

KWAZULU NATAL
CLOTHING INDUSTRY
PROVIDENT FUND

INFORMATION BOOKLET

NON METRO

The Fund's name: KWAZULU NATAL CLOTHING INDUSTRY PROVIDENT FUND.
(Provident Fund Reg No. 12/8/37816)

Object of the Fund: In terms of the Rules of the Fund to provide retirement and other benefits to employees and benefits in the event of their death.

Registered Office: The registered office of the Fund is Ground Floor, James Bolton Hall, 127/129 Magwaza Maphalala Street (Gale Street), Umbilo, Durban. 4001. The official postal address is P.O. 18354, Dalbridge. 4014. Tel 031/3620700: Fax 031/3013955.

Ladysmith Office: 26 King Street, Shop 11, Westend Builders Centre, Ladysmith, 3370. The official postal address is P.O. Box 1072, Ladysmith, 3370. Tel. 036/6353144.

Newcastle Office: Office No. 07, Business Partners Building, 3 Murchinson Street, Newcastle, 2940. Tel. 034/3264912.

Membership of the Fund: All employees within the Clothing Manufacturing Industry should be members of the Fund. No new member may be admitted to the Fund at 60 years of age or older.

Contribution Rate: 4.75% of members basic weekly wage less R1.21 paid by the employer.

Employees are to pay 4.5% of the basic weekly wage, these employees will be covered for risk if contributions are paid up to date by the Employer.

Beneficiaries and Nominees: Every member is required to nominate their dependants or nominees on the Beneficiary Nomination form provided. This form must be forwarded to the Fund. The form is provided by the fund every year and members should update this form frequently. In case of the death of the member, this form will be a guideline for the Trustees of the Fund. The Trustees shall have absolute discretion as to the apportionment and amounts of benefits payable between deceased's dependants and nominees.

Bereavement Benefit: In the event of the death of a member in service prior to his normal retirement age, a bereavement benefit of **R2,500** shall become payable in addition to the death benefits. **This benefit will be paid if member is covered for risk and contributions are up to date by the Employer.**

Cessation of Membership: A member shall not be permitted to withdraw from the Fund while he remains an employee. If a member becomes a member of another company's approved Provident Fund after leaving the Industry, he may transfer his full fund credit to that fund.

Claims: Once a member leaves the Industry, he may apply for his benefits. The following supportive documentation to be provided: identity document, tax reference number, record of service card and a bank statement. Once claims are due, the Fund will obtain a tax directive from SARS. The claim is then

processed and payment is transferred electronically into member's bank account.

Our commitment: Our commitment is to give excellent service to members and dependants in the event of the death of an active member. The Fund takes all complaints seriously and our aim is to resolve all complaints promptly via the complaints resolution procedure.

BENEFITS

1. Total Fund Credit

The "Total Fund Credit" in respect of a member includes the sum of:

- All of the member's contributions plus
- All of the employer's contributions plus
- The full rate of growth as declared by the Fund (from time to time in terms of the rules) – on the above sums of money.

2. Retirement

Retirement age is 60 years for both males and females. When you retire you will be paid:

- Total Fund Credit if applicable or
- All payments are paid in accordance with the provisions of the 2021 retirement reform which are as follows:

If you are:

- under 55 years as at March 2021
- accumulated a total savings of R247,500 from 1 March 2021 till the date of your retirement
- your insured disability portion is greater than R247,500

Then your benefit will be split in the following manner:

Lumpsum Cash Payout = all contributions and interest from date of employment to 28 February 2021 plus 1/3 of all contributions and interest after 1 March 2021.

Compulsory Annuitalisation = 2/3 of all contributions and interest after 1 March 2021 to date of retirement if applicable 2/3 parts of the insured benefit payout in disability claims.

3. Disability

If you are seriously ill or disabled and cannot work any more, you must apply for a Disability benefit. If your claim is accepted after six (6) months you will be paid:

- Your Total Fund Credit as described above, plus
- Insured Amount in terms of the rules.
- Disability Benefit payment is subject to acceptance of claim by insurers.
- **Disability claims are paid in accordance with the provisions of the retirement reform.**

(The disability insured amount reduces by 20% per year for employees aged above 55).

**This benefit will only be paid if contributions have been received from your employer and risk premiums have been paid.
The factory or employee must notify the Fund within 9 months of a claim or the claim may be declined.**

4. Death

If you die while you are still employed in the Industry and have been contributing to the Fund, your family will be paid:

- Total Fund Credit as described above plus
- Insured amount as per Rules of the Fund - Only certain Members qualify. Subject to acceptance by the Insurers.

**This benefit will only be paid if contributions have been received from your employer and risk premiums have been paid.
The factory or beneficiaries must notify the Fund within 12 months of a claim or the claim may be declined.**

5. Retrenchment

If you are retrenched and not re-employed in the Clothing Industry after three (3) months, you will be paid:

- A refund of your own contributions, plus
- 100% of your employer's contributions, plus
- The full interest earned on the above amounts.

6. Withdrawal

If you leave your company and the Clothing Industry (that is if you have not retired, been disabled or been retrenched), after a period of six (6) months, you will be paid:

- A refund of your own contributions, plus
- 100% of your employer's contributions, plus
- The full interest earned on the above amounts.

N.B. This summary does not replace, nor in any way modify, the official rules of the fund. This document is subject to potential error and if there is an inconsistency between the information booklet and the Fund rules. The rules of the Fund take precedence. (The rules of the fund can be found on the Councils Offices)