barentskrans, reputable class action suit lawyers who are also based in the Netherlands.

One of the concerns that keep pensioners and in-service members awake at night is the stability of the Fund. So, is the Fund stable? What are we doing to future-proof the Fund?

Yes, the Fund is stable and healthy. We have comfortably more assets than our liabilities (benefit payments), even after taking other contingent liabilities into account. The funding ratio (assets divided by liabilities) was sitting at 113% as at 30 June 2018 after setting up sufficient contingency reserves. In addition, the Fund uses a risk-budgeting framework which allows management to monitor the changes in funding ratio and the health of the Fund on a continuous basis using the mark-to-market funding ratio.

These contingency reserves are to ensure that whatever unforeseen occurrences hit the Fund, we are able to sustain the blow. Things like the longevity risk where people live longer – the Fund actually takes that into account when calculating liabilities. We also factor in various dynamics from the adverse changes to the economic variables to contribution shortfall and other possible scenarios. These are taken into account when setting up the contingency reserves in order to future-proof the Fund ▶

### What are the challenges you feel need to be addressed at the Fund in order to be even more member-centric?

One of the unique advantages that we have as the Fund is that the staff members are also members of the Fund. This means that we know the service excellence that we would want, especially in those critical moments when we or our families need to access funds, and so we are able to channel our own aspirations for service excellence into our work. What we need to focus on now is to be deliberate about codifying behaviours that we want to shape the way we work and that shape the culture of where we work. Our behaviours must support our aspirations of service excellence; we need to be obsessed about locating the voice and experience of our members in everything that we do, and we have to ensure that we create a culture that supports these ideals.

### In the aftermath of the challenges of the past financial year, what new measures has the Fund introduced to manage the risk exposure?

We have strengthened and doubled up efforts in integrating ESG factors through the implementation of an ESG rating system which helps us to monitor ESG issues. The Fund has also implemented performance benchmarks that have right-sized the exposure to volatile share prices which have hurt us in the past – the likes of Naspers and British American Tobacco.

### Where does the Fund invest and how diversified are those investments? Are there plans for this distribution to change in the near short-, medium- or long term?

We have investments across asset classes (equity, bonds, listed property and cash) and across the main geographies relevant to the Fund in South Africa, Africa (excluding South Africa) and the rest of the world. Recent changes including the relaxation of exchange controls will allow the Fund to invest up to 40% (previously 30%) of its assets outside South Africa. The Fund is growing its exposure to real assets – these are private markets, investments in infrastructure and direct property. The positive attributes of these assets is that they generate predictable, stable, inflation-beating returns that are suitable to matching the liabilities of the Fund.

### What are the investment challenges you feel need to be addressed at the Fund in order for it to perform even better?

As a Fund, we need to continue to address the need to attract and retain the right talent in order to perform at current levels, as well as exceed these levels. We have an advanced risk budgeting framework which is ideal, but we require the right set of knowledge and skills to optimise this system.

### What are the broader challenges in the South African investment industry?

We are experiencing a global low return environment as all asset classes are producing lower than our targeted rate of return (CPI + 4.5%). The vicissitudes of our country's unstable political environment does also have an impact on the markets. Recently, managers have struggled to deliver a positive alpha performance in domestic equities over and above their allotted benchmarks. War for talent is a perennial test and the implementation of genuine transformation continues to be challenging. The Fund has been very proactive in engaging with the industry and hosted a successful EPPF Transformation Breakfast in March 2018.

### What did you study and what attracted you to a career in the world of investment? What is your professional experience before joining the Fund?

In high school, I was a Science boff and I had an Einstein poster on my bedroom wall. So I studied Actuarial Science at the University of Cape Town; it was grassy and the road less travelled, so it intrigued me. I was the first person in my school to enrol for this particular degree.

Before joining the Fund, I worked firstly for Old Mutual – they had sponsored my bursary to study Actuarial Science and my first job was working in their Product Development and Actuarial Finance department at 20 years old. That is where I realised the power of investments and how they make such a difference in people's lives. I found investments mentally stimulating, enjoyed engaging with CEOs and CFOs of major companies at a young age and having information at my fingertips. The travelling and the ability to learn and grow drew me into the asset management world as it is not academic but highly practical, and very well-suited to me.

I was at Old Mutual for four years before joining Prudential Portfolio Managers as an Equity Analyst, where I stayed for two years. In 2008, I started working for Coronation Fund Managers in the Absolute Return team where my work covered both equity and listed property. After three years at Coronation, the entrepreneurial bug bit me and I started a commercial property venture which led to an attempt to establish the first South African healthcare property fund. The effects of the global financial crisis drove me back to the corporate world when I joined Stanlib's Listed Property team at the end of 2010. I stayed with Stanlib until April 2014, after which I joined the Fund as the first-ever Deputy CIO 'n

## Getting to know Mr Mkhize

### What do you do to relax?

I spend time with my family, date nights with my wife, attending sports activities to support the kids and I am an enthusiastic member of my church.

### What are you passionate about?

I am passionate about entrepreneurship, investments and making a difference to South Africa using these avenues. Our country needs oodles of entrepreneurship with the recent high (and modest) 27% unemployment rate and a growth rate of under 2%.

### Which are the last two countries have visited that amazed you and why?

I recently visited the US and for me, I fall more in love with cities than countries. On a recent trip, San Francisco really stood out for me – the technology, passion, vibrancy and skills of young people in Silicon Valley, the lovely weather in California and the beauty of the city.

London is also a firm favourite and I never get tired of visiting this melting pot of different cultures. When engaging with asset managers during due diligence visits in the city, I find them so dynamic – well-read, well-travelled, open-minded and on top of their game. This shows why despite the possible Brexit, London is still a global financial centre to be reckoned with.

## Quick facts about Mr Mkhize

- **Where were you born and where did you grow up?**  
I was born in Pietersburg, now known as Polokwane, but grew up in Umlazi
- **What are your areas of professional interest?**  
Investments and entrepreneurship.
- **Of the books you have read, which one stands out the most for you and why?**  
First and foremost, *the Bible*: it defines all of existence through this incredible collection of books, a masterful work indeed.

The other book is *Outlier* by Malcolm Gladwell, famously known for writing *Tipping Point*. The book talks about how it takes world-class people 10 000 hours to become the best, and about how important it is to start clocking up these hours to become truly great. A beautifully-written, positive piece of non-fiction magic.



Invested in our members



# How to get a jump-start on festive season spending

Some of you may be recovering from the “silly season” by being jolted back to reality by the gaping financial hole the festive season has left in your pockets. The best remedy to prevent this happening again in 2019 is to plan ahead.

## Start early ... start now

We are at the beginning of the new year and the 2019 year-end holiday is but a distant dream. But why not start early with planning for the financial needs of the season? During the last couple of months of the year, everyone starts searching for the best festive season deals when it comes to gifts and activities for the family.

The wise shopper starts early. You can begin with research on what your friends and family would like as gifts and find the items while they are on special throughout the year, and not when they are pricier and in high demand.

## Do your budget best!

In order to ensure that you can enjoy yourself responsibly over the festive season and still have spare cash after the holidays, you should start setting up a budget as early as possible. Budgets will keep you honest and help you set limits on your spending, allowing you to put money aside and build a healthy savings balance for the year ahead.

Decide before the excitement and fanfare begins and you are tempted to spend your annual bonus how much you can spend, and be strict about sticking to your budget – no matter the occasion. This will help you keep tabs on your finances and you are likely to end up spending less money because you are more cautious.

Making a list of all the things you need to do, with an estimate of how much each will cost, is a good way of keeping control of your personal spending and ensuring you do not overspend or waste money on things you do not need. Whether you are going on holiday, buying gifts, travelling to visit family and friends, or hosting relatives at home, setting money aside based on a predetermined budget will ensure you know how much you need while still making financial provision for the start of the new year.

## Save, save ... and save

Start putting your list to effective use and do not be tempted to buy more if you find that you have spent less than you anticipated; rather put that money away for after the holidays.

Doing your shopping early will also allow you to enjoy more time with family and friends during the festive season. Look out for sales and discounts, as there will be plenty throughout the year. And don't forget to compare prices to ensure you are getting the best bargains.

Want to find the latest deals and discounts? Check out some of the websites below\*:

1. **DealZone** - DealZone collects all the best daily deals in South Africa and sends you a daily mail with all your offers: <https://dealzone.co.za/>
2. **Hyperli** - Hyperli features promotions on things to do, see, eat and buy in a variety of cities across South Africa: <https://www.hyperli.com/>
3. **Coupons South Africa** - Start saving with Coupon SA. Get good deals and pay less for products and services within South Africa: [www.couponsa.co.za/](http://www.couponsa.co.za/)
4. **Catch of the Day** - Catch of the Day gives you access to daily deals and discounts across South Africa: <https://catchoftheday.co.za/>
5. **Picodi South Africa** - Find all available South African discounts in one place, including coupons, promo codes and deals for all shops and brands: <https://www.picodi.com/za/>

## It's a goooooooooooooooooo!!!!!!

Put away every bit you save towards your savings fund. A handy tip is to categorise the things you want to spend your savings on according to a hierarchy of what is most and least important. Set a clear goal for what you want to achieve in the coming year and allocate the funds you have saved accordingly. Always keep a fair amount of spare money available throughout the year. It's not only great to start the year off with savings – it's also a good habit to continue with during the course of the year ■

*\*Please ensure that you conduct independent verification and validation of vendors and online platforms mentioned in this article before making any purchases or sharing your personal information. Safety first!*

Invested in our  
members



# Hoe om 'n voorsprong te kry voor die feestyd weer aanbreek

Party van julle is dalk nog besig om te herstel ná die feestyd en is nou met 'n skok terug as gevolg van die groot finansiële gat wat die feestyd in julle sak gemaak het. Die beste teenmiddel om te keer dat dit weer in 2019 gebeur, is om vooruit te beplan.

## Begin vroeg ... begin nou

Ons is aan die begin van die nuwe jaar, en ons vakansie aan die einde van 2019 voel soos iets wat eers in die verre toekoms gaan gebeur. Maar julle kan gerus vroegtydig begin met beplanning vir die finansiële behoeftes van daardie tyd. Gedurende die laaste paar maande van die jaar begin almal soek na die beste feestyd-aanbiedinge wanneer dit by geskenke en aktiwiteite vir die gesin kom.

Die verstandige koper begin vroeg. Doen solank navorsing oor dit wat jou vriende en familie as geskenke wil hê en koop dan die items gedurende jaar wanneer hulle op uitverkoop is, en nie later wanneer hulle duurder is en die aanvraag daarna groot is nie.

## Doen jou bes met jou begroting!

Om te verseker dat jy die feestyd op 'n verantwoordelike manier kan geniet en steeds kontant sal oorbêre ná die vakansie, moet jy so vroeg as moontlik 'n begroting begin opstel. Begrotings hou jou eerlik en help jou om perke te stel wanneer jy geld spandeer. Dit sal jou in staat stel om geld opsy te sit en 'n gesonde spaarbalans op te bou vir die jaar wat voorlê.

Besluit lank voor die opwinding en pret begin – en jy in die versoeking kom om jou jaarlikse bonus te spandeer – oor hoeveel jy wel kan spandeer, en bly dan streng by jou begroting, maak nie saak wat die geleentheid is nie. Dit sal jou help om op die hoogte te bly van jou finansies, en jy sal waarskynlik ook minder geld spandeer omdat jy versigtiger is.

Maak 'n lysie van al die dinge wat jy moet doen tesame met 'n skatting van hoeveel elkeen daarvan sal kos – dit is 'n goeie manier om jou persoonlike besteding te beheer en te verseker dat jy nie te veel geld spandeer of geld mors op dinge wat jy nie nodig het nie. Of jy nou op vakansie gaan, geskenke koop, by vriende of familie gaan kuier of jou familie by jou huis onthaal, as jy geld opsy sit volgens 'n begroting wat jy vooraf uitgewerk het, sal dit verseker dat jy weet hoeveel jy nodig het terwyl jy nog steeds finansiële voorsiening vir die begin van die nuwe jaar maak.

## Spaar, spaar ... en spaar

Begin om jou lysie goed te gebruik en moenie in die versoeking kom om meer te koop as jy agterkom dat jy minder spandeer

het as wat jy beplan het nie; sit liever daardie geld opsy en hou dit vir ná die vakansie. As jy jou inkopies vroegtydig doen, sal jy gedurende die vakansietyd ook meer tyd saam met jou familie en vriende kan deurbring. Wees op die uitkyk vir uitverkopings en afslagaanbiedinge, aangesien dit regdeur volop is. En moenie vergeet om pryse te vergelyk om seker te maak dat jy die beste winskopies kry nie.

Op soek na die jongste aanbiedinge en afslag? Gaan kyk gerus na 'n paar van die webwerwe hier onder\*:

1. **DealZone** - DealZone sit al die beste daaglikse aanbiedinge in Suid-Afrika bymekaar en stuur dan daaglik vir jou 'n epos met al jou aanbiedinge: <https://dealzone.co.za/>
2. **Hyperli** - Hyperli bevat promosies oor dinge wat jy in verskeie stede in Suid-Afrika kan doen, sien, eet en koop: <https://www.hyperli.com/>
3. **Coupons South Africa** - Begin spaar met Coupon SA. Kry goeie aanbiedinge en betaal minder vir produkte en dienste in Suid-Afrika: [www.couponsa.co.za/](http://www.couponsa.co.za/)
4. **Catch of the Day** - Catch of the Day gee jou toegang tot daaglikse aanbiedinge en afslag regoor Suid-Afrika: <https://catchoftheday.co.za/>
5. **Picodi South Africa** - Vind al die beskikbare Suid-Afrikaanse afslagaanbiedinge op een plek, en dit sluit koepons, promosiekodes en aanbiedinge vir alle winkels en handelsmerke in: <https://www.picodi.com/za/>

## Dis 'n dooooooeeeeelllllll!

Sit elke bietjie wat jy spaar in jou spaarfonds. 'n Handige wenk is om die dinge waarop jy jou spaargeld wil uitgee, te kategoriseer van die heel belangrikste tot die onbelangrikste. Stel vir jou 'n duidelike doel van wat jy gedurende die komende jaar wil bereik en deel die fondse wat jy gespaar het daarvolgens in. Hou altyd 'n redelike bedrag spaargeld eenkant sodat dit regdeur die jaar beskikbaar is. Dan skop jy nie net die jaar goed af met spaargeld nie – dit is ook 'n goeie gewoonte waarmee jy die res van die jaar kan aanhou ■

\*Maak asseblief self seker van die betroubaarheid van die aanbieders en aanlyn platforms wat in hierdie artikel genoem word voordat jy enigiets koop of jou persoonlike inligting deel. Veiligheid kom eerste!

# Ungavuka kanjani ngemva kokusebenzisa imali ngamaholide

A banye kini kungenzeka bazama ukululama “enkathini Ayonyaka ebhedayo” ngenxa yokubuyela ekubhekaneni namaqinso okuvala izimbobo ezishiywe yinkathi yamaholide emaphaketheni abo. Indlela engcono kakhulu yokuvikela ukuba lokhu kungaphinde kwenzake ngo-2019 ukuhlela kusengaphambil.

## Sheshe uqale ... qala manje

Sisekuqaleni konyaka omusha futhi ukuphela kuka-2019 kusabonakala kuyiphupho. Kodwa kungani ungasheshi uqale ukubona izindleko ozoba nazo ngaleyo nkathi? Phakathi nezinyanga zokugcina zonyaka, wonke umuntu uqala ukubheka izipesheli zamaholide ukuze athole iziphondo noma ezinye izinto ezingenziwa umndeni.

Umthengi ohlakaniphile usheshe aqale. Ungaqala ukubheka ukuthi yini abangane namalungu omndeni wakho abangakuthanda ukukuthola njengezipho noma nini phakathi nonyaka lapho kunezipesheli, hhayi lapho sezibiza noma lapho wonke umuntu esezifuna.

## Yenze kahle ibhajethi yakho!

Ukuze uqinisekise ukuthi uzijabulisa ngokunengqondo ngenkathi yamaholide futhi uba nemadlana esalayo ngemva kwawo, kufanele uqale wenze ibhajethi ngokushesha ngangokunokwenzeka. Amabhajethi azokugcina uthembekile futhi akusize uzibekele imingcele lapho usebenzisa imali, akwenze ubekele eceleni enye imali futhi ube nemali ethile ozobe oyigcinele unyaka wonke.

Nquma ukuthi malini ofisa ukuyisebenzisa ngaphambi kokuba kufike isikhathi sesasasa nokwenama ungakalingeki ukusebenzisa yonke ibhonasi yakho, bese unamathela kuyibhajethi yakho ungagudluki-noma ngabe kwenzekani. Lokhu kuzokusiza uyisebenzise kahle imali yakho futhi cishe uyosebenzisa imali encane ngoba uyobe uqaphe kakhudlwana.

Ukwenza uhlu lwezinto okudingeka uzenze, uhlawumbisele nokuthi kungenzeka zibiza malini, kuyindlela enhle yokulawula indlela osebenzisa ngayo imali nokuqinisekisa ukuthi awusaphazi imali ezintweni ongazidingi. Kungakhathaliseki ukuthi uya eholidini, uthenga iziphondo, uyovakashela abangane nezihlobo, ukubekela eceleni imali ozoyisebenzisa kuyokusiza uqiniseke ukuthi uyodinga malini ngesikhathi esifanayo ube ubeka imali oyoyisebenzisa lapho kuqala unyaka omusha.

## Yonga, yonga ... phinde wonge

Qala usebenzise uhlu lwakho ngokunenzuzo futhi ungalingeki ukuba uthenge okwengeziwe uma uthola ukuthi usebenzise

imali engaphansi kwaleyo obuyicabangile; kunalokho ibeke eceleni leyo mali wenzele isikhathi sangemva kwamaholide. Ukusheshe uthenge kuyokusiza ukuba ujabulele isikhathi esiningana nomndeni nabangane bakho phakathi nesikhathi samaholide. Bheka izindali nezaphulelo, ngoba kuzoba kuningqi phakathi nawo wonke unyaka. Futhi ungalibali ukuqhathanisa amanani ukuze uqiniseke ukuthi uthola imititilizo engcono kakhulu.

Ufuna ukuthola indali noma izaphulelo zamuva? Bheka ezinye zezingosi ezingezansi\*:

1. **I-DealZone** - I-DealZone iqoqa izindali zansuku zonke eNingizimu Afrika bese ikuthumelela zona nge-e-mail nsuku zonke: <https://dealzone.co.za/>
2. **I-Hyperli** - I-Hyperli ikhuluma ngezikhuthazo zezinto ongazenza, uzibone, uzidle nongazithenga emadolobheni ahlukahlukene eNingizimu Afrika yonke: <https://www.hyperli.com/>
3. **I-Coupons South Africa** - Qala ukonga nge-Coupon SA. Thola izindali futhi ukhokhe imali encane ngemikhqizo eseNingizimu Afrika: [www.couponsa.co.za/](http://www.couponsa.co.za/)
4. **I-Catch of the Day** - I-Catch of the Day yenza ukwazi ukubona izindali zansuku zonke nezaphulelo eNingizimu Afrika yonkana: <https://catchoftheday.co.za/>
5. **I-Picodi South Africa** - Thola zonke izaphulelo eziseNingizimu Afrika yonke endaweni eyodwa, kuhlangele namakhuphoni amakhodi emititilizo nezindali kuzo zonke izitolo nezinto: <https://www.picodi.com/za/>

## Kuwumgoooooomo!!!!!!

Bekela eceleni imadlana ebhange. Iphuzu liwukusebenzisa imali ngokuthi uhlukanise izinto ngokubaluleka kwazo uqale ngezibaluleke kakhulu uye kwezingabalulekile kangako. Beka umgomo ocacile wokuthi ufuna ukufinyelela kuphi onyakeni ozayo futhi ukwabele imali osuyibekile kakade. Hlale uyibeka njalo imali esalayo phakathi nonyaka wonke. Akukhona nje ukuthi kumnandi ukuqala unyaka unemadlana- kuwumkhuba omuhle okufanele uqhubeke nawo unyaka wonke ■

\*Sicela uqiniseke ukuthi uyazihlolela ubuqiniso nobunjalo banoma yibaphi abantu abadaya izinto kuyi-Internet okukhulunywe ngabo kulesi sihloko ngaphambi kokuthenga noma ngabe yini noma kokunikeza imininingwane yakho eyimfihlo. Ukuphepha kuza kuqala!

# Rera esale pele hore na o tla sebedisa tjhelete ya hao jwang matsatsing a phomolo

**H**o ka etsahala hore ba bang ba rona ke hona ba hlokomelang kamoo ba sentseng tjhelete kateng ho sa hlokahale matsatsing ana a phomolo. Ntho ya bohlokwa eo o ka e etsang ho thibela sena hore se etsahale hape selemong sa 2019 ke haeba o itokisa esale pele.

## Qala ka pele ... qala hona jwale

Ke hona selemo sa 2019 se qalang mme ho ka bonahala eka matsatsi a sona a phomolo a hole haholo le ho fihla. Empa ke hobaneng ha o sa qale hona jwale ho etsa moralo wa hore na o tla sebedisa tjhelete e kae nakong ya matsatsing a phomolo? Batho ba bangata ba qala ho rekela ba malapa a bona dimpho le ho sheba dintho tseo ba ka di etsang ho ithabisa le bona dikgwedi tse seng kae feela pele ho matsatsi a phomolo.

Motho ya bohlale o reka dintho e sa le ka nako. O ka qala pele ka ho batlisisa hore na metswalle ya hao le ba lelapa ba ka thabela hore o ba rekele dimpho tsa mofuta ofe ebe o reka dintho tsena ha ditheko di theotswa mahareng a selemo. O se ke wa reka nakong ya matsatsi a phomolo hobane o tla di fumana di le turu kaha batho ba bangata ba a di batla.

## Rera tjhelete ya hao hantle!

E le hore o thabele matsatsi a phomolo ha ka nako e tshwanang o ntse o na le tjhelete e setseng ka mora matsatsi a phomolo, o lokela ho qalella ka pele ho etsa moralo wa hore na o tla sebedisa tjhelete e kae le ho boloka e kae. Ho etsa moralo wa tshebediso ya tjhelete ho tla o thusa hore o tsebe hore na o tla sebedisa tjhelete e kae le hore na o tla behella e kae ka thoko bakeng sa selemo se latelang.

Pele monate wa matsatsi a phomolo o qala mme o lekeha hore o sebedise tjhelete yohle ya hao, etsa qeto ya hore na o tla sebedisa tjhelete e kae mme o kgomarele qeto eo ho sa tsotellehe dintho tse ka hlahang. Sena se tla o thusa hore o sebedise tjhelete hantle hape o ka qetella o sebedisitse tjhelete e nyane ka hobane o le hlokolosi.

Ho etsa lethathamo la dintho tseo o di hlokanang le ho hakanya hore na o tla di reka ka bokae, ho tla o thusa hore o sebedise tjhelete hantle mme o se ke wa senya tjhelete ka ho reka dintho tseo o sa di hlokanang. Ho sa tsotellehe hore na o etela dibakeng tse itseng, o etela ba lelapa kapa metswalle kapa o memela ba lelapa ha hao, haeba o entse moralo wa hore na o tla sebedisa tjhelete e kae dinthong tsena, o tla ba le tjhelete e salang bakeng sa ho e sebedisa selemong se setjha.

## Boloka, boloka ... boloka

Sebedisa lethathamo leo o le entseng hantle mme o se ke

wa lekeha hore o reke dintho tse ding tseo o sa di kenyang lethathamong leo ha o bona ho e na le tjhelete e setseng. Ho e na hoo, boloka tjhelete eo e setseng e le hore o ka e sebedisa selemong se latelang. Haeba o reka dintho nako e sa le teng o tla ba le nako e ngata ya ho ba le ba lelapa le metswalle nakong ya matsatsi a phomolo. Hara selemo sheba dintho tse theotsweng. Hape o se ke wa lebala ho bapisa hore na dishopo tse ding di rekisa dintho tseo o batlang ho di reka ka bokae e le hore o ka di reka ka tjhelete e nyane.

Na o batla ho fumana ditheolelo tsa moraorao? Kena di websaeteng tse latelang\*:

1. **DealZone** - DealZone e o batlela ditheko tse ntle tse fumanehang Afrika Borwa mme e o romelle emaili letsatsi le letsatsi mabapi le dintho tseo o ka batlang ho di reka: <https://dealzone.co.za/>
2. **Hyperli** - Hyperli e bontsha dintho tseo batho ba ka di etsang, tseo ba ka di jang, tseo ba ka di rekang dibakeng tse sa tshwaneng Afrika Borwa: <https://www.hyperli.com/>
3. **Coupons South Africa** - Boloka tjhelete ka Coupon SA. Fumana dintho tseo o ka di rekang ka theko e tlaase Afrika Borwa: [www.couponsa.co.za/](http://www.couponsa.co.za/)
4. **Catch of the Day** - Catch of the Day e o thusa ho fumana dintho tseo o ka di rekang ka theko e tlaase Afrika Borwa: <https://catchoftheday.co.za/>
5. **Picodi South Africa** - E o thusa hore o fumane ditheolelo tse teng Afrika Borwa, tse akaretsang di coupon, di promo codes le ditheko tse ding tsohle: <https://www.picodi.com/za/>

## O sebeditse!!!!!!

Boloka tjhelete hanyane hanyane. O ka etsa jwalo ka hore o tsebe na dintho dife tsa bohlokwa le tseo e seng tsa bohlokwa ha kaalo tseo o ka di rekang. Rera hore na o batla ho finyella eng selemong se tlang mme o boloke tjhelete ho latela morero wa hao. Etsa bo nnete ba hore o dula o na le tjhelete e lekaneng selemo ho pota. Hase hore o lokela ho ba le tjhelete ha selemo se qala feela, empa e ka ba hantle hore o tlwaele ho ba le tjhelete e bolokilweng selemo kaofela ■

*\*Pele o reka kapa o fana ka boitsebiso ba hao, ka kopo ikopanye le ditsebi tse ka o thusang ho netefatsa hore barekisi ba boletsweng sehlohong sena ba nepahetse. Eba hlokolosi pele!*

# A focus on men's health

Before you make that final decision on which personal goals to pursue in order to improve your life in 2019, take a closer look at your new year's resolutions and make sure they include a visit to a health practitioner.

Now is the time to get over any fears of and misconceptions about hospitals and health examinations. Book an appointment for any of the tests below, as they are among the most essential check-ups men of all ages should have to ensure early detection and treatment.

## *Sexually transmitted diseases (STDs)*

Many men are embarrassed by this type of test and thus don't act until the symptoms related to sexually transmitted infections (STIs) develop into a serious issue. STIs or STDs aren't only a problem for the promiscuous, though, and sexually transmitted infections can set up camp in your immune system years before they are diagnosed.

Men in their 20s and 30s – the most sexually active age bracket – are encouraged to get tested for STDs and HIV in order to protect themselves and their partners from risks of infertility and susceptibility to several types of cancers.

## *Colonoscopy and prostate exams*

Men in their 40s and 50s can greatly benefit from regular testing for prostate and colon cancer. The latter's method of screening could be a reason why many men avoid the examination – a camera inserted through the rectum explores the large bowel and the distal part of the small bowel for abnormalities.

But the advantages of these tests vastly outweigh any discomfort or apprehension. This process is the best chance men have of detecting colon cancer early and removing colon polyps. The good news is that if the doctor gives the all clear, you won't have to have this procedure for up to 10 years.

It is recommended that men over 40 talk to their doctor about a prostate exam. Early detection can help improve chances of survival if the particular cells are neutralised before they reach

a critical stage. Two of the most reliable methods of testing for abnormalities are a prostate-specific antigen (PSA) test, or a digital rectal exam.

Some signs to look for regarding the possible presence of prostate abnormalities include having to urinate frequently or having trouble urinating. But don't wait for signs of severe distress before you decide to act – visit your doctor regularly and take that prostate exam at least once every two years, depending on your PSA level. It could be the best thing you ever do for your health.

## *Cardiovascular risk factors*

blood screenings and get the complete medical care their Men aged 50 and above are encouraged to go for routine blood screenings and get the complete medical care their ageing bodies need. It is mostly during these quinquagenarian years that silent killers such as high blood pressure and cholesterol can cause cardiovascular illnesses.

It is important to get your cholesterol and blood pressure checked as often as possible, because high cholesterol and high blood pressure quietly damage your body before the serious symptoms begin to show.

Regulating your cholesterol and blood pressure is fairly easy if you make changes to your diet, maintain a healthy weight and stop bad habits such as smoking

Make time to get your blood pressure checked regularly at a clinic, pharmacy or at home with a monitoring device ■

For more information, check out the following pages:

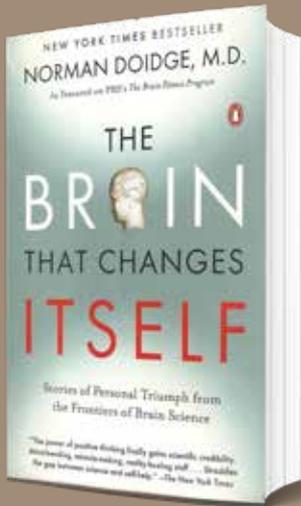
<http://www.health.gov.za/index.php/component/content/article/131-diseases/261-cancer-colon>

<https://www.cancer.org/cancer/prostate-cancer/early-detection/tests.html>

<https://www.webmd.com/prostate-cancer/guide/prostate-cancer-digital-rectal-exam>

<https://content.dollarshaveclub.com/often-check-prostate-exam-really-like>

# The **READING** list: future proof your life



## *The Brain That Changes Itself: Stories of Personal Triumph from the Frontiers of Brain Science*

Want to future-proof your career? Start with influencing how your mind works.

The workplace is constantly changing – companies are modifying their human resource structures, and people are often expected to upskill in order to adapt to an environment of evolved professions. But don't be dismayed by the thought of irrelevance or feel threatened by the progress that comes with the times. You can train yourself to learn new skills and embrace advanced technologies by changing how you think. ***The Brain That Changes Itself: Stories of Personal Triumph from the Frontiers of Brain Science*** by psychiatrist and researcher Norman Doidge, MD, is the perfect coach to help you achieve a new mental fitness.

Doidge presents cases of inspiring people who overcame the odds and conquered medical conditions and situations that were said to be beyond hope. He puts forward a motivating theory on the brain as a living organ that can change its own structure, even into old age.

The book spends chapters contending that it is still possible for the willing mind to equip itself with the tools that will make self-reinvention possible. It also does a good job at inspiring hope in those who have set their own mental limitations, and encourages people to make use of the energy that lies in human resilience.

## *How to Retire Happy: The 12 Most Important Decisions You Must Make Before You Retire*

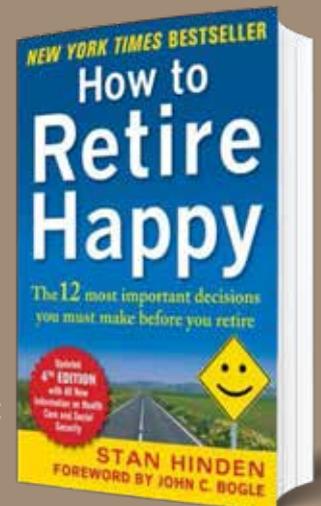
There will come a time for that strange and perplexing stage in your life called retirement. But does it scare you to think about the working world you spent decades serving finally saying goodbye? Will you be adequately prepared for life after you finally down tools? If not, take a look at what award-winning columnist Stan Hinden recommends you do in his book, ***How to Retire Happy: The 12 Most Important Decisions You Must Make Before You Retire***.

It's the perfect starting point for people who haven't really thought much about retiring. The treatment of

serious topics in a conversational style makes reading about financial planning fun and easy to understand.

The book gives considerable advice, and looks at the author's own decisions and the results. Although the examples offered are based on a foreign financial system, the chapters in the read are still able to sustain interest and can put your mind on the right track to start preparing for a happy and secure retirement.

This book is a good guide for the road ahead, offering insights on retirement planning from a professional with a relatable experience on life in the "free years".



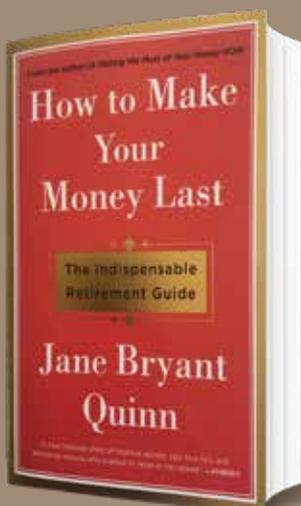
## *How to Make Your Money Last: The Indispensable Retirement Guide*

There are two types of book to read when exploring what can be done to secure your family's future when you are no longer the active breadwinner. The first gives an overall summary on retirement, offering basic tips on navigating life during this time; the other provides more specialised answers that go well beyond the basics of investment and employment benefit plans, teaching you how you can squeeze more out of your monthly pension, savings and retirement accounts.

Jane Bryant Quinn's book, ***How to Make Your Money Last: The Indispensable Retirement Guide***,

focuses on the latter, and shares some practical approaches to securing the future of your finances.

The book has an unconventional take on savings and suggests some ideas people can try to set aside cash reserves. It is a good blueprint for developing new financial plans and reviewing strategies in your original plan. The writing style is easy to understand and evokes interest in financial independence and the various factors that influence the flow of money in and out of our pockets.



Invested in our members



# Understanding *your* EPPF BENEFITS

Being employed by Eskom, Eskom Rotek Industries, or the Eskom Pension and Provident Fund (EPPF) means you contribute to the Fund in preparation for your retirement.

As a defined benefit fund, we offer you a pension plan that is determined by a series of formulas based on your earnings history, tenure of service and age, and which becomes payable on certain events, such as retirement, resignation, death or disability.



*Formulas, death, retirement – what does this mean for you as a member of the EPPF? Here’s what you need to know:*

## *Benefits payable on resignation*

Life happens, and it’s unlikely you’ll spend your entire career with one of the Eskom companies. If you resign, or are retrenched or dismissed, you become eligible to withdraw your accumulated benefit.

The first step in the withdrawal process is to calculate the value of your benefit based on your departure circumstances and influencing factors such as period employed. You can do this on our website, [www.eppf.co.za](http://www.eppf.co.za) via a benefit estimate.

From here you decide whether you want to defer all or part of the benefit in the EPPF, transfer all or part of the benefit to another fund, or take the benefit in cash.

## *Benefits payable on retirement*

In the final years of your career, your retirement benefit becomes available. From the age of 55 to 63 you qualify for early retirement, but this may affect the amount of your benefit, which will be penalised (unless you have an agreement to the contrary with your employer). From the age of 63 to 65, you can retire without any penalties on the amount of your benefit.

From here you choose a monthly payment option from the EPPF to provide yourself with a lifelong pension. Research each of these options thoroughly on our website.

Keep in mind: in the event you become permanently disabled or are unable to work because of ill health before retirement age, you may become eligible for your retirement benefit.

## *Benefits payable on divorce*

If you and your spouse get divorced, your EPPF benefit may be included as part of the divorce settlement. During the divorce you and your spouse will decide on the percentage the non-member spouse is entitled to from the benefit. The EPPF will only comply with an agreement if supplied with a divorce order.

## *Benefits payable on death*

If you pass away as an Eskom company in-service member or pensioner, your dependants or nominated beneficiaries become eligible to receive a death benefit.

This benefit can be accessed either as a lump sum or a pension payable monthly.

You can find out more about death benefits on our website ■



# Hoe jou EPPF -VOORDELE WERK

As jy in diens is van Eskom, Eskom Rotek Industries of die Eskom-pensioen- en voorsorgfonds (EPPF) beteken dit dat jy bydraes aan die EPPF maak ter voorbereiding van jou aftrede.

Soos uiteengesit in jou voordefonds, bied ons jou 'n pensioenplan wat bepaal word deur 'n reeks formules gegrond op jou verdienstegeeskiedenis, dienstydperk en ouderdom, en dit word betaalbaar by sekere geleenthede, soos aftrede, bedanking, sterfte of ongeskiktheid.



*Formules, sterfte, aftrede – wat beteken dit vir jou as lid van die EPPF? Jy moet die volgende weet:*

## *Voordele betaalbaar by bedanking*

Die lewe staan nie stil nie, en jy sal waarskynlik nie jou hele loopbaan by een van die Eskom-maatskappye deurbring nie. As jy bedank, of as jou werk ingekort of jy afgedank word, kom jy daarvoor in aanmerking om jou geakkumuleerde voordeel te onttrek.

Die eerste stap in die onttrekkingsproses is om die waarde van jou voordeel te bereken gebaseer op die omstandighede waarop jy die maatskappy verlaat en die faktore wat 'n invloed het, soos die tydperk wat jy in diens was. Jy kan dit op ons webtuiste doen: [www.eppf.co.za](http://www.eppf.co.za)

Nadat jy dit gedoen het, besluit jy of jy jou voordeel in die EPPF heeltemal of gedeeltelik wil uitstel; of jy die voordeel heeltemal of gedeeltelik na 'n ander fonds wil oordra; en of jy die voordeel in kontant wil neem.

## *Voordele betaalbaar by aftrede*

Jou aftreevoordeel raak beskikbaar in die finale jare van jou loopbaan. Vanaf die ouderdom van 55 tot 63 kwalifiseer jy vir vroeë aftrede, maar dit kan jou voordeelbedrag beïnvloed, wat gepenaliseer sal word (tensy anders bepaal deur 'n ooreenkoms wat jy met jou werkgever het). Van die ouderdom van 63 tot 65 kan jy aftree sonder dat jou voordeelbedrag gepenaliseer word.

Van hier af kies jy 'n maandelikse paaient-opsie van die EPPF om jou te voorsien van 'n lewenslange pensioen. Doen deeglik navorsing oor elk van hierdie opsies.

Hou in gedagte: indien jy permanent ongeskik sou raak of nie kan werk nie weens siekte voordat jy jou aftreeouderdom bereik, kan jy moontlik in aanmerking kom vir jou aftreevoordeel.

## *Voordele betaalbaar by 'n egskeding*

As jy en jou eggenoot skei, kan jou EPPF-voordeel ingesluit word as deel van die egskedingskikking. Gedurende die skeisaak sal jy en jou eggenoot besluit oor die persentasie van die voordeel waarop die eggenoot wat nie 'n lid is nie, geregtig is. Die EPPF sal slegs voldoen aan 'n ooreenkoms wanneer hulle 'n egskedingsbevel ontvang.

## *Voordele betaalbaar by sterfte*

As jy sterf terwyl jy in diens is van of 'n pensioenaris is van 'n Eskom-maatskappy, sal jou afhanklikes of genomineerde begunstigdes daarvoor in aanmerking kom om 'n sterftevoordeel te ontvang.

Die voordeel kan verkry word in een bedrag ("lomp som") of as 'n pensioen wat maandeliks betaal word.

Jy kan meer oor sterftevoordele uitvind op ons webtuiste 'n



# Ukwazi Imihlomu Yakho Ye-EPPF

Ukuqashwa yi-Eskom, yi-Eskom Rotek Industries, noma yi-Eskom Pension and Provident Fund (EPPF) kusho ukuthi uyakhalakathisela kwi-EPPF ekulungiseleleni umhlalaphansi wakho.

Njengesikhwama somhlomulo, sikunika ipulani yempesheni enqunywa wuchungechunge lwamafomula asekelwe emlandweni womholo wakho, isikhathi osewusisebenzile kanye neminyaka yobudala, futhi ekhokhwa ngezikhathi zezenzeko ezithile, njelapho umuntu ethatha umhlalaphansi, esula emsebenzini, eshona noma ekhubazeka.



*Amafomula, ukufa, umhlalaphansi – kusho ukuthini lokhu kuwe njengelungu le-EPPF? Nakhu okudingeka ukwazi:*

## *Imihlomulo Ekhokhwa Lapho Wesula Emsebenzinin*

Kuningi okwenzekayo empilweni, futhi kunamathuba amaningi okuthi uzosebenzela enye yezinkampani zakwa-Eskom isikhathi eside. Uma wesula, noma udilizwa noma uxoshwa, usuke sewukwazi ukudonsa imihlomulo obulokhu uyiqongelela.

Isinyathelo sokuqala ekudonseni siwukubala imali yomhlomulo wakho ngokwezimo zokuhamba kwakho neminye imithelela efana nobude besikhathi osewusisebenzile. Ungakwenza lokhu kuwebhusaythi yethu, [www.eppf.co.za](http://www.eppf.co.za)

Ngemva kwalokho, ube sewunquma ukuthi uwufuna wonke umhlomulo oku-EPPF noma ufuna ingxenyana yawo, ukuwutransfeya wonke umhlomulo kwesinye isikhwama noma ingxenyana yawo, noma ukuwuthatha umhlomulo uwukheshi.

## *Imihlomulo Ekhokhwa Lapho Uthatha Umhlalaphansi*

Eminyakeni yokugcina yokusebenza kwakho, umhlomulo wakho wempesheni uyavuleka. Kusukela eminyakeni yobudala engu-55 kuya ku-63 usuke sewukwazi ukuthatha umhlalaphansi wangaphambi kwesikhathi esivamile, kodwa lokho kungase

kuthinte imali yomhlomulo wakho, eyohlawuliswa (ngaphandle uma unesivumelwano nomqashi wakho esisho okwehlukile). Kusukela eminyakeni yobudala engu-63 kuya ku-65, ungathatha umhlalaphansi ngaphandle kwezinhlawulo emalini yomhlomulo wakho.

Ngemva kwalokho, uyakhetha ku-EPPF imali oyifunayo ngenyanga ezokunakekela ukuphila kwakho konke.

Khumbula: Uma kwenzeka ukhubazeka unomphela noma ungasenakusebenza ngenxa yokugula ngaphambi kwesikhathi sokuthatha umhlalaphansi, ungase ukwazi ukuthola umhlomulo wakho womhlalaphansi.

## *Imihlomulo Ekhokhwa Lapho Udivosa*

Uma wena nowakwakho nidivosa, umhlomulo wakho we-EPPF ungase ubandakanywe esivumelwaneni sedivosi. Phakathi nedivosi, wena nowakwakho nizonquma ukuthi owakwakho ongelona ilungu uzothola iphesenti engakanani emhlomulweni. I-EPPF iyokwenza lokho okushiwo yisivumelwano kuphela uma sihamba nomyalelo wedivosi.

## *Imihlomulo Ekhokhwa Ekufeni*

Uma ushona uyisisebenzi senkampani yakwa-Eskom noma sewathatha impesheni, abakini noma abahlomuli abaqokiwe yibo abayothola umhlomulo wokufa.

Lo mhlomulo ungathathwa uyisamba semali noma uyimpesheni ekhokhwa ngenyanga ■



# Tseba melemo ya HO BA LE EPPF

Haeba o sebeletsa Eskom, Eskom Rotek Industries, kapa Eskom Pension and Provident Fund (EPPF), EPPF e o etsetsa pakane ya tjehelele mohla o tlohelang mosebetsi.

Letlole lena le etsa moralo wa penshene o itshihlileng ka hore na o fumana moputso wa bokae, o sebeleditse nako e kae le dilemo tsa hao, mme tjehelele eo e tla fumaneha mohla o leng pensheneng, o behang meja fatshe, o hlokahala kapa o ba le bokuwa bo itseng.



*Difomula, ho hlokahala, ho beha meja fatshe – dintso tse-na di o ama jwang o le setho sa EPPF? Tlhabisoleseding ke ena:*

## *Tjehelele e ya fumaneha ha o tlohela mosebetsi*

Bophelo bo matswedintsweke, ka hoo ho ka etsahala hore o fellwe ke mosebetsi ho e nngwe ya dikhamphani tsa Eskom. Haeba o beha meja fatshe, kapa o fellwa ke mosebetsi ka lebaka la ho fokotswa ha basebetsi kapa o lelekwa, o ka fumana tjehelele ya hao e bokeletsweng.

Ntho ya pele eo o ka e etsang ha o batla ho fumana tjehelele ya hao, ke ho kopanya tjehelele yohle, ho nahannwe ka hore na o tlohetse mosebetsi tlasa mabaka afe le maemo a kang hore a hore na o sebeditse nako e kae. O ka etsa sena websaeteng ya rona: [www.eppf.co.za](http://www.eppf.co.za)

Ha o se o tseba hore na tjehelele ya hao ke bokae, o ka tlohela tjehelele yohle kapa e itseng hore e dule hona letloleng la EPPF, o ka romela tjehelele yohle kapa e itseng letloleng le leng, kapa o ka nka tjehelele yohle.

## *Tjehelele e ya fumaneha ha o ba pensheneng*

Tjehelele ya hao ya penshene e ba teng dilemong tsa ho qetela o sebetsa. Batho ba dilemo di 55 ho ya ho 63 ba ka fumana tjehelele ya penshene, empa hangata ho ba le karolo e fokotswang (ho

itshihlile ka hore na wena le monga hao le dumellane jwang). Batho ba dilemo di 63 ho ya ho 65, ba ka fumana tjehelele yohle ho se letho le fokotswang.

O tla kgetha hore na o ka thabela ho fumana tjehelele e tswang EPPF ya kgwedi le kgwedi ka mokgwa ofe e le tsela ya ho phela ka penshene ya hao.

O hopole hore haeba o ka ba le bokuwa bo itseng bophelo bohle kapa maemo a ho kula ha a sa o dumella ho sebetsa pele nako ya ho penshena e fihla, o ka fumana tjehelele ya penshene kaofela.

## *Tjehelele e fumaneha ha o hlala*

Haeba wena le molekane wa hao le hlalana, EPPF e ka fana ka tjehelele. Ha le hlalana, le tla etsa qeto ya hore na molekane ya sa ngodisang ho EPPF o lokela ho fumana bokae. EPPF e tla hloka lengolo le tswang lekgotleng le nang le qeto eo.

## *Tjehelele e ya fumaneha ha o hlokahala*

Haeba o hlokahala o ntse o sebeletsa khamphani ya Eskom kapa o le pensheneng, batho ba ngodisitsweng e le ba ruang molemo pensheneng ke bona ba tla fumana tjehelele ya hao.

Tjehelele ena e ka fumanwa e feletse kapa e ka fumanwa kgwedi le kgwedi jwalo ka ya motho ya pensheneng ■



Fund Interest rates

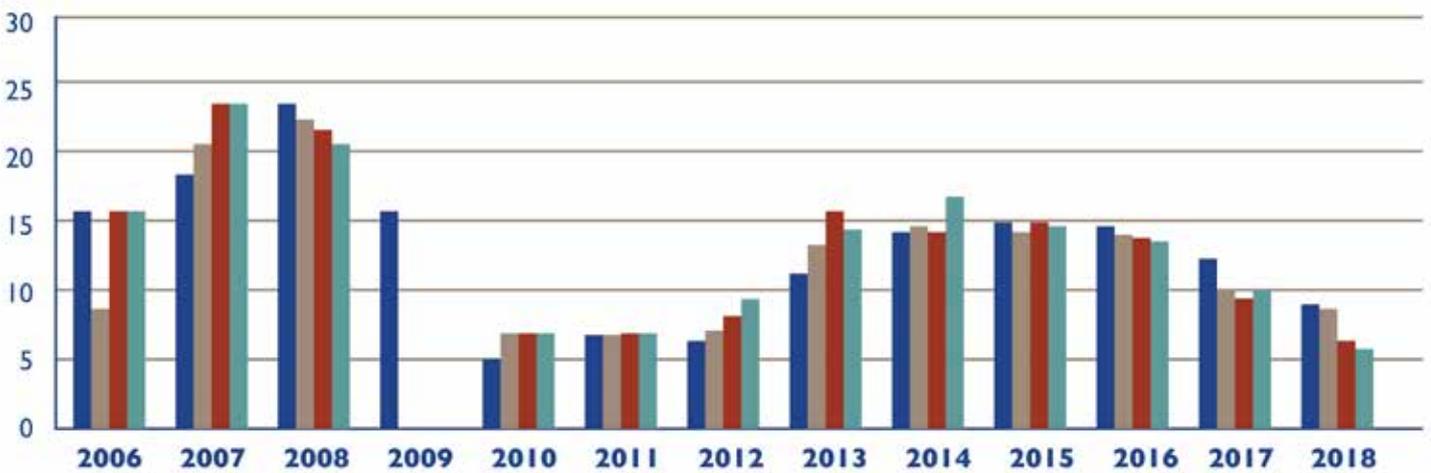
The Fund interest rate is a percentage declared by the Board with the advice of the Fund’s Actuary (valuator), which is applied to the investment schemes at the EPPF. The percentage is set in order to determine the rate of return on members’ investment benefits in the various schemes. The Board reviews the interest rates on a quarterly basis, taking into consideration the financial performance of the EPPF’s investments.

The investment schemes include your normal monthly contributions which make up your benefit in the EPPF, Additional Voluntary Contribution (AVC) Scheme, the Performance Bonus Scheme, in which the pensionable portion of members’ performance bonuses are invested, and the Deferred Pension Scheme.

Fund interest rates

Below are the Fund interest rates for the past 12 years.

Fund Interest Rates %



YEAR	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
2006	16%	16%	16%	16%
2007	18.5%	21%	24%	24%
2008	24%	23%	22%	21%
2009	16%	0%	0%	0%
2010	5%	7%	7%	7%
2011	7%	7%	7%	7%
2012	6.5%	7.25%	8.25%	9.5%
2013	11.5%	13.5%	16%	14.7%
2014	14.5%	14.7%	14.63%	17.15%
2015	14.9%	14.5%	15.16%	14.84%
2016	14.93%	14.19%	13.96%	13.87%
2017	12.52%	10.25%	9.64%	10.18%
2018	9.13%	8.40%	6.21%	5.92%

Protection of Personal Information Act (PoPI)

In 2013, certain sections of the PoPI Act came into effect. The PoPI Act seeks to regulate the processing of personal information by responsible parties, in this case, the Fund. The purpose of the PoPI Act is to ensure that all South African institutions

conduct themselves in a responsible manner when they are in possession of another entity or person’s personal information. This includes prohibiting the sharing of a member’s personal information with third parties without consent of the member. The Fund complies with the PoPI Act to ensure that our members’ information is secure and protected. Therefore, the EPPF does not provide pension information to third parties (e.g. financial advisers) unless authorised by the member or compelled to do so by law.

# Unpacking the Taxation Laws Amendment Bill

As a pension fund, it is critical that we keep abreast with all the latest legislation which governs our industry. It is also the Fund's responsibility to ensure that our members have access to any and all relevant information on legal matters which may affect them directly or indirectly. There have been amendments made to laws affecting the retirement industry and many of these stem from the \*retirement reform agenda.

## Introduction

The Taxation Laws Amendment Act No.17 of 2017 ('the Amendment Act') is a piece of legislation which has been enacted to address certain aspects of the retirement reform agenda. It introduced wording to the Income Tax Act No. 58 of 1972 that allows members to preserve their benefits in their funds after reaching normal retirement age by allowing them to delay their retirement date. The amendment came into effect on 1 March 2018.

## Background

The "pro-preservation" changes were initially considered because employees were failing to make timeous elections as to the proportion of their benefits they wished to take as a lump which made it difficult for employers and retirement funds to make appropriate arrangements and to withhold the correct amount of income tax for retirement purposes. It was also viewed as a desirable from a policy point of view because it allows members to continue to work or support themselves whilst their benefits are preserved for as long as possible.

## Pension fund rules

It is important to note, however, that this amendment is only applicable in so far as the rules of each individual fund allow for this form of preservation. The Rules of the Eskom Pension and Provident Fund say you **MUST** retire and start receiving a pension at the age of 65. Members are not allowed to "postpone their retirement" after they are over this age. The rules do however allow members to preserve their withdrawal benefits should they leave the Fund before the age of 65 years but only up to the age of 65 years.

FUND RULES EXCERPT – must retire at 65

Furthermore, retirees Must note that their savings stop accruing interest once members have reached the retirement age of 65.

FUND RULES EXCERPT – no interest after 65

Members of the Fund are also not permitted to transfer any retirement benefit out of the Fund whether it is to a retirement annuity or any other savings vehicle once a member reaches retirement age

FUND RULES EXCERPT – cannot transfer savings out of the Fund.

Please note: The Fund Rules as stipulated above are registered with the Financial Services Conduct Authority (FSCA) and governed by the Pension Funds Act. They are binding on the Fund and its members ■

## The Retirement Reform Agenda

### \* What is retirement reform?

Retirement reform is a process whereby government, seeks to review existing retirement policies and laws and where necessary or desirable, implement revised retirement policies that are aimed at:

- Encouraging employees to save and provide adequately for retirement to ensure that they retire comfortably and have income that lasts for their lives in retirement
- Encouraging employers to provide retirement saving plans to their employees as part of their conditions of employment;
- Ensuring that employees receive good value for money for their retirement savings are treated fairly, are kept informed of their retirement savings and that their savings are prudently and diligently managed
- Improving standards of retirement fund governance, including trustee knowledge and conduct, and protecting members' interest.

### What are the economic implications of retirement reform?

The National Development Plan acknowledges the importance of higher savings and investments in promoting economic growth in the country. These savings can come from domestic and/or foreign sources. Foreign savings are an important source for domestic investment but are short-term in nature and can be volatile, thereby affecting the Rand. Our domestic savings have generally however been very low, and therefore need to be harnessed to better promote economic growth. At an individual level, retirees will increase their chances of a financially better life in retirement.

### Where can I find information about the retirement reform?

Information can be obtained from the National Treasury website by following this link:

<http://www.treasury.gov.za/publications/RetirementReform/>

# *New EPPF* appointments

**Name:** Shafeeq Abrahams

**Role:** Chief Financial Officer

**Location:** Johannesburg

**Where did you start your career and what was your role?**

I started my career at Deloitte & Touche as a trainee accountant.

**When did you join the Fund; what is your role?**

I joined the Fund on 1 September 2018 as the Chief Financial Officer.

**What makes you passionate about your new role or why do you love your job?**

Any position in the EPPF is one of trust. Our members and pensioners entrust us with their savings, so that we are able to invest these savings responsibly and smartly in order to ensure their financial comfort during their retirement. Many of our members and pensioners are my previous colleagues, with whom I have worked during my time at Eskom. The Fund operates in a dynamic and challenging environment. I am privileged to serve the Fund, its members and employees in looking after the savings of our members responsibly, while we lead and navigate the changing environment that will ensure our future success. Being able to do this every day, is a privilege that energises me, excites me and keeps me grounded in many ways ■



Invested in our  
*members*



# Tell us what *you* **THINK**



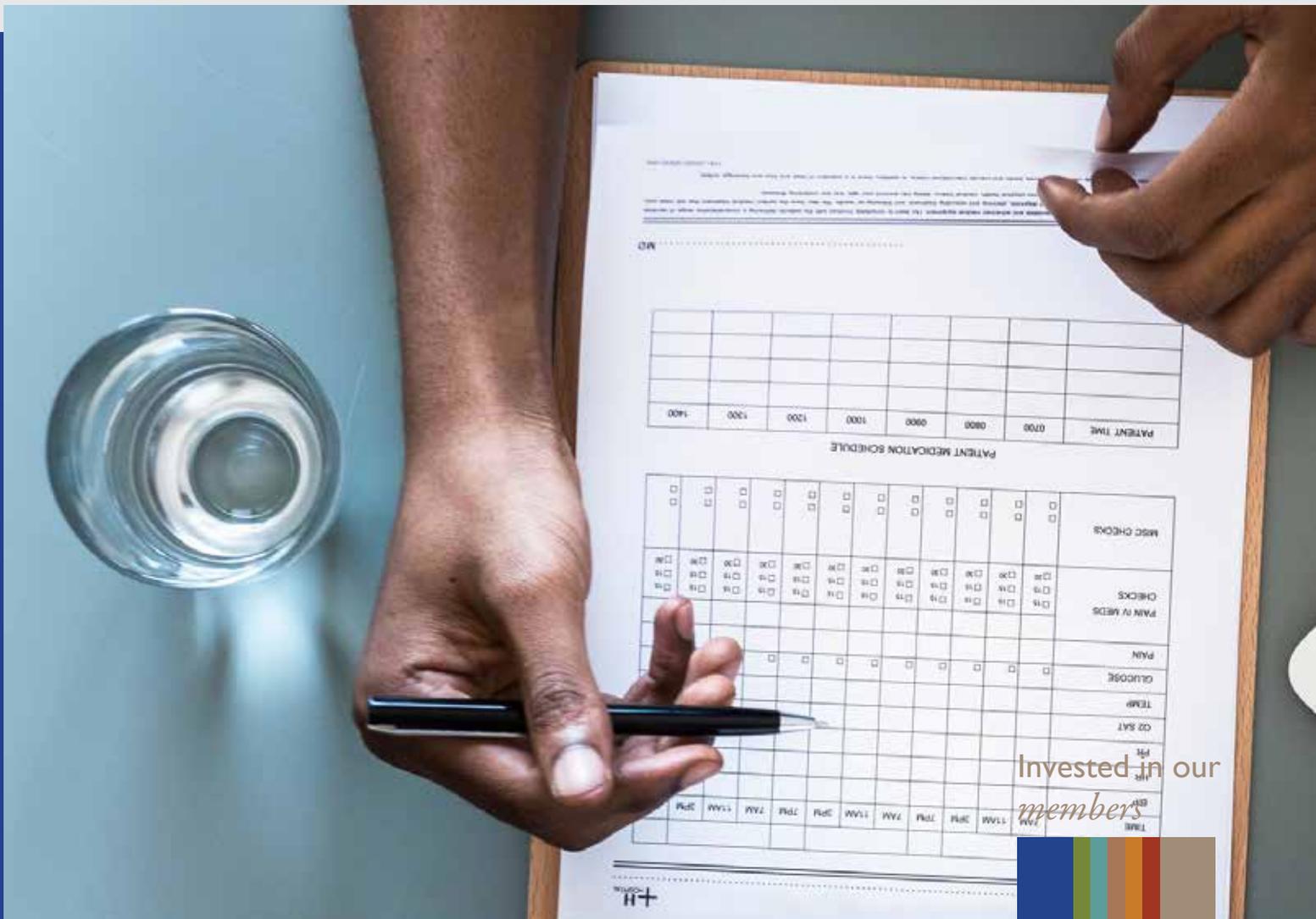
Did you enjoy this issue of Power Talk ?  
Let us know which article was your favourite  
and why. See our contact details on the next page.

Invested in our  
*members*

# Update of *personal* INFORMATION

It is important for the Fund to have accurate and up-to-date records of your personal information, hence we urge members to update their personal information. This includes ensuring that the Fund has the correct spouse's date of birth. Should you go through a divorce and remarry, please ensure that you update the Fund with the details of your new spouse.

Call: 0800 11 45 48  
Visit: [www.eppf.co.za](http://www.eppf.co.za)



Invested in our  
*members*

# Bywerking van *persoonlike* **INLIGTING**

Dit is vir die Fonds belangrik om akkurate rekords te hê wat jou jongste persoonlike inligting bevat, en daarom moedig ons lede aan om hierdie persoonlike inligting by te werk. Dit sluit in dat die Fonds jou eggenoot se korrekte geboortedatum moet hê. Indien jy egskending verkry en weer trou, moet jy asseblief seker maak dat jy die besonderhede van jou nuwe eggenoot vir die Fonds stuur.

Skakel: **0800 11 45 48**

Gaan na: [www.eppf.co.za](http://www.eppf.co.za)

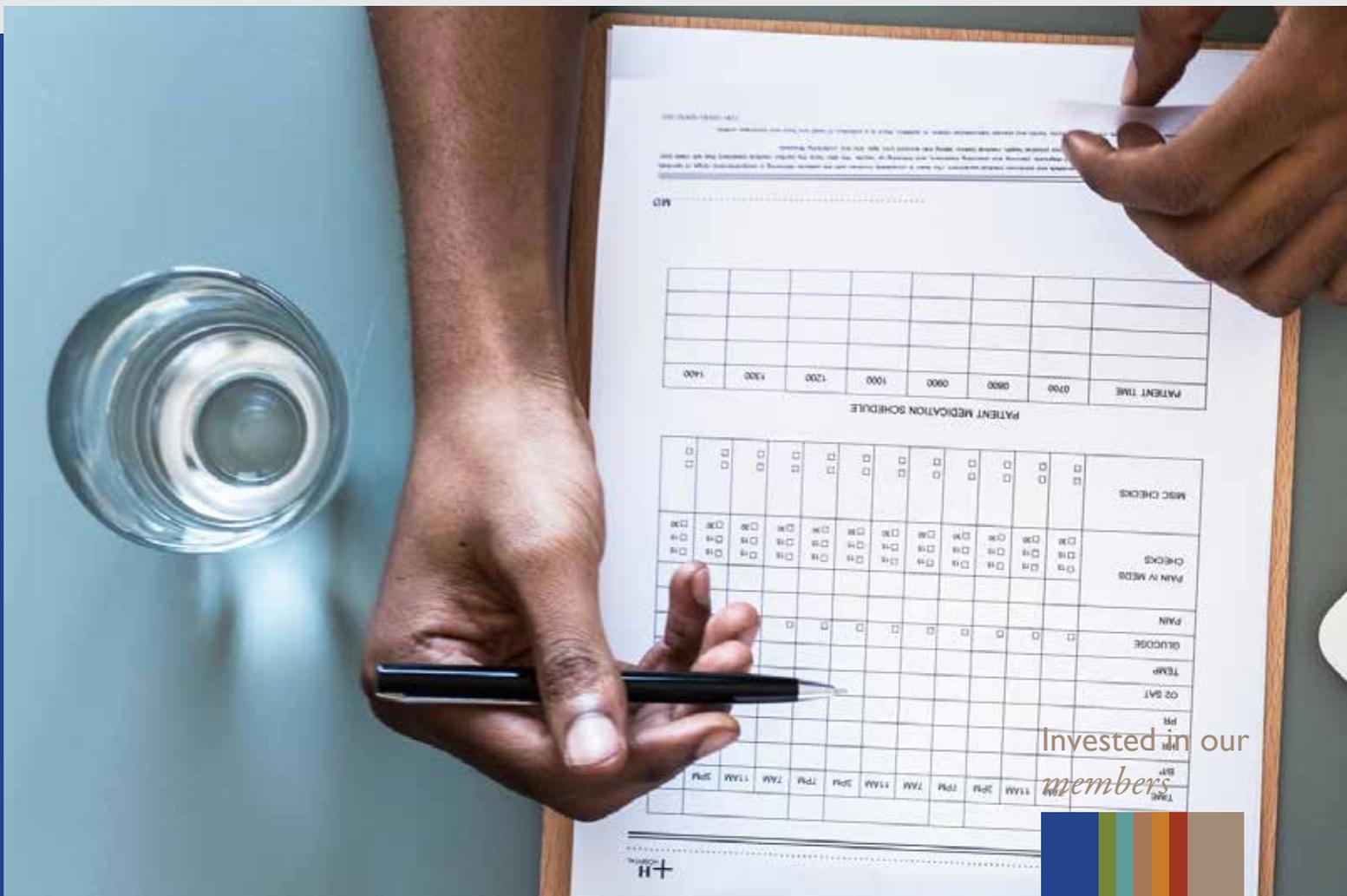


Invested in our  
*members*

# Ho fana ka **TLHAHISOLESSED- ING** *ya moraorao* ya botho

Ho bohlokwa haholo hore Letlole le be le ditlaleho tse nepahetseng le tsa moraorao tsa tlhahisoleseding ya hao, kahoo, re kgothalletsa ditho hore di fane ka tlhahisoleseding ya tsona ya moraorao. Sena se akarelletsa ho netefatsa hore Letlole le na le let-satsi le nepahetseng la tswalo ya molekane wa hao. Haeba o ka hlala kapa wa hlalwa yaba o kena lenyalong hape, ka kopo netefatsa hore o fa Letlole tlhahi- soleseding ya molekane wa hao e motjha.

Letsetsa: **0800 11 45 48**  
Etela: [www.eppf.co.za](http://www.eppf.co.za)



Invested in our  
*members*



# Ukuthuthukiswa *kwemininingwane* **YOMUNTU**

Kubalulekile ukuthi isikhwama sezimali sibe nolwazi olunembile lwemininingwane yomuntu, yingakho sinxusa amalungu ukuba ayithuthu- kise imininingwano yawo. Lokhu kuhlenganisa ukuqinisekisa ukuthi isikhwama sinosuku lokuzalwa okuyilona lomuntu oshade naye. Uma kwenzeka udivosa futhi uphinde ushade, sicela uqiniseke ukuthi uyayifaka imininingwane yomuntu oshade naye.

Ucingo: 0800 11 45 48

Vakashela kwa-: [www.eppf.co.za](http://www.eppf.co.za)



Invested in our  
*members*



ESKOM PENSION AND PROVIDENT FUND

Toll free: +27 800 11 45 48 (Member queries)  
Landline: +27 11 709 7492 (HR support)  
Fax Number: +27 866 815 449  
Email: [info@eppf.co.za](mailto:info@eppf.co.za)  
Postal Address: Private Bag X 50, Bryanston, 2021  
Physical Address: Isivuno House, EPPF Office Park, 24  
Georgian Crescent East, Bryanston East, Johannesburg, 2191  
Website: [www.eppf.co.za](http://www.eppf.co.za)

HEAD OFFICE AND JOHANNESBURG WALK-IN CENTRE

Reception Switchboard: +27 11 709 7400  
Physical Address: Isivuno House, EPPF Office Park, 24  
Georgian Crescent, Bryanston East, 2191  
GPS Coordinates: S26 02.437 E28 01.101

EMALAHLENI WALK-IN CENTRE

Contact Numbers: +27 13 693 3240 / 3918  
Physical Address: House No. 27, Eskom Park, Visagie Street,  
Emalahleni, 1035

EAST LONDON SATELLITE OFFICE

Contact Number: +27 43 703 5772  
Physical Address: Sunilaws Office Park, Block A, Corner  
Quenera Drive & Bonza Bay Road, East London, 5241

CAPE TOWN SATELLITE OFFICE

Contact Number: +27 21 915 2721  
Physical Address: Eskom Western Cape Regional Office, 60  
Voortrekker Road, Bellville, 7530

DURBAN SATELLITE OFFICE

Contact Number: +27 31 710 5206  
Physical Address: Eskom KwaZulu-Natal Regional Office,  
Ikhwezi Building, 25 Valley View Road, New Germany, 3620

ESKOM COMPULSORY DEATH BENEFIT

Contact M Lesese at ESKOM:  
Telephone: +27 11 800 4363/ +27 11 800 4526  
Fax: +27 86 668 6065  
Email: [LeseseM@eskom.co.za](mailto:LeseseM@eskom.co.za) /  
[employeebenefits@eskom.co.za](mailto:employeebenefits@eskom.co.za)

SANLAM CONTACT DETAILS (ESKOM VOLUNTARY BURIAL SCHEME)

Queries related to the scheme and your benefits must be directed to Sanlam at: Telephone number: +27 860 302 922  
Email: [Eskomservicing@sanlamsky.co.za](mailto:Eskomservicing@sanlamsky.co.za)

SANLAM: EXISTING RECORD AMENDMENTS AND CLAIMS SUBMISSIONS

Telephone number: +27 860 302 922  
Fax number: +27 860 276 884  
Email for claims: [eskomclaims@sanlamsky.co.za](mailto:eskomclaims@sanlamsky.co.za)

INDWE | CAR AND HOUSEHOLD INSURANCE CLAIMS

Centre: +27 11 912 7300 / +27 860 843 244  
E-mail: [hobackline@indwerisk.co.za](mailto:hobackline@indwerisk.co.za)  
Homeowner new claims: [newclaims@indwerisk.co.za](mailto:newclaims@indwerisk.co.za)

# Disclaimer

While every effort has been made to ensure the accuracy of the information in this newsletter, if any discrepancy occurs between the Rules of the EPPF and any information or statement in this publication, the Rules of the EPPF will prevail. The articles and topics discussed in this publication are for information purposes only and are not intended to be and do not constitute, nor should they be construed as financial advice. It is strongly recommended that you consult an accredited financial advisor before taking up any financial products.

