

BENCHMARK SURVEY 2015

A future  
worth  
saving...



Umbrella Databook



Insurance

Financial Planning

Retirement

Investments

Wealth



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# foreword



## A future worth saving for

I was intrigued to learn, while pouring through some of our research data, that the oldest fund in our survey this year came into being well before the Pension Funds Act itself was promulgated in 1956. One stand-alone fund has been in existence since 1937 and a union fund since 1952! This signifies the lengthy endurance of retirement fund provisions historically, and accentuates the crucial role employers play as a credible institution in our industry. This insight further reinforces this year's research theme "A future worth saving for".



**Dawie de Villiers**  
Chief Executive Officer:  
Sanlam Employee Benefits

Our main objective for the Sanlam BENCHMARK Survey is to provide insights which stimulate conversation and create meaningful opportunities for further engagement with industry stakeholders. Against the backdrop of our theme this year, we unpacked the consumer space to highlight the all-pervasive issue of debt. We investigated the extent to which debt has had an impact on the financial and emotional well-being of employees. And through our qualitative survey, we were able to explore the extent to which indebtedness encourages the tendency for members to withdraw from their employer sponsored funds to access retirement benefits prematurely.

## Sample structure change

This year we made some changes to the sample structure of stand-alone retirement funds, by increasing the number of participants with assets under management in excess of R1 billion. We compiled the sample structure on this basis to enable a more granular level of analysis. It allows us to test whether there are any behavioural similarities between funds of different sizes.

It is essential for me to acknowledge that this survey would not have been possible without the willingness of the numerous principal officers, trustees and employer representatives who actively participated. It has further been brought to my attention that an increasing number of consultants are also assisting principal officers to ensure that we can provide the industry with a more accurate assessment of costs and benefit structures.

I am indeed very grateful for this continued commitment to the survey, implied by the active year-on-year participation. Furthermore, in the current study, 62% of the participating employers and 67% of the stand-alone retirement funds' respondents actually participated in the interviews last year. I am also conscious of the considerable time constraints faced by funds' principal officers, 13 of whom also sit on their medical aid boards.

We are constantly on the look out to improve the quality of our research. If you would like to participate anonymously in the survey on behalf of your fund or employer, please feel free to make contact with Linda Findlay from BDRC.

## Research analysis

I am proud to present the analysis from the Sanlam Employee Benefits team on some of the main findings of the 2015 research in this report. We are not able to unpack all the findings within this report but more detailed analysis, can be accessed on [www.sanlambenchmark.co.za](http://www.sanlambenchmark.co.za). In addition we will be sharing research insights through our extensive communication channels across the various media platforms.

I trust that this edition of the Sanlam BENCHMARK Insights Summary Report is as insightful and valuable as it has been in the past.

My sincerity and gratitude is extended to all who made this work possible.



# Research Methodology



**The size and the scope of the 2015 umbrella funds' survey have remained largely consistent with the 2014 study. Interviews were conducted amongst 100 representatives of participating employers in umbrella funds.**



by

**Chris Jacobs**

Head, Product Development:  
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and

**Danie van Zyl**

Head, Guaranteed Investments:  
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Respondents were selected at random and it may be possible that some participating employers included in the survey may currently participate in Sanlam Umbrella Solutions. Some participants may have assets invested with Sanlam Investments. As it is not a requirement of the study we did not select respondents on the basis of their current retirement fund service providers. The entire fieldwork process is outsourced to BDRC. This is to ensure that the confidentiality of all respondents are maintained at all times.



## Interview technique

- ▶ Personal interviews were conducted at the offices of the respondent with each being approximately 1 hour in length. At times more than one employer representative participated in the interview.
- ▶ Field work was conducted between February and March this year.

## Sampling method and size

For the purposes of this survey the sampling frame has been defined as all participating employers in commercial umbrella schemes. This year we have had a successful 62% year-on-year participation in the survey. A further 6 participating employers in this year's study had converted from stand-alone retirement funds during 2014.

Respondents were selected at random with a specific quota control to ensure that the sample is statistically and demographically representative of the retirement fund industry.

This year we have retained the sample size of 100 interviews. One of the questions we often receive is whether the sample size is sufficient and robust enough to make statistical inferences on the employed population. The simple answer is that a sample size of 100 for institutional research produces a likely margin of sampling error within a 6% to 10% range with a 95% confidence level.

We are thus satisfied that the sample size for this study meets the statistical analysis requirements.

## Data tables and graphs

The tables and graphs in this report are based on 100 responses. In some instances the sample responses are  $\neq$  100: Where

- ▶ the number of responses is less than 100 the question was not applicable to all respondents
- ▶ the number of responses is greater than 100 the question allowed for multiple responses

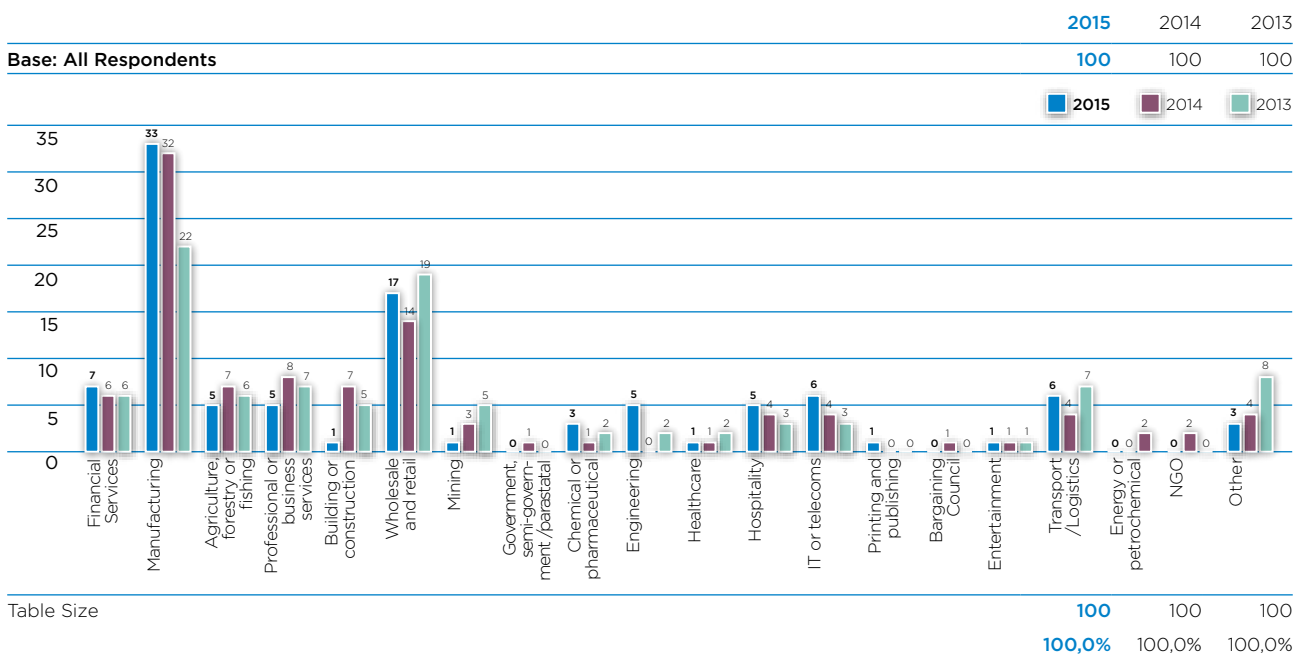
**Caution:** Data should be used with care, particularly where the number of responses is  $<30$ , as this is considered statistically insufficient to draw any meaningful industry conclusions.

Should you require any further details or assistance in using the contents of this report, please feel free to contact any of the BENCHMARK team members, whose details are listed at the end of this report.

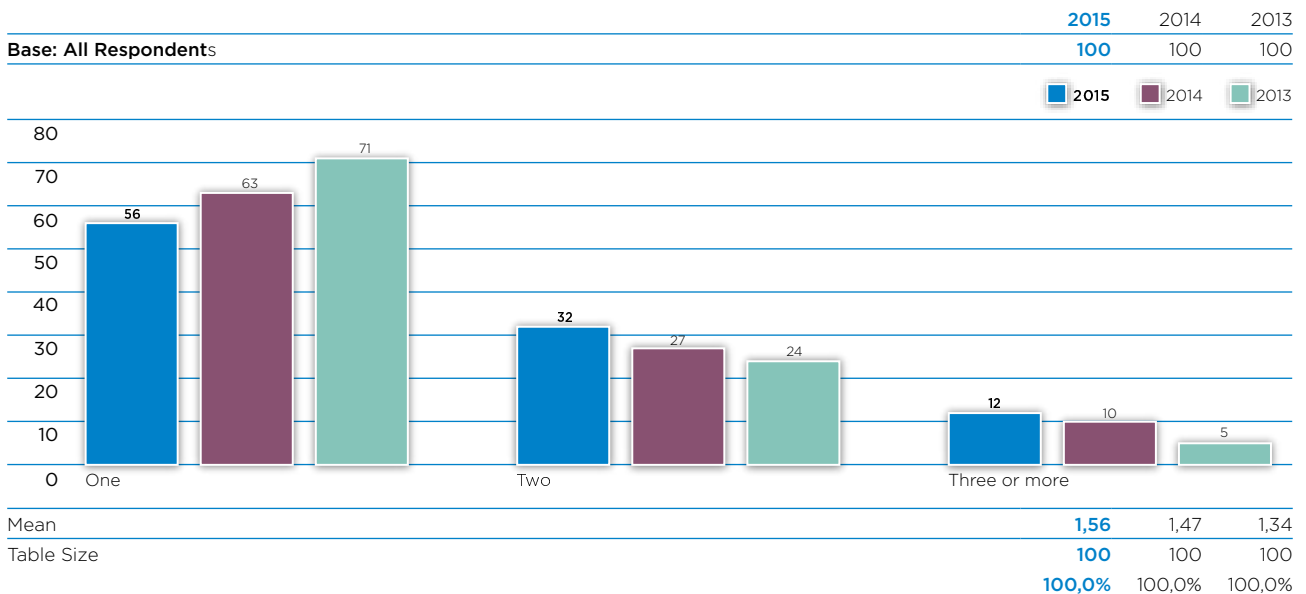
# Section 1

# General Employer Statistics

**Q1.1 How would you classify the principal employer, using one of the following business categories?**

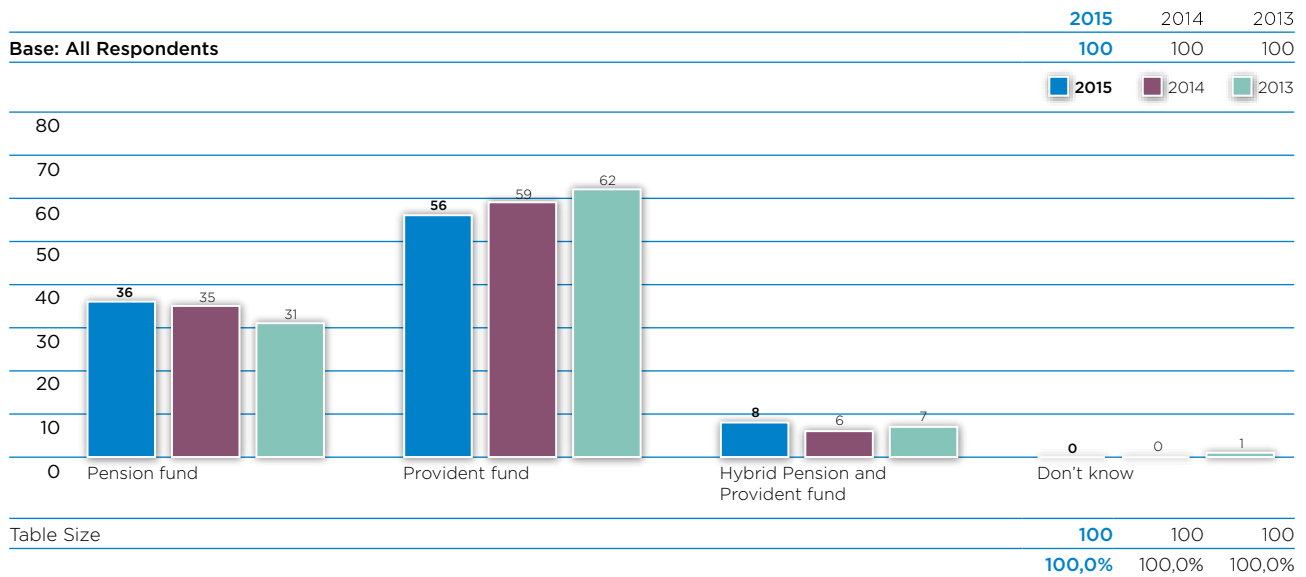


**Q1.2a How many retirement funds does your organisation offer to employees?**





**Q1.2b Which of the following descriptions applies to the sub-fund participating in the survey? By 'sub-fund' we mean the component of the umbrella fund that represents the interests of YOUR company's staff members.**



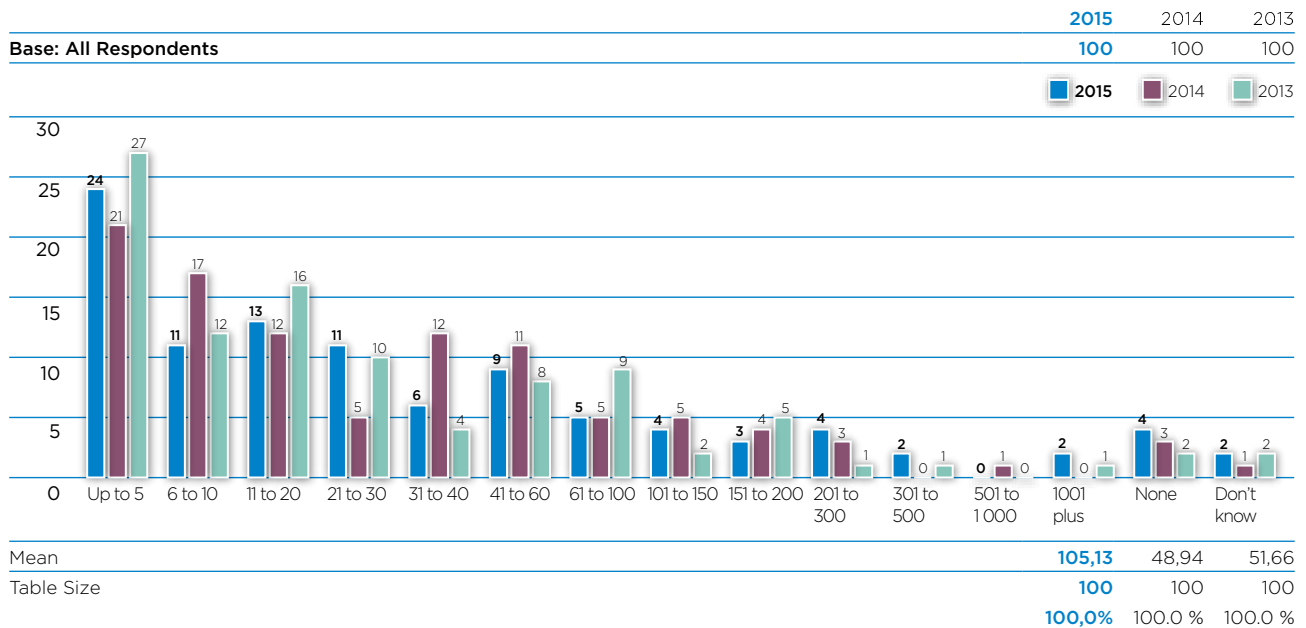
**Q1.3a How many of your employees belong to the sub-fund (i.e. are active members of the umbrella fund)?**

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
21 to 40	5	6	9
	<b>5,0%</b>	6,0%	9,0%
41 to 100	18	22	19
	<b>18,0%</b>	22,0%	19,0%
101 to 300	23	24	24
	<b>23,0%</b>	24,0%	24,0%
301 to 500	20	19	21
	<b>20,0%</b>	19,0%	21,0%
501 to 1 000	21	19	16
	<b>21,0%</b>	19,0%	16,0%
1 001 or more	13	10	11
	<b>13,0%</b>	10,0%	11,0%
Mean	<b>558</b>	484	488
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

**Q1.3b What is the total value of your members' assets in the sub-fund?**

	2015	2014	2013
Note: Respondents provided the actual Rand value			
<b>Base: All Respondents</b>	<b>100</b>	100	100
Less than R 3 mill	3	4	5
	<b>3,0%</b>	4,0%	5,0%
R3.1 to R 12 mill	9	14	23
	<b>9,0%</b>	14,0%	23,0%
R 12.1 mil to R 30 mill	16	16	16
	<b>16,0%</b>	16,0%	16,0%
R 30.1 mil to R 50 mill	7	-	-
	<b>7,0%</b>		
R30.1 mil to R60 mil	-	13	14
		13,0%	14,0%
R 50.1 mil to R 120 mill	24	-	-
	<b>24,0%</b>		
R60.1 mil to R120 mil	-	25	16
		25,0%	16,0%
R 120.1 mil to R 300 mill	14	11	11
	<b>14,0%</b>	11,0%	11,0%
R 300.1 mil to R 500 mill	5	5	5
	<b>5,0%</b>	5,0%	5,0%
R 500.1 mill to R 1 bn	6	2	2
	<b>6,0%</b>	2,0%	2,0%
R1.1 bn to R5 bn	4	2	-
	<b>4,0%</b>	2,0%	
More than R10 billion	-	1	-
		1,0%	
Not sure/ refused	12	-	-
	<b>12,0%</b>		
Mean	<b>R274,5m</b>	R296,5m	R90,9m
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

### Q1.4.a How many of your members have exited the sub-fund in the last 12 months



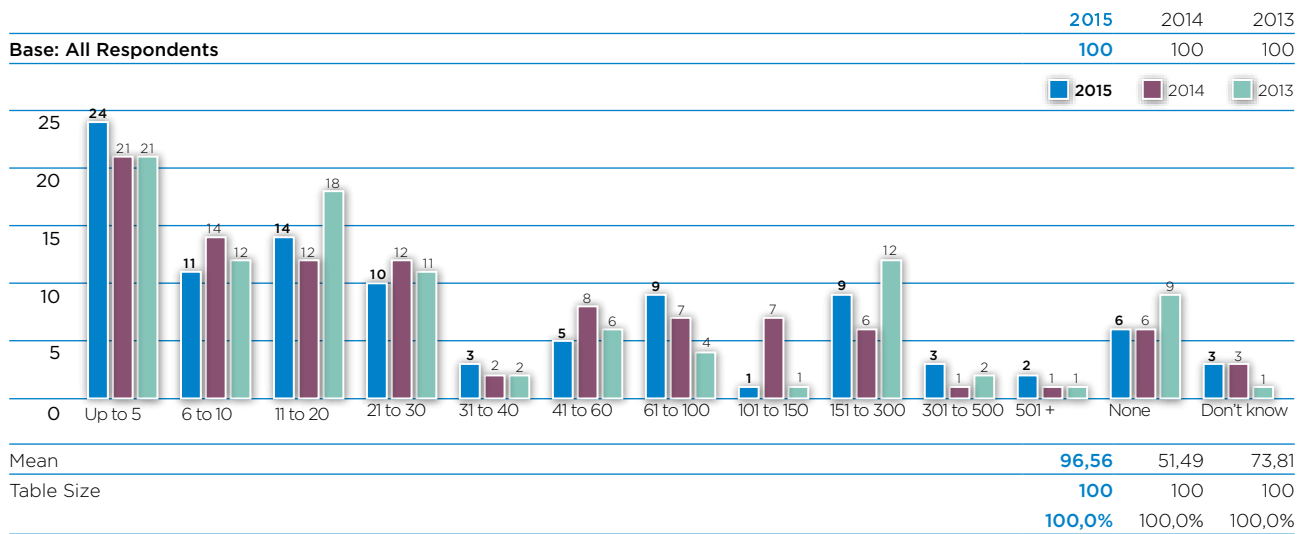
### Q1.4.b Of your members who exited the sub-fund, how many were as a result of retrenchments?

	2015	2014	2013
Base: All Respondents	100	100	100
Up to 5	15	15	19
	15,0%	15,0%	19,0%
6 to 10	7	5	0
	7,0%	5,0%	0,0%
11 to 20	3	4	11
	3,0%	4,0%	11,0%
21 to 30	4	3	0
	4,0%	3,0%	0,0%
31 to 40	0	2	0
	0,0%	2,0%	0,0%
41 to 60	2	2	4
	2,0%	2,0%	4,0%
61 to 100	1	0	1
	1,0%	0,0%	1,0%
101 to 150	1	1	0
	1,0%	1,0%	0,0%
151 to 300	0	1	1
	0,0%	1,0%	1,0%
301 +	1	0	0
	1,0%	0,0%	0,0%
None	64	66	64
	64,0%	66,0%	64,0%
Don't know	2	1	0
	2,0%	1,0%	0,0%
Mean	10,22	6,84	5,98
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q1.4.c Of your members who exited the sub-fund, how many were as a result of resignation?

	2015	2014	2013
Base: All Respondents	100	100	100
Up to 5	30	29	32
	30,0%	29,0%	32,0%
6 to 10	10	12	15
	10,0%	12,0%	15,0%
11 to 20	13	16	12
	13,0%	16,0%	12,0%
21 to 30	9	7	10
	9,0%	7,0%	10,0%
31 to 40	5	5	3
	5,0%	5,0%	3,0%
41 to 60	6	6	4
	6,0%	6,0%	4,0%
61 to 100	4	7	6
	4,0%	7,0%	6,0%
101 to 150	2	4	6
	2,0%	4,0%	6,0%
151-300	4	1	1
	4,0%	1,0%	1,0%
301 to 500	2	0	0
	2,0%	0,0%	0,0%
501 +	2	1	1
	2,0%	1,0%	1,0%
None	11	10	8
	11,0%	10,0%	8,0%
Don't know	2	2	2
	2,0%	2,0%	2,0%
Mean	79,15	32,88	38,43
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q1.5 How many of your staff joined the sub-fund as new members in the last 12 months?



### Q1.6 What is the normal retirement age for new entrants?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	<b>100</b>	<b>100</b>
60	16	20	14
	16,0%	20,0%	14,0%
61	0	0	1
	0,0%	0,0%	1,0%
62	1	1	1
	1,0%	1,0%	1,0%
63	4	4	10
	4,0%	4,0%	10,0%
64	1	0	0
	1,0%	0,0%	0,0%
65	75	73	72
	75,0%	73,0%	72,0%
Not specified as per employment contract / arrangement with employer	3	2	2
	3,0%	2,0%	2,0%
Mean	64,05	63,87	64,01
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q1.7 Given that life expectancy in South Africa is increasing, do you expect the employer to increase or decrease normal retirement age?

	2015
<b>Base: All Respondents</b>	<b>100</b>
Yes, expect normal retirement age to increase	17
	17,0%
Yes, expect normal retirement age to decrease	2
	2,0%
No, don't expect normal retirement age to change	75
	75,0%
Not sure	6
	6,0%
Table Size	100
	100,0%

# Section 2

## Benefit Design

### Q2.1 Is the employer's remuneration package structured on a total cost to company basis?

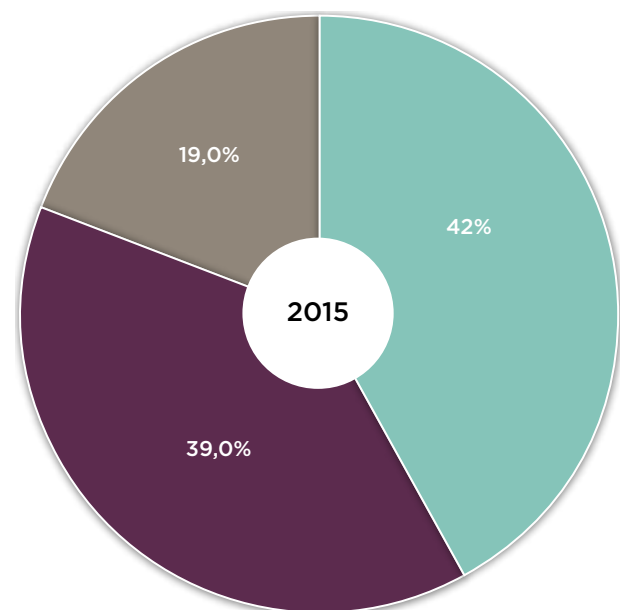
	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	65	64	72
	65,0%	64,0%	72,0%
No	34	34	28
	34,0%	34,0%	28,0%
Both	1	2	0
	1,0%	2,0%	0,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q2.2 What percentage of the total remuneration is pensionable remuneration (PEAR)?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Less than 70%	28	16	12
	28,0%	16,0%	12,0%
70.1% to 80%	25	19	24
	25,0%	19,0%	24,0%
80.1% to 90%	16	13	20
	16,0%	13,0%	20,0%
90.1% to 100%	23	46	39
	23,0%	46,0%	39,0%
Members can select their own PEAR percentage	0	5	-
	0,0%	5,0%	
Other	4	0	0
	4,0%	0,0%	0,0%
Not sure	4	1	5
	4,0%	5,0%	5,0%
Mean	66,76	84,52	84,1
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q2.3 Are you considering aligning PEAR with the definitions in the Income Tax Act in anticipation of T Day (in respect of remuneration)?

	2015
<b>Base: All Respondents</b>	<b>100</b>



Legend: Yes (Teal), No (Dark Purple), Not sure (Brown)

Table Size	100
	100,0%

### Q2.4 Which of the following does the employer pay?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Fixed contribution only (i.e. total cost to company - no additional costs)	33	37	40
	33,0%	37,0%	40,0%
Fixed contribution plus the cost of administration	5	2	7
	5,0%	2,0%	7,0%
Fixed contribution plus the cost of risk benefits	2	4	3
	2,0%	4,0%	3,0%
Fixed contribution plus the cost of administration and the cost of risk benefits	60	55	47
	60,0%	55,0%	47,0%
Other/ None/ Not sure	0	2	3
	0,0%	2,0%	3,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q2.5 What on average are the employer's total contributions (excluding any contributions made to a separate scheme), expressed as a percentage of total average annual salary?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
0%	4	2	4
	4,0%	2,0%	4,0%
0.1% to 5%	8	9	12
	8,0%	9,0%	12,0%
5.1% to 7.5%	22	21	24
	22,0%	21,0%	24,0%
7.6% to 10%	26	26	34
	26,0%	26,0%	34,0%
10.1% to 11%	9	15	10
	9,0%	15,0%	10,0%
11.1% to 12.5%	8	8	3
	8,0%	8,0%	3,0%
12.6% to 15%	13	11	5
	13,0%	11,0%	5,0%
15.1% or more	6	4	8
	6,0%	4,0%	8,0%
Varies	2	1	0
	2,0%	1,0%	0,0%
Not sure/ not applicable	2	3	0
	2,0%	3,0%	0,0%
Mean	8,8	8,46	8,11
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q2.6 Can members choose the level of contribution by the employer in terms of a remuneration package restructure arrangement (i.e. salary sacrifice, even though it may only be within certain parameters)?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	33	25	21
	33,0%	25,0%	21,0%
No	66	75	78
	66,0%	75,0%	78,0%
Not sure	1	0	1
	1,0%	0,0%	1,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q2.7 Can members choose their own contribution levels (even though it may only be within certain parameters and at certain intervals)?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	51	41	39
	51,0%	41,0%	39,0%
No	49	58	61
	49,0%	58,0%	61,0%
Both - Yes - management, No - staff	0	1	0
	0,0%	1,0%	0,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q2.8 What contribution (as a percentage of salary and excluding any additional voluntary contributions) is made by members on average?

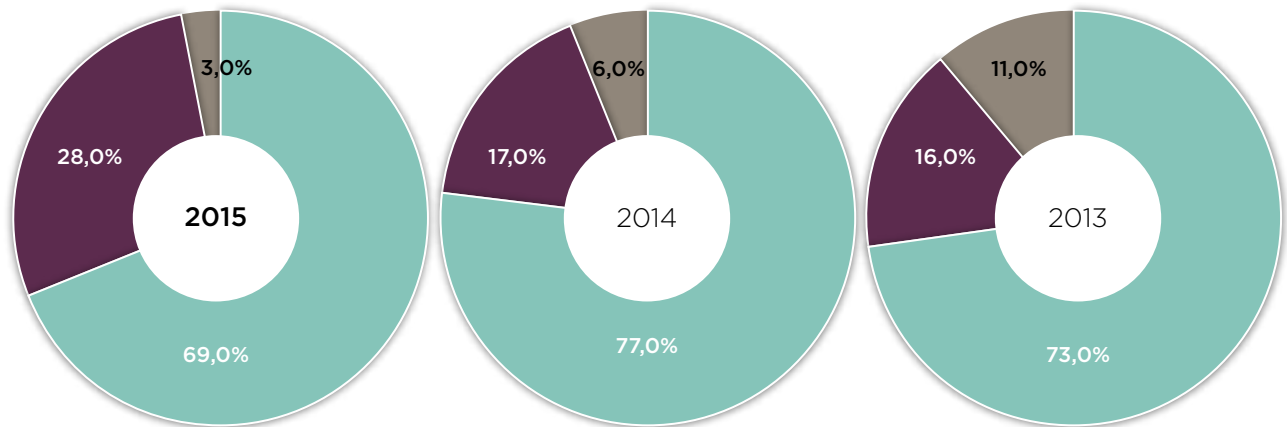
	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
0%	12	10	13
	12,0%	10,0%	13,0%
0.1% to 5%	16	15	13
	16,0%	15,0%	13,0%
5.1% to 6%	5	10	14
	5,0%	10,0%	14,0%
6.1% to 7.4%	19	9	17
	19,0%	9,0%	17,0%
7.50%	26	43	30
	26,0%	43,0%	30,0%
7.6% to 8%	2	0	2
	2,0%	0,0%	2,0%
8.1% or more	13	10	11
	13,0%	10,0%	11,0%
Varies	4	0	0
	4,0%	0,0%	0,0%
Other	0	1	0
	0,0%	1,0%	0,0%
Not sure	3	2	0
	3,0%	2,0%	0,0%
Mean	6,42	5,61	5,58
Table Size	100	100	100
	100,0%	100,0%	100,0%

# Section 3

# Governance and Member Representation

## Q3.1 Does the umbrella fund allow for member representation at participating employer level?

	2015	2014	2013
Base: All Respondents	100	100	100



Legend: Yes (Teal), No (Dark Purple), Not sure (Brown)

Table Size	2015	2014	2013
	100	100	100
	100,0%	100,0%	100,0%

## Q3.2 Is at least 50% of the board of trustees elected by members?

	2015	2014	2013
Base: All Respondents	100	100	100

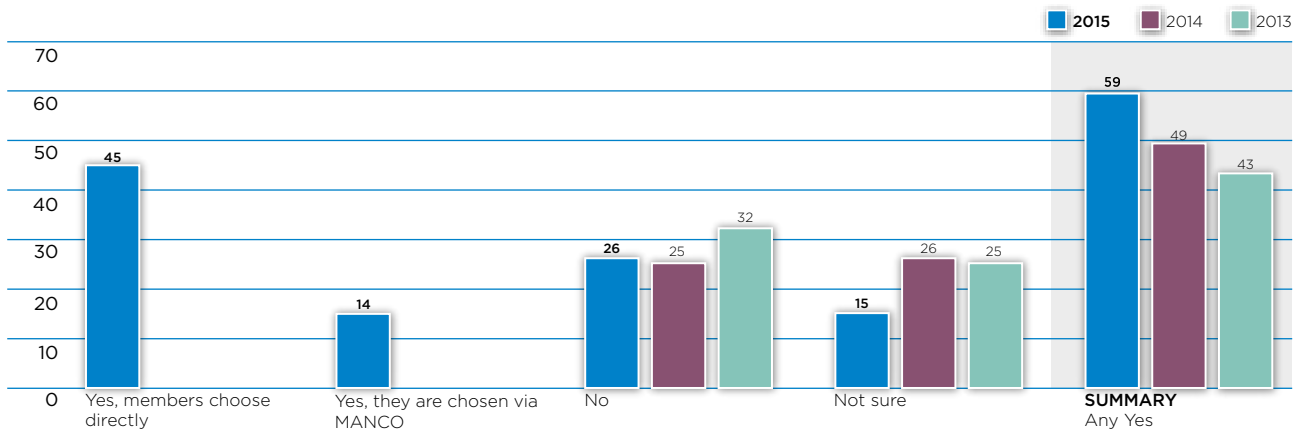
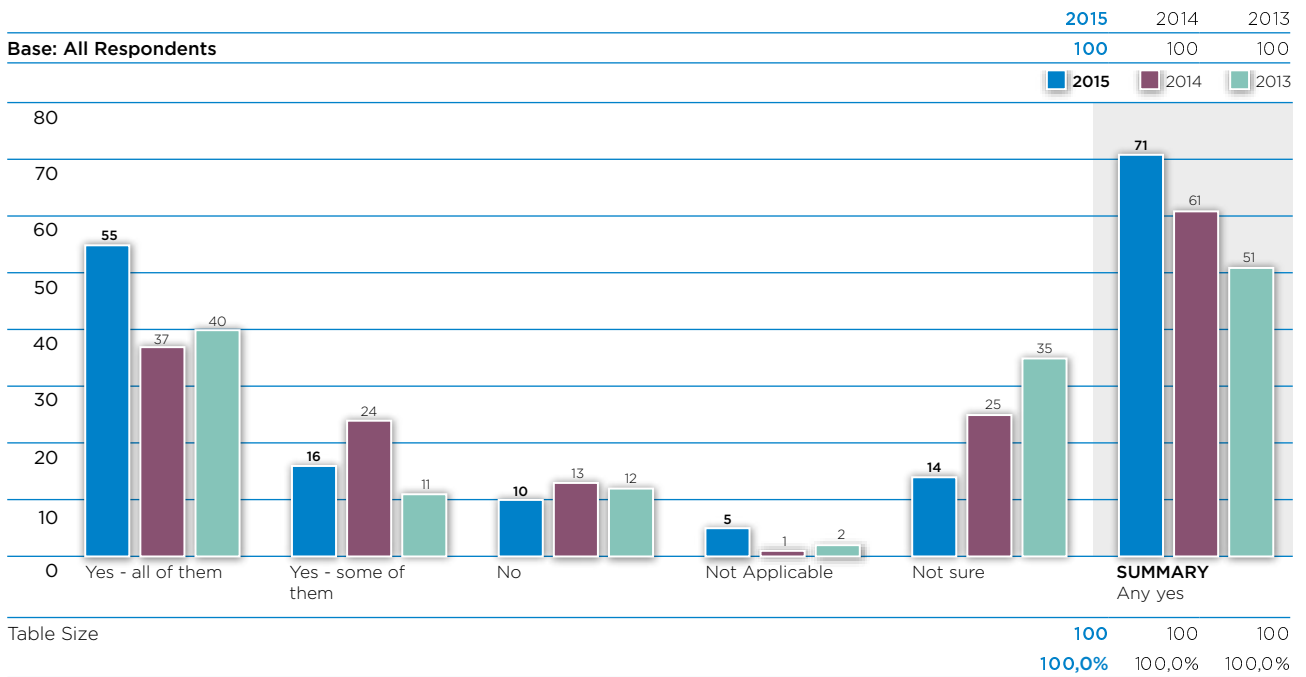


Table Size	2015	2014	2013
	100	100	100
	100,0%	100,0%	100,0%

### Q3.3 Are the member-elected trustees completely independent of the Umbrella Fund sponsor?



### Q3.4 Do you feel the election process is fair and democratic?

	2015	2014	2013
<b>Base: All Respondents</b>	100	100	100
Yes	72	61	63
	72,0%	61,0%	63,0%
No	3	2	2
	3,0%	2,0%	2,0%
Not sure	20	36	33
	20,0%	36,0%	33,0%
Not applicable	5	1	2
	5,0%	1,0%	2,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

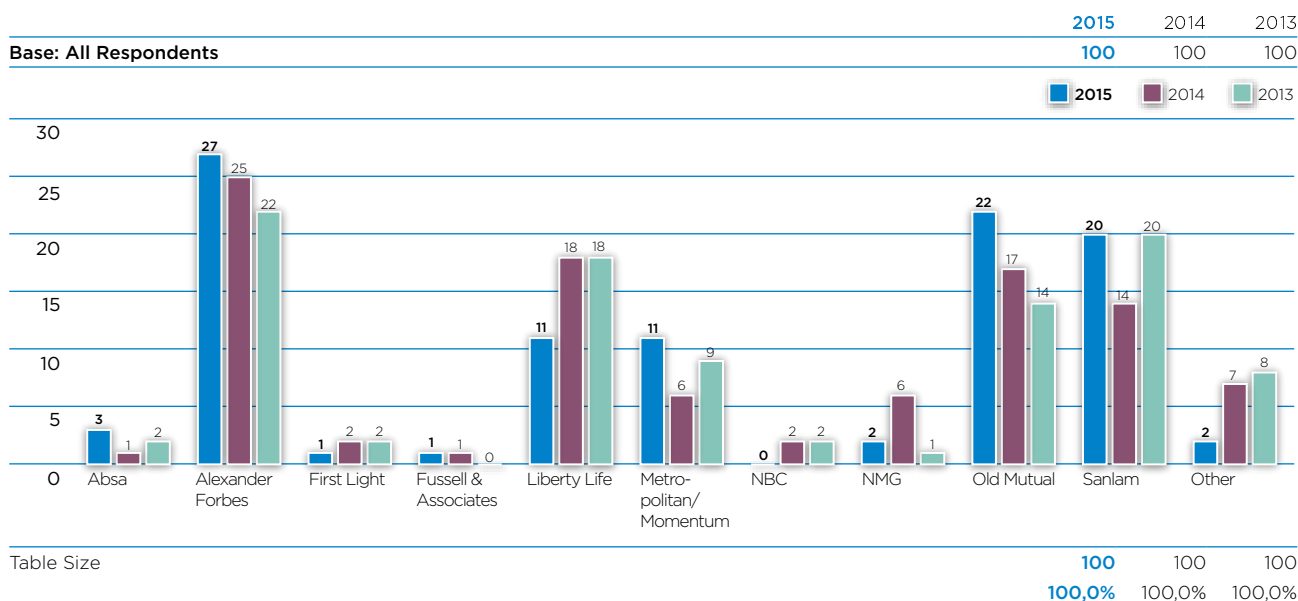
### Q3.5 Is there a forum in place such as an annual general meeting, where member representatives can question the Trustees on their performance and plans?

	2015	2014	2013
<b>Base: All Respondents</b>	100	100	100
Yes	76	69	77
	76,0%	69,0%	77,0%
No	15	18	15
	15,0%	18,0%	15,0%
Not sure	9	13	8
	9,0%	13,0%	8,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

# Section 4

## Umbrella Fund Sponsor

### Q4.1 Which organisation sponsors the umbrella fund?



### Q4.2 Are you comfortable with the financial strength of the organisation sponsoring the umbrella fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	98	98	97
	<b>98,0%</b>	98,0%	97,0%
No	0	1	2
	<b>0,0%</b>	1,0%	2,0%
Not sure	2	1	1
	<b>2,0%</b>	1,0%	1,0%
<b>Table Size</b>	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

### Q4.3 Are you comfortable with the ethics of the organisation sponsoring the umbrella fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	97	98	99
	<b>97,0%</b>	98,0%	99,0%
No	2	0	1
	<b>2,0%</b>	0,0%	1,0%
Not sure	1	2	0
	<b>1,0%</b>	2,0%	0,0%
<b>Table Size</b>	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%



# Section 5

## Communication

### Q5.1 Which of the following topics are communicated to members?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
The benefit structure	95	87	83
	95,0%	87,0%	83,0%
Strategic trustee decisions	37	52	49
	37,0%	52,0%	49,0%
How the umbrella fund works	88	73	73
	88,0%	73,0%	73,0%
Valuation results	0	31	43
	0,0%	31,0%	43,0%
Investment performance	90	87	89
	90,0%	87,0%	89,0%
Frequently asked questions	60	55	51
	60,0%	55,0%	51,0%
A guide to the interpretation and implications of the annual benefit statement	56	76	81
	56,0%	76,0%	81,0%
Member investment choices	65	60	59
	65,0%	60,0%	59,0%
Knowledge quizzes / educational games	11	4	4
	11,0%	4,0%	4,0%
Legislative changes / Legal updates	76	61	59
	76,0%	61,0%	59,0%
Your sub-fund's annuity options on retirement	51	41	-
	51,0%	41,0%	-
Your sub-fund's preservation options on withdrawal	59	61	-
	59,0%	61,0%	-
Personalised retirement projections / replacement ratios	54	50	37
	54,0%	50,0%	37,0%
Don't know	0	0	1
	0,0%	0,0%	1,0%
Table Size	743	738	629
	743,0%	738,0%	629,0%

### Q5.2 How frequently does the umbrella fund provide investment feedback (not portfolio prices) other than what is on the fund website to members?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Monthly or more frequently	12	15	12
	12,0%	15,0%	12,0%
Quarterly	40	37	46
	40,0%	37,0%	46,0%
Half-yearly	16	13	10
	16,0%	13,0%	10,0%
Annually	28	32	28
	28,0%	32,0%	28,0%
Other	0	1	1
	0,0%	1,0%	1,0%
Not provided	3	0	2
	3,0%	0,0%	2,0%
Don't know	1	2	1
	1,0%	2,0%	1,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q5.3 What is covered in the investment feedback?

	2015	2014	2013
<b>Base: All who provide investment feedback</b>	<b>97</b>	100	98
Returns	83	77	82
	85,6%	77,0%	83,7%
Returns vs. benchmarks	63	66	67
	64,9%	66,0%	68,4%
Risk analysis	46	41	49
	47,4%	41,0%	50,0%
Market/economic overview	70	60	67
	72,2%	60,0%	68,4%
Sub-fund asset allocation	-	-	44
	-	-	44,9%
Portfolio asset allocation	59	63	-
	60,8%	63,0%	-
Asset managers' fees	36	34	-
	37,1%	34,0%	-
Managers' ESG policy	16	12	-
	16,5%	12,0%	-
Other Information	2	2	2
	2,1%	2,0%	2,0%
Don't know/ not applicable	3	1	1
	3,1%	1,0%	1,0%
Table Size	378	356	312
	389,7%	356,0%	318,4%

**Q5.4 When on boarding new employees, which of the following topics are covered as part of the orientation/ induction?**

Base: All Respondents 2015  
100

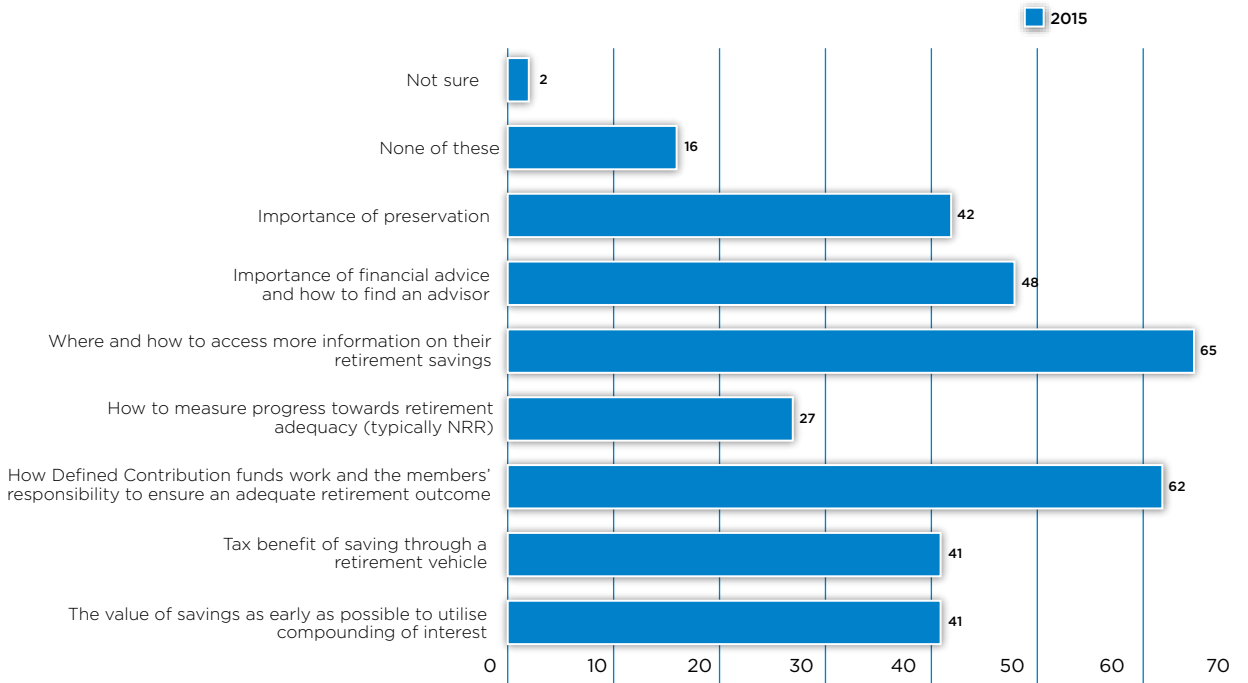


Table Size

343  
343,0%

# Section 6

## Investments

### Q6.1A How often is performance measured against benchmarks by the umbrella fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Monthly	26	21	19
	26,0%	21,0%	19,0%
Quarterly	38	30	41
	38,0%	30,0%	41,0%
Biannually	8	16	8
	8,0%	16,0%	8,0%
Annually	16	18	18
	16,0%	18,0%	18,0%
Less often	2	1	0
	2,0%	1,0%	0,0%
Other	0	1	0
	0,0%	1,0%	0,0%
Not sure	10	13	14
	10,0%	13,0%	14,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q6.1B How often is performance measured against benchmarks by you as a participating employer / local board of trustees / joint forum?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Monthly	5	6	8
	5,0%	6,0%	8,0%
Quarterly	33	29	30
	33,0%	29,0%	30,0%
Biannually	13	22	18
	13,0%	22,0%	18,0%
Annually	30	30	27
	30,0%	30,0%	27,0%
Less often	10	6	10
	10,0%	6,0%	10,0%
Not measured	0	1	0
	0,0%	1,0%	0,0%
Other	1	1	0
	1,0%	1,0%	0,0%
Not sure	8	5	7
	8,0%	5,0%	7,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q6.2 Are funds automatically invested in 'in house' investment portfolios that are associated with the sponsor?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	45	40	46
	45,0%	40,0%	46,0%
No	45	48	46
	45,0%	48,0%	46,0%
Both - yes for staff fund / no for management fund	0	2	0
	0,0%	2,0%	0,0%
Not sure	10	10	8
	10,0%	10,0%	8,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q6.3 Does the fund offer investment portfolios by asset managers other than the sponsor or its associated companies?

	2015
<b>Base: All Respondents</b>	<b>100</b>
Yes	69
	69,0%
No	19
	19,0%
Not sure	12
	12,0%
Table Size	100
	100,0%

### Q6.4 Are investment performance fees charged?

	2015
<b>Base: All Respondents</b>	<b>100</b>
Yes	49
	49,0%
No	37
	37,0%
Not sure	14
	14,0%
Table Size	100
	100,0%

### Q6.5 Do you feel that the basis on which investment performance related fees are charged is fair and reasonable?

	2015
<b>Base: All who pay investment performance fees</b>	<b>49</b>
Yes	37
	75,5%
No	10
	20,4%
Not sure	2
	4,1%
Table Size	49
	100,0%

### Q6.6 Which of the following best describes your sub fund's investment strategy?

	2015
<b>Base: All Respondents</b>	<b>100</b>
Trustees Choice, i.e. there is no choice for members	20
	20,0%
Default investment portfolio, plus member choice	60
	60,0%
Member investment choice without a default	5
	5,0%
Combination of the above for different categories of members	15
	15,0%
Table Size	100
	100,0%

### Q6.7 Which of the following best describes the investment portfolio of the Trustees choice/Default

	2015
<b>Base: All who are offered a Trustees choice/ Default</b>	<b>95</b>
Lifestage	56
	58,9%
Balanced active	14
	14,7%
Balanced passive	5
	5,3%
Guaranteed / Smoothed bonus	22
	23,2%
Cash/Money market	3
	3,2%
Don't know	5
	5,3%
Table Size	105
	110,5%

### Q6.8A As a participating employer, are your needs covered by the default(s) currently available in the umbrella fund?

	2015
<b>Base: All who are offered a Trustees choice/ Default</b>	<b>95</b>
Yes	88
	92,6%
No	3
	3,2%
Unsure	4
	4,2%
Total Size	95
	100,0%

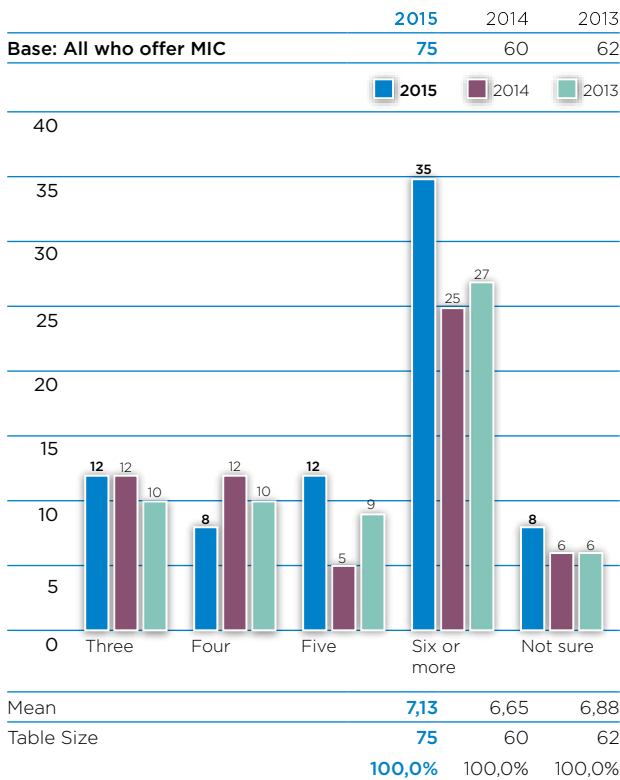
### Q6.8B If not, what type of default would you like to have available?

	2015
<b>Base: All whose needs are not covered by the default</b>	<b>3</b>
We would like our capital to be guaranteed	1
	33,3%
Want inflation plus 3% to 5% guaranteed	1
	33,3%
Lacks a Shariah Fund	1
	33,3%
Total Size	3
	100,0%

### Q6.9 Does your sub-fund make use of the member investment choice facility offered by the umbrella fund?

	2015	2014	2013
<b>Base: All who have MIC available</b>	<b>80</b>	74	66
Yes, to all members	68	52	55
	85,0%	70,3%	83,3%
Yes, to certain categories of member only	7	8	7
	8,8%	10,8%	10,6%
No	4	14	3
	5,0%	18,9%	4,5%
Not sure	1	0	1
	1,3%	0,0%	1,5%
<b>Summary</b>			
Any yes	75	60	62
	93,6%	81,1%	93,9%
Table Size	80	74	66
	100,0%	100,0%	100,0%

### Q6.10 How many investment options does the fund offer to members?



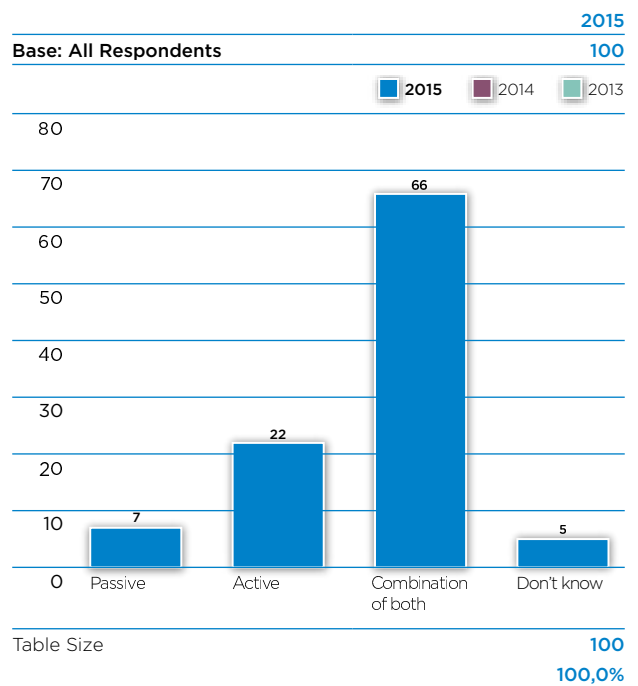
### Q6.11 How satisfied are you that the umbrella fund's member investment choice range is sufficiently diverse to meet the needs of all your members?

	2015	2014	2013
<b>Base: All who offer MIC</b>	<b>75</b>	60	62
Very satisfied	<b>45</b>	35	44
	<b>60,0%</b>	58,3%	71,0%
Satisfied	<b>26</b>	21	14
	<b>34,7%</b>	35,0%	22,6%
Neutral	<b>4</b>	3	3
	<b>5,3%</b>	5,0%	4,8%
Dissatisfied	<b>0</b>	1	1
	<b>0,0%</b>	1,7%	1,6%
<b>Summary</b>			
Very/satisfied	<b>71</b>	56	58
	<b>94,7%</b>	93,3%	93,5%
Very/dissatisfied	<b>0</b>	1	1
	<b>0,0%</b>	1,7%	1,6%
Table Size	<b>75</b>	60	62
	<b>100,0%</b>	100,0%	100,0%

### Q6.12 Which of the following mandates does the sub-fund have in place?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Single Manager (pooled) i.e. Assets are registered in the name of the life office using an insurance policy, and the portfolio is managed by one single investment manager	<b>16</b>	20	18
	<b>16,0%</b>	20,0%	18,0%
Multi- Manager (pooled) i.e. Assets are registered in the name of the life office using an insurance policy and the portfolio is managed by multiple investment managers	<b>51</b>	63	61
	<b>51,0%</b>	63,0%	61,0%
Both single and multi-managed	<b>28</b>	-	-
	<b>28,0%</b>		
Segregated i.e. Assets are registered in the name of the fund, and managed by one or more investment manager	<b>-</b>	18	14
		18,0%	14,0%
Collective Investment Scheme	<b>-</b>	2	2
		2,0%	2,0%
Don't know	<b>5</b>	3	8
	<b>5,0%</b>	3,0%	8,0%
Table Size	<b>100</b>	106	103
	<b>100,0%</b>	106,0%	103,0%

### Q6.13A Do you invest in passive investments, active investments or a combination of both?



### Q6.13B Why have you chosen passive investing?

2015

Base: All who invest in passive investments

73

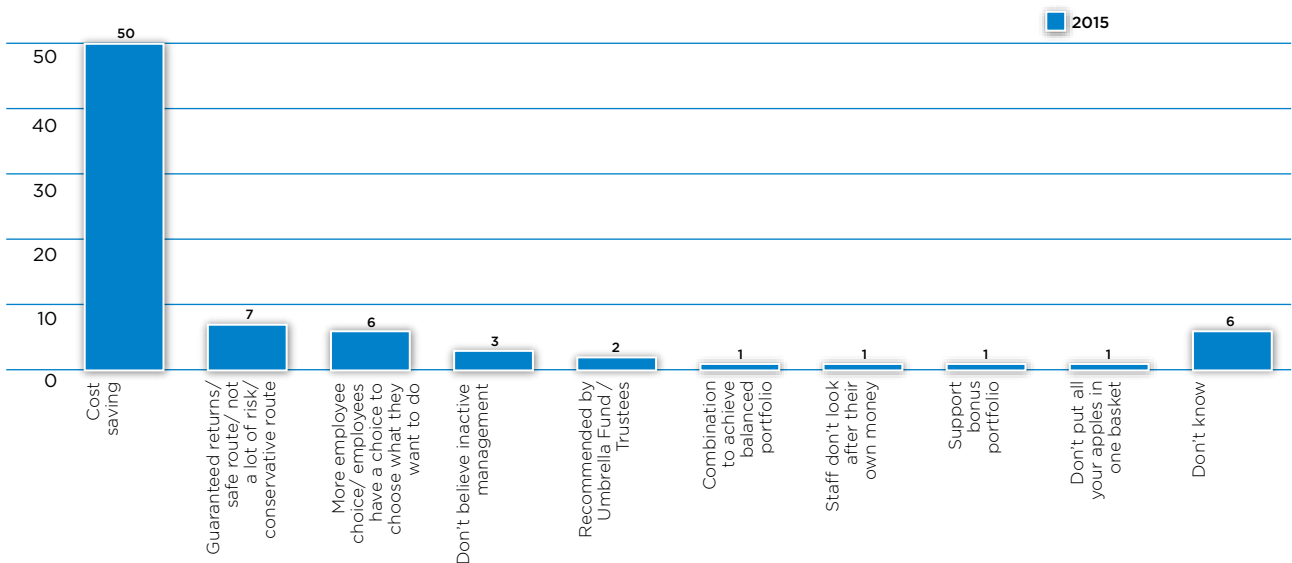


Table Size

78

106,8%

### Q6.14 What proportion of your membership is invested in the Trustee choice or Default investment option?

	2015	2014	2013
<b>Base 2015: All respondents</b>	<b>100</b>	<b>59</b>	<b>59</b>
<b>Base Pre 2015: All who have a default strategy / offer MIC</b>			
0% to 10%	3 3,0%	4 6,8%	3 5,1%
10.1% to 20%	4 4,0%	6 10,2%	3 5,1%
20.1% to 30%	3 3,0%	2 3,4%	3 5,1%
30.1% to 40%	1 1,0%	1 1,7%	2 3,4%
40.1% to 50%	1 1,0%	1 1,7%	2 3,4%
50.1% to 60%	5 5,0%	3 5,1%	1 1,7%
60.1% to 70%	4 4,0%	4 6,8%	5 8,5%
70.1% to 80%	7 7,0%	5 8,5%	9 15,3%
80.1% to 90%	9 9,0%	7 11,9%	11 18,6%
90.1% to 100%	55 55,0%	26 44,1%	20 33,9%
Not applicable	6 6,0%	0 0,0%	0 0,0%
Don't know	2 2,0%	0 0,0%	0 0,0%
Mean	79,13	69,58	70,93
Table Size	100	59	59
	100,0%	100,0%	100,0%

### Q6.15a Does your sub-fund have a stated target pension (normally expressed as Net Replacement Ratio (NRR) or Projected Pensions Ratio (PPR) that the trustees actively work towards?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	<b>100</b>	<b>100</b>
Yes	45 45,0%	35 35,0%	16 16,0%
No	54 54,0%	61 61,0%	83 83,0%
Don't know	1 1,0%	4 4,0%	1 1,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q6.15b Do you have a default contribution rate (Employer and Employee) that is aligned with the stated target pension?

	2015	2014
<b>Base: All who have a stated target pension</b>	<b>45</b>	<b>35</b>
Yes	38 84,4%	25 71,4%
No	7 15,4%	9 25,7%
Don't know	0 0,0%	1 2,9%
Table Size	45	35
	100,0%	100,0%

### Q6.15c What income replacement ratio does the sub-fund target?

	2015	2014	2013
<b>Base: All who have a stated target pension</b>	<b>45</b>	35	16
Less than 25%	1 2,2%	2 5,7%	0 0,0%
25% - 49%	0 0,0%	2 5,7%	1 6,3%
50% - 59%	1 2,2%	1 2,9%	0 0,0%
60% - 69%	5 11,1%	2 5,7%	0 0,0%
50% - 74%	0 0,0%	0 0,0%	3 18,8%
70% - 75%	34 75,6%	20 57,1%	0 0,0%
76% or more	0 0,0%	4 11,4%	0 0,0%
75% - 79%	0 0,0%	0 0,0%	8 50,0%
80% or more	0 0,0%	0 0,0%	2 12,5%
Fund does not use a replacement ratio to target	2 4,4%	2 5,7%	1 6,3%
Don't know	2 4,4%	2 5,7%	1 6,3%
Mean	70,29	68,26	72,29
Table Size	45 100,0%	35 100,0%	16 100,0%

### Q6.16 What percentage of your retirees would you estimate are able to retain their current standard of living in retirement?

	2015
<b>Base: All Respondents</b>	<b>100</b>
0%	9 9,0%
Less than 10%	14 14,0%
10% to 20%	25 25,0%
21% to 30%	8 8,0%
31% to 40%	1 1,0%
41% to 50%	10 10,0%
51% to 60%	3 3,0%
61% to 70%	3 3,0%
71% to 80%	3 3,0%
81% to 90%	3 3,0%
91% to 100%	2 2,0%
Don't know	19 19,0%
Mean	27,33
Table Size	100 100,0%

### Q6.16 What percentage of your retirees would you estimate retire comfortably?

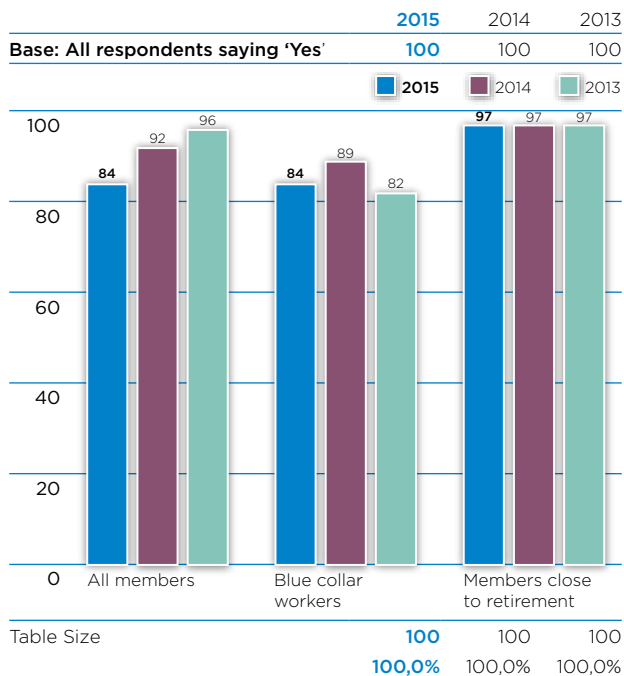
Please note the changes in question wording for 2015

	2014	2013
<b>Base: All Respondents</b>	100	100
0%	12 12,0%	0 0,0%
1%	4 4,0%	16 16,0%
2%	1 1,0%	5 5,0%
3%	1 1,0%	5 5,0%
4%	0 0,0%	2 2,0%
5%	9 9,0%	15 15,0%
6%	0 0,0%	2 2,0%
7%	1 1,0%	0 0,0%
8%	1 1,0%	4 4,0%
9%	0 0,0%	2 2,0%
10%	14 14,0%	13 13,0%
13%	0 0,0%	1 1,0%
15%	4 4,0%	1 1,0%
20%	9 9,0%	3 3,0%
25%	5 5,0%	3 3,0%
30%	2 2,0%	0 0,0%
33%	1 1,0%	0 0,0%
40%	4 4,0%	0 0,0%
45%	1 1,0%	0 0,0%
50%	7 7,0%	6 6,0%
60%	2 2,0%	1 1,0%
70%	2 2,0%	0 0,0%
75%	1 1,0%	1 1,0%
80%	3 3,0%	2 2,0%
85%	1 1,0%	- 0,0%
90%	3 3,0%	2 2,0%
100%	2 2,0%	3 3,0%
Other	6 6,0%	0 0,0%
Not applicable	0 0,0%	10 10,0%
Don't know	4 4,0%	3 3,0%
Mean	25,93	17,86
Table Size	100 100,0%	100 100,0%

**Q6.17 If you are an active investor, how often do your members and trustees interrogate your own company's BEE scorecard and management (as a benchmark)?**

	2015
<b>Base: All Respondents</b>	<b>100</b>
Annually	28 28,0%
Ad hoc	10 10,0%
Seldom	13 13,0%
Never	37 37,0%
Not an active investor	9 9,0%
Quarterly	1 1,0%
Don't know	2 2,0%
Table Size	100 100,0%

**Q6.18 From the employer's perspective, is it important that products provide stable investment returns to? "Yes"**



**Q6.19 What gross investment returns have your members achieved in the last calendar year?**

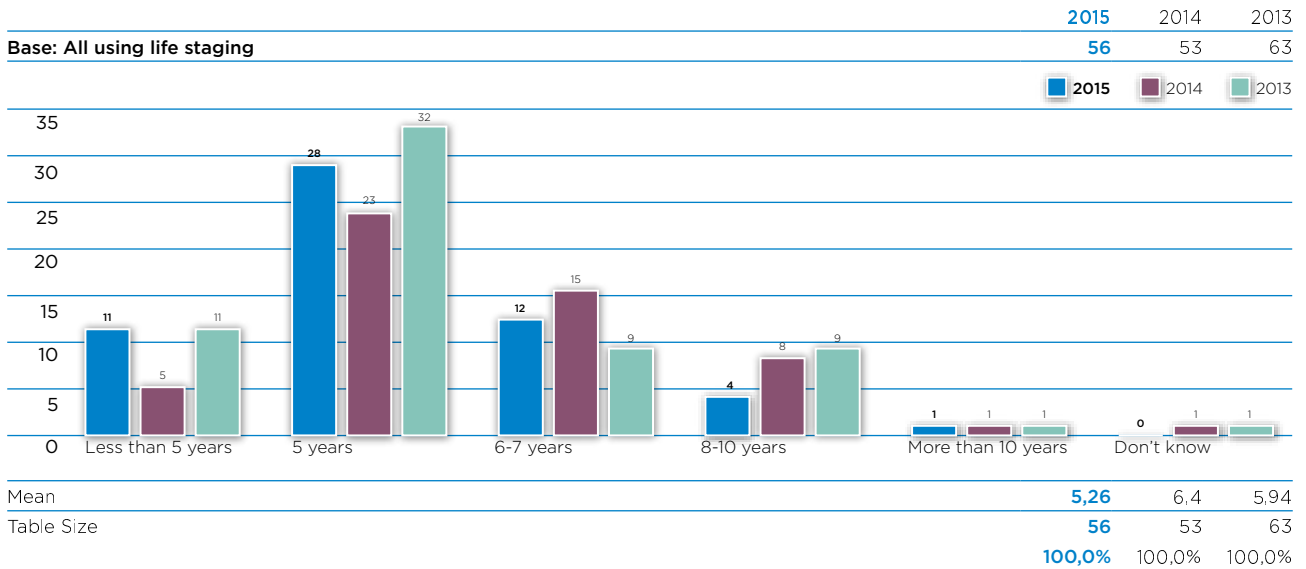
	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	<b>100</b>	<b>100</b>
0.1 to 2.5 %	1 1,0%	0 0,0%	0 0,0%
2.6 to 5.0 %	1 1,0%	4 4,0%	0 0,0%
5.1 - 7.5 %	5 5,0%	3 3,0%	7 7,0%
7.6 - 10.0 %	13 13,0%	19 19,0%	21 21,0%
10.1 - 12.5 %	10 10,0%	8 8,0%	10 10,0%
12.6 - 15.0 %	12 12,0%	16 16,0%	13 13,0%
15.1 - 17.5 %	10 10,0%	9 9,0%	13 13,0%
17.6 - 20.0 %	21 21,0%	18 18,0%	13 13,0%
20.1 - 25.0 %	3 3,0%	12 12,0%	8 8,0%
25.1 - 30.0 %	2 2,0%	2 2,0%	0 0,0%
30.1 - 35.0 %	2 2,0%	0 0,0%	0 0,0%
More than 35%	0 0,0%	2 2,0%	0 0,0%
Not applicable	2 2,0%	0 0,0%	0 0,0%
Don't know	17 17,0%	7 7,0%	15 15,0%
Refused	1 1,0%	0 0,0%	0 0,0%
Mean	14,94%	15,64%	13,88%
Table Size	100	100	100
	100,0%	100,0%	100,0%

**Q6.20 Do you expect investment returns in 2015 to be?**

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	<b>100</b>	<b>100</b>
Better than previous year	9 9,0%	22 22,0%	26 26,0%
The same or similar to previous year	49 49,0%	36 36,0%	50 50,0%
Poorer than previous year, but still positive	40 40,0%	39 39,0%	22 22,0%
Don't know	2 2,0%	3 3,0%	2 2,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

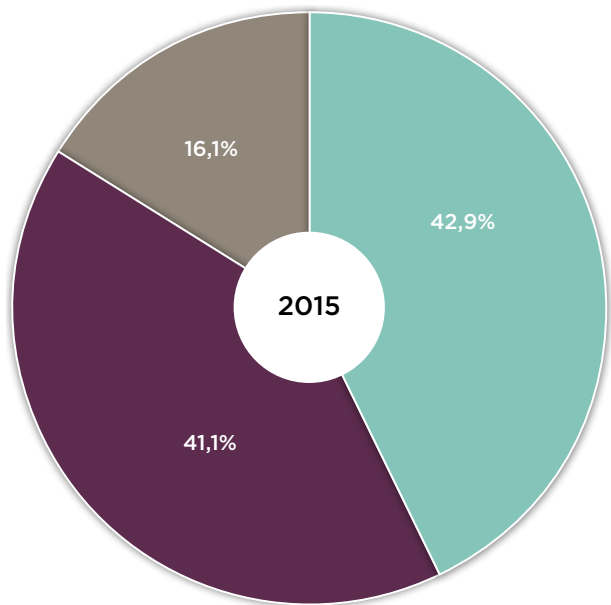


**Q6.21 In a life stage vehicle members are switched to a less volatile portfolio during the consolidation phase in the investment portfolios for the period prior to normal retirement age. How many years prior to retirement does your umbrella fund start moving members to that phase, i.e. how long is the phase out period?**



**Q6.22 Is your life stage investment strategy explicitly aligned to your annuity strategy?**

Base: All using life staging 2015 56

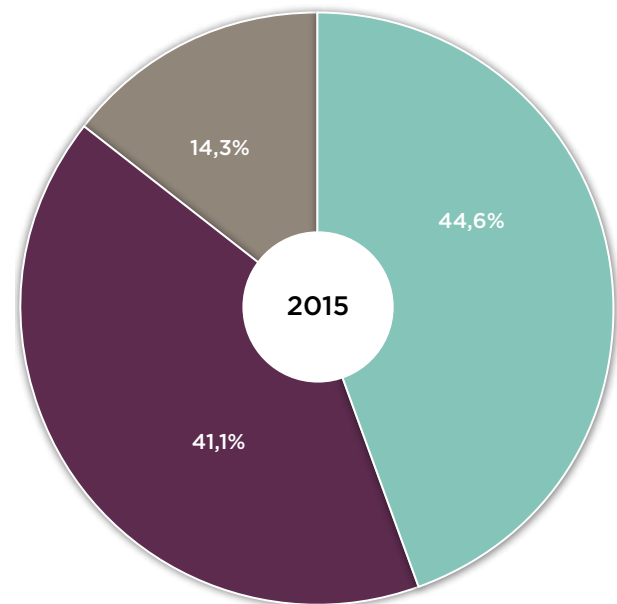


Yes No Not sure

Table Size 56 100,0%

**Q6.23 Is there more than one end stage portfolio intended to align with members' annuity selection?**

Base: All using life staging 2015 56



Yes No Not sure

Table Size 56 100,0%

### Q6.24 Which type of annuities / pensions do the different final / end stages allow for?

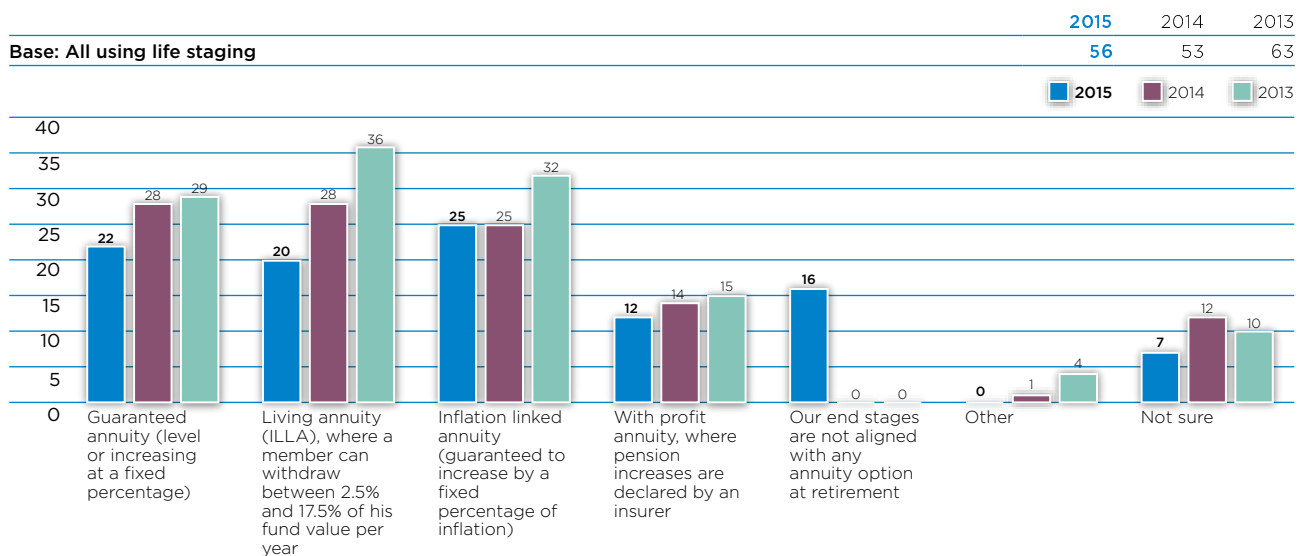


Table Size	2015	2014	2013
	56	53	63
	102	108	126
	182,1%	203,8%	200,0%

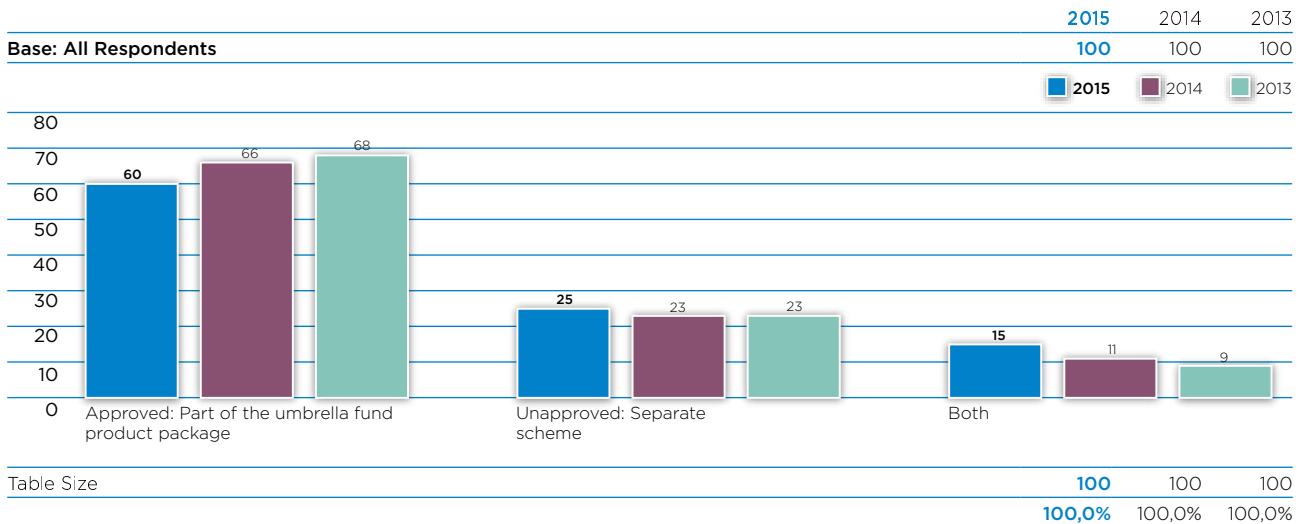
### Q6.25 Do members receive investment and retirement advice when they switch into this last / final phase of the life stage model before retirement?

	2015	2014	2013
<b>Base: All using life staging</b>	<b>56</b>	53	63
Yes	50	48	54
	89,3%	90,6%	85,7%
No	4	5	8
	7,1%	9,4%	12,7%
Don't know	2	0	1
	3,6%	0,0%	1,6%
Table Size	56	53	63
	100,0%	100,0%	100,0%

# Section 7

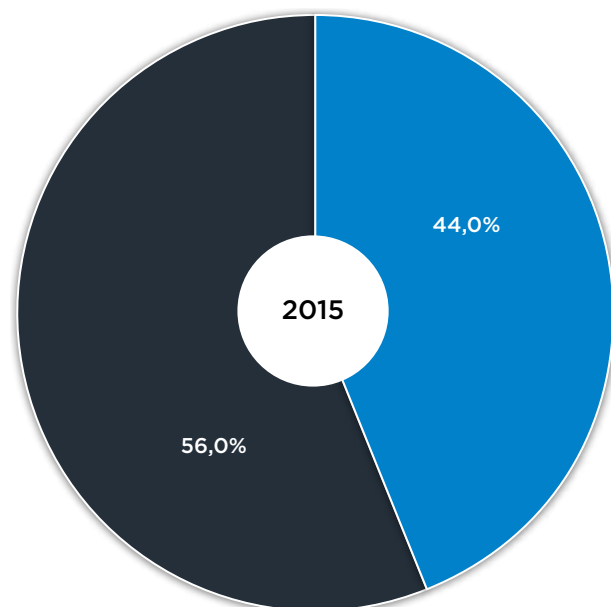
## Insured Benefits

### Q7.1 Are insured benefits provided as part of the umbrella fund product package or are they provided through a separate scheme (unapproved)?



### Q7.2A Are your approved risk benefits defined as a percentage of salary where the salary is defined as/based on?

	2015
<b>Base: All providing approved risk benefits</b>	<b>75</b>



■ PEAR ■ Total cost to company (TCTC)

Table Size	75
	100,0%

### Q7.2B What percentage of TCTC are your approved risk benefits?

	2015
<b>Base: All whose approved risk benefits are based on TCTC</b>	<b>33</b>
1%	4
2%	12,1%
3%	8
4%	24,2%
More than 8%	1
Mean	3,0%
Table Size	4
	12,1%
	16
	48,5%
	2,19
	33
	100,0%

**Q7.3a Are your unapproved risk benefits defined as a percentage of salary where the salary is defined as/based on?**

	2015
<b>Base: All providing unapproved risk benefits</b>	<b>40</b>
Total cost to company (TCTC)	17
	42,5%
PEAR	23
	57,5%
Table Size	40
	100,0%

**Q7.3b What percentage of TCTC are your unapproved benefits ?**

	2015
<b>Base: All whose unapproved risk benefits are based on TCTC</b>	<b>17</b>
1%	4
	23,5%
2%	1
	5,9%
3%	5
	29,4%
4%	3
	17,6%
Don't know	4
	23,5%
Mean	2,42
Table Size	17
	100,0%

**Q7.4a Do you believe that the current definition of risk salary is meeting the expectation of employees' needs?**

	2015
<b>Base: All Respondents</b>	<b>100</b>
Yes	84
	84,0%
No	15
	15,0%
Don't know	1
	1,0%
Table Size	100
	100,0%

**Q7.4b If benefits are based on PEAR, do you see a move towards a unified definition based on TCTC?**

	2015
<b>Base: All Respondents</b>	<b>100</b>
Yes	28
	28,0%
No	52
	52,0%
Already in the process	16
	16,0%
Don't know	4
	4,0%
Table Size	100
	100,0%

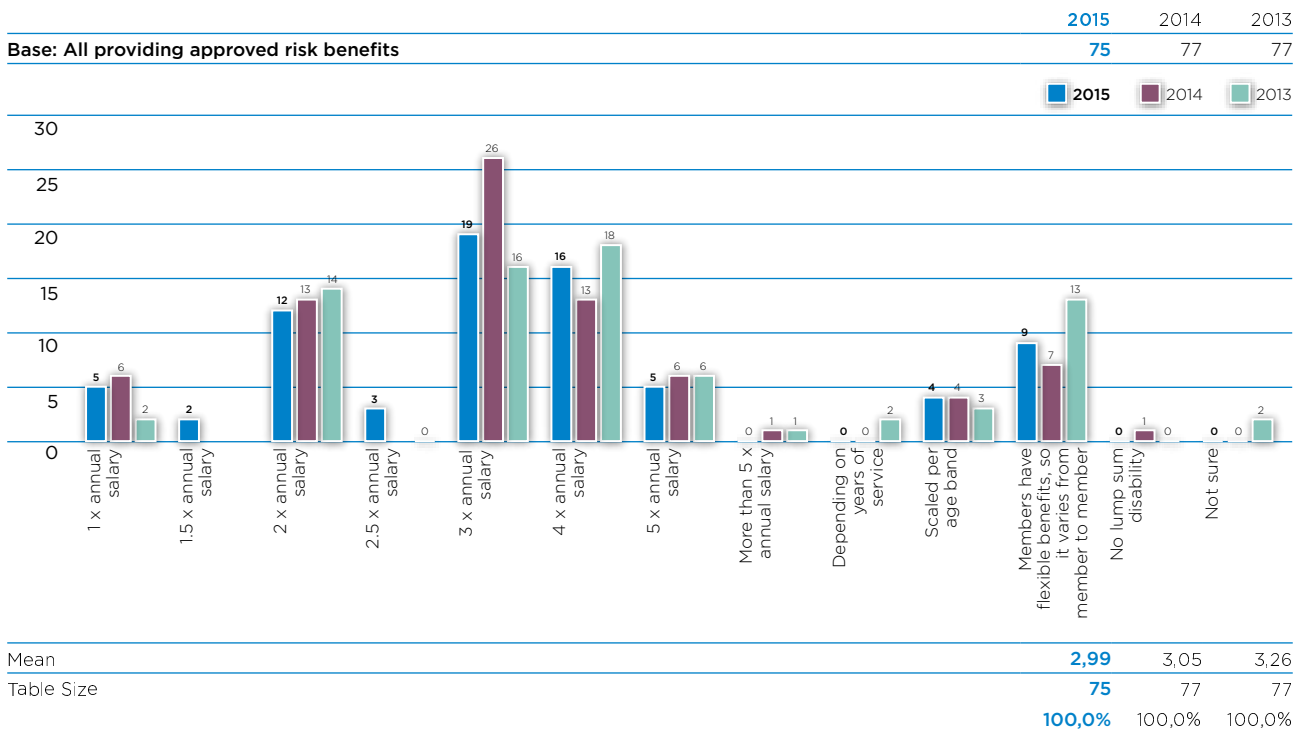
**Q7.5a What is the normal retirement age in respect of risk benefits?**

	2015
<b>Base: All Respondents</b>	<b>100</b>
Same as the fund retirement age	94
	94,0%
65	2
	2,0%
60 to 65	2
	2,0%
65 to 70	1
	1,0%
70	1
	1,0%
Table Size	100
	100,0%

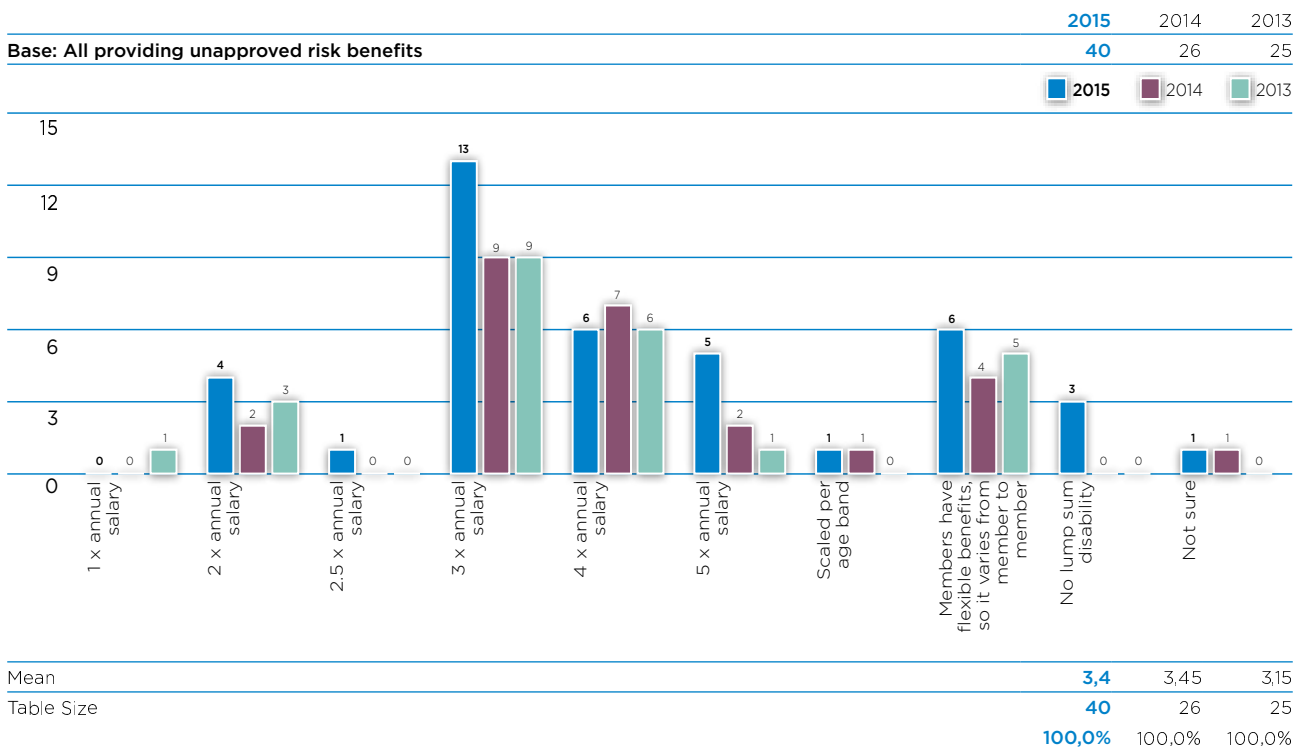
**Q7.5b Do you feel that this should increase?**

	2015
<b>Base: All Respondents</b>	<b>100</b>
Yes	29
	29,0%
No	71
	71,0%
Table Size	100
	100,0%

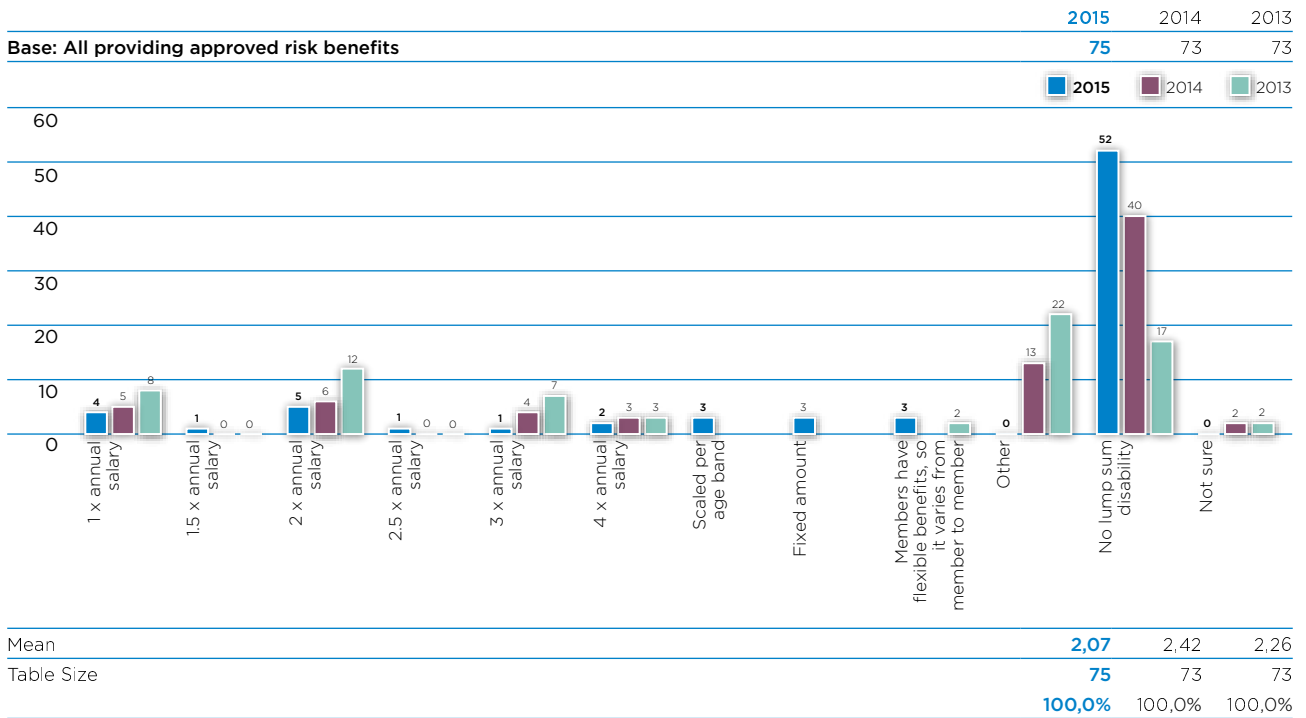
### Q7.6a What is the size of the lump sum payable on death on your approved fund?



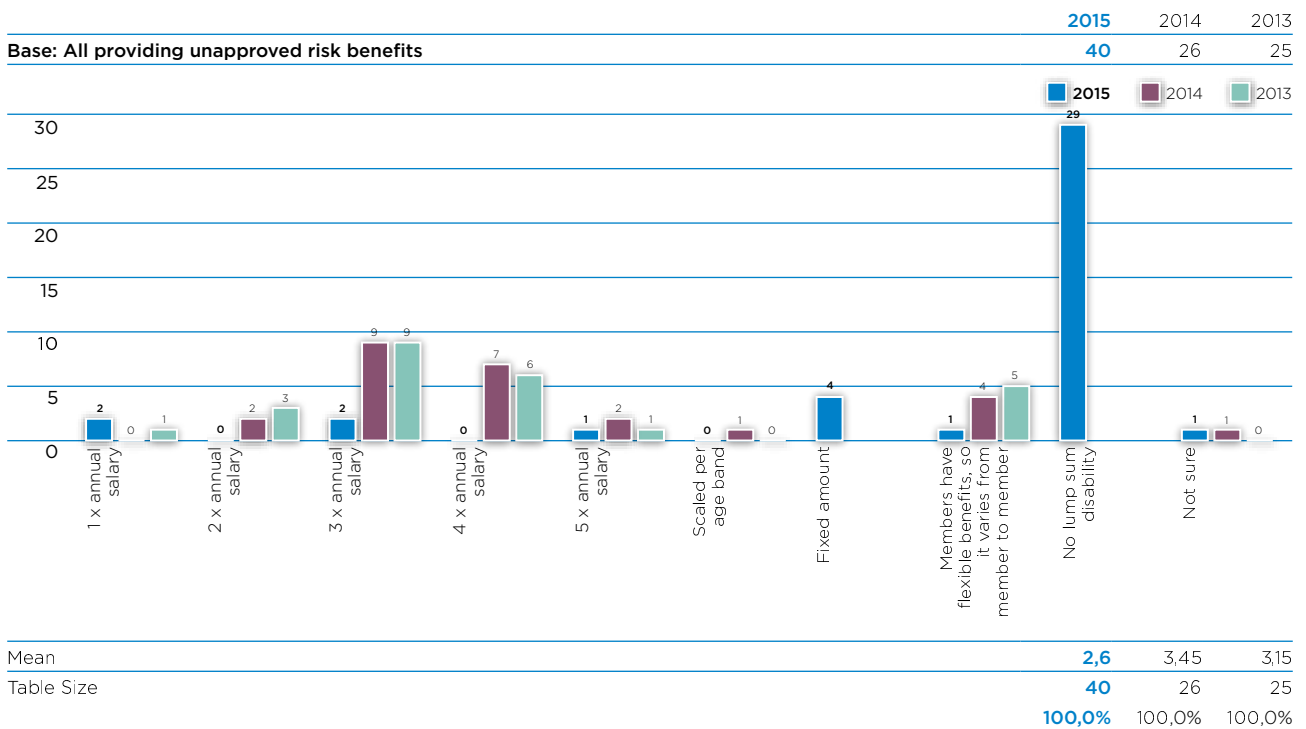
### Q7.6b What is the size of the lump sum payable on death on your unapproved scheme?



### Q7.6c What is the size of the lump sum payable on disability on your approved fund?



### Q7.6d What is the size of the lump sum payable on disability on your unapproved scheme?



**Q7.7 Are insured benefits automatically underwritten by an 'in house' insurance company that is associated with the sponsor?**

	2015	2014	2013
<b>Base: All providing approved risk benefits</b>	<b>75</b>	77	77
Yes	41 54,7%	37 48,1%	39 50,6%
No	27 36,0%	31 40,3%	27 35,1%
Not sure	7 9,3%	9 11,7%	11 14,3%
Table Size	75	77	77
	100,0%	100,0%	100,0%

**Q7.8a Does the employer offer insured benefits through insurance companies other than the sponsor or its associated companies?**

	2015
<b>Base: All providing approved risk benefits</b>	<b>75</b>
Yes	24 32,0%
No	45 60,0%
Not sure	6 8,0%
Table Size	75
	100,0%

**Q7.8b Which ones?**

**Base: All offering insured benefits through insurance companies other than the sponsor or its associated companies** 2015 24

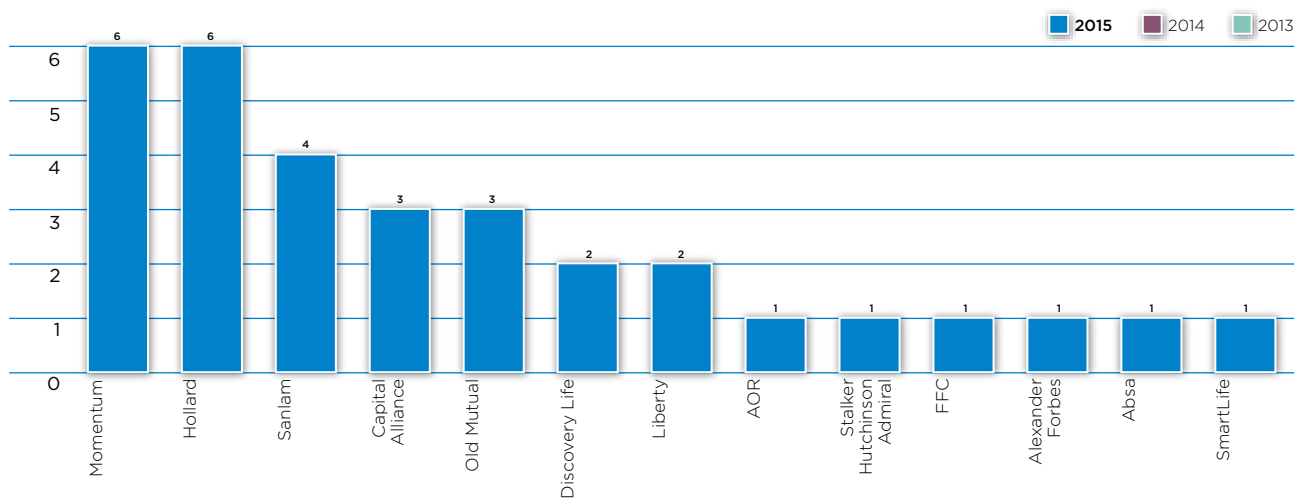


Table Size 32 133,3%

### Q7.9 How satisfied are you that the umbrella fund's risk benefits product range is comprehensive and appropriate to satisfy members' requirements?

	2015	2014	2013
<b>Base: All providing approved risk benefits</b>	<b>75</b>	<b>77</b>	<b>77</b>
Very satisfied	31 41,3%	48 62,3%	47 61,0%
Satisfied	34 45,3%	25 32,5%	25 32,5%
Neutral	7 9,3%	4 5,2%	3 3,9%
Dissatisfied	2 2,7%	0 0,0%	2 2,6%
Very dissatisfied	1 1,3%	0 0,0%	0 0,0%
<b>Summary</b>			
Very/satisfied	65 86,7%	73 94,8%	72 93,5%
Very/dissatisfied	3 4,0%	0 0,0%	2 2,6%
Table Size	75 100,0%	77 100,0%	77 100,0%

### Q7.10 What insured benefits are provided as part of the umbrella fund product package?

	2015	2014	2013
<b>Base: All providing approved risk benefits</b>	<b>75</b>	<b>77</b>	<b>77</b>
Death benefits	75 100,0%	77 100,0%	77 100,0%
Disability benefits	63 84,0%	73 94,8%	73 94,8%
Funeral cover	50 66,7%	49 63,6%	54 70,1%
Medical aid premium waiver	5 6,7%	3 3,9%	4 5,2%
Disability income top up	3 4,0%	6 7,8%	5 6,5%
Education benefit	1 1,3%	7 9,1%	6 7,8%
Value added packages	1 1,3%	2 2,6%	1 1,3%
Other	0 0,0%	24 31,2%	21 27,3%
Table Size	198 264,0%	241 313,0%	241 313,0%

### Death Benefits associated with the Umbrella Fund product package

#### Q7.11a Does the sub fund offer flexible death benefits?

	2015	2014	2013
<b>Base: All providing death benefits under the umbrella fund</b>	<b>75</b>	<b>77</b>	<b>77</b>
Yes	14 18,7%	15 19,5%	17 22,1%
No	61 81,3%	60 77,9%	60 77,9%
Not sure	0 0,0%	2 2,6%	0 0,0%
Table Size	75 100,0%	77 100,0%	77 100,0%

#### Q7.11b What type of flexible death benefits do you offer?

	2015	2014
<b>Base: All providing flexible death benefits under the umbrella fund</b>	<b>14</b>	<b>15</b>
Core plus flexible benefits	12 85,7%	15 100,0%
Lifestyle (cover reduces with age)	2 14,3%	-
Table Size	14 100,0%	15 100,0%

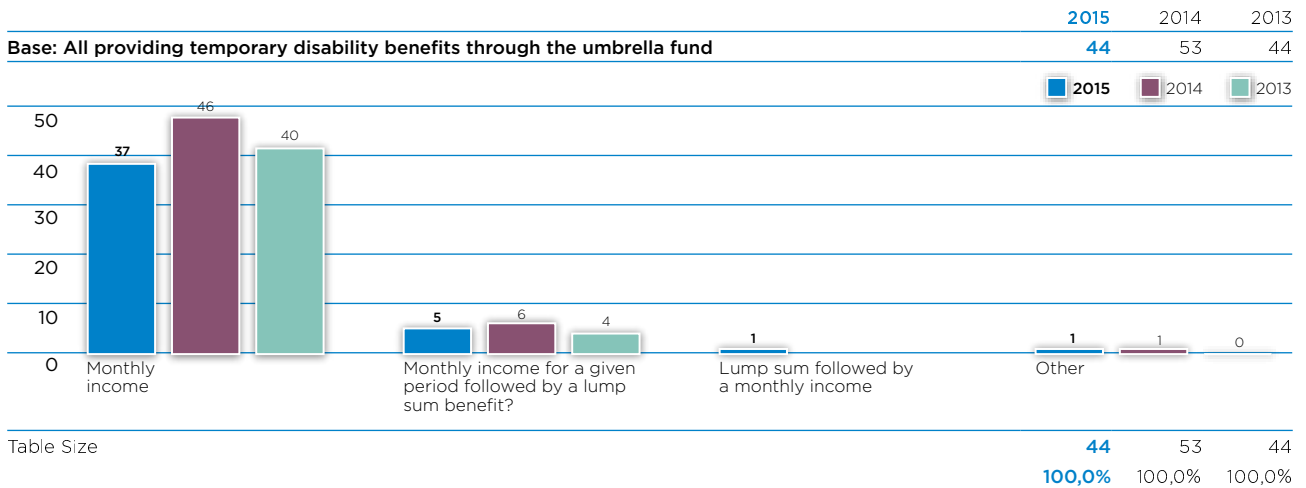
### Disability Benefits associated with the Umbrella Fund product package

#### Q7.12 What disability benefits does the employer provide?

	2015	2014	2013
<b>Base: All providing disability benefits through the umbrella fund</b>	<b>63</b>	<b>73</b>	<b>73</b>
Temporary disability benefits	1 1,6%	2 2,7%	0 0,0%
Permanent disability benefits	19 30,2%	20 27,4%	28 38,4%
Both	43 68,3%	51 69,9%	44 60,3%
Don't know	0 0,0%	0 0,0%	1 1,4%
Table Size	63 100,0%	73 100,0%	73 100,0%



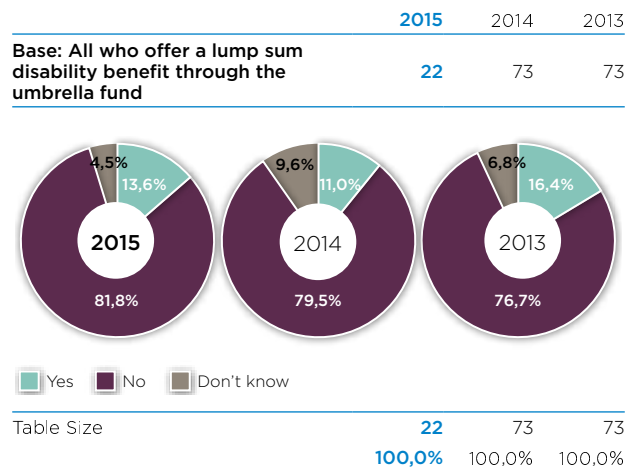
**Q7.13a Are these benefits provided as a:**



**Q7.13b Are these benefits provided as a:**

	2015	2014	2013
<b>Base: All providing permanent disability benefits through the umbrella fund</b>	<b>62</b>	<b>71</b>	<b>72</b>
Monthly income	41	50	39
	66,1%	70,4%	54,2%
Monthly income for a given period followed by a lump sum benefit?	8	12	21
	12,9%	16,9%	29,2%
Lump sum followed by a monthly income	6	0	2
	9,7%	0,0%	2,8%
Lump sum	7	9	9
	11,3%	12,7%	12,5%
Don't know	0	0	1
	0,0%	0,0%	1,4%
<b>Table Size</b>	<b>62</b>	<b>71</b>	<b>72</b>
	100,0%	100,0%	100,0%

**Q7.15a Are disability benefits reduced as members get closer to retirement age?**



**Q7.14 Does the sub fund offer a lump sum disability benefit under the fund?**

	2015
<b>Base: All who offer a lump sum disability benefit through the umbrella fund</b>	<b>22</b>
Yes, as an acceleration of a death benefit	11
	50,0%
Yes, as a separate benefit to a death benefit	11
	50,0%
<b>Table Size</b>	<b>22</b>
	100,0%

**Q7.15b How many years before retirement does the lump sum disability benefit start to reduce?**

	2015	2014	2013
<b>Base: All whose disability benefits reduce</b>	<b>3</b>	<b>8</b>	<b>12</b>
1 year	0	0	1
	0,0%	0,0%	8,3%
3 years	0	0	1
	0,0%	0,0%	8,3%
5 years	3	8	7
	100,0%	100,0%	58,3%
15 years	0	0	1
	0,0%	0,0%	8,3%
Depends on age	0	0	1
	0,0%	0,0%	8,3%
Don't know	0	0	1
	0,0%	0,0%	8,3%
Mean	5	5	5,35
<b>Table Size</b>	<b>3</b>	<b>8</b>	<b>12</b>
	100,0%	100,0%	100,0%

### Q7.16a What is the length of the initial waiting period in the case of permanent disability?

	2015	2014	2013
<b>Base: All providing disability benefits through the umbrella fund</b>	<b>63</b>	73	73
Less than 1 month	3 4,8%	2 2,7%	3 4,1%
1 month	3 4,8%	3 4,1%	3 4,1%
2 months	2 3,2%	6 8,2%	4 5,5%
3 months	30 47,6%	30 41,1%	32 43,8%
6 months	17 27,0%	25 34,2%	18 24,7%
12 months	2 3,2%	0 0,0%	6 8,2%
Longer than 12 months	0 0,0%	0 0,0%	1 1,4%
Depends on individual cases	0 0,0%	0 0,0%	0 0,0%
Other	2 3,2%	2 2,7%	0 0,0%
Not applicable	1 1,6%	1 1,4%	2 2,7%
Don't know	3 4,8%	4 5,5%	4 5,5%
Mean	3,85	3,93	4,5
Table Size	63 100,0%	73 100,0%	73 100,0%

### Q7.16b What is the length of the initial waiting period in the case of temporary disability?

	2015	2014	2013
<b>Base: All providing disability benefits through the umbrella fund</b>	<b>63</b>	73	73
Less than 1 month	4 6,3%	1 1,4%	3 4,1%
1 month	5 7,9%	9 12,3%	2 2,7%
2 months	0 0,0%	3 4,1%	3 4,1%
3 months	23 36,5%	20 27,4%	21 28,8%
6 months	8 12,7%	14 19,2%	9 12,3%
12 months	2 3,2%	0 0,0%	2 2,7%
Other	1 1,6%	2 2,7%	0 0,0%
Not applicable	17 27,0%	18 24,7%	28 38,4%
Don't know	3 4,8%	6 8,2%	5 6,8%
Mean	3,44	3,48	3,76
Table Size	63 100,0%	73 100,0%	73 100,0%

### Q7.17 What disability income benefits (PHI / GDI) expressed as a percentage of annual salary are offered?

	2015	2014	2013
<b>Base: All providing disability benefits through the umbrella fund</b>	<b>63</b>	73	73
Less than 75%	4 6,3%	6 8,2%	4 5,5%
75%	48 76,2%	58 79,5%	55 75,3%
Other combination averaging over 75%	1 1,6%	2 2,7%	2 2,7%
Not applicable	5 7,9%	4 5,5%	6 8,2%
Don't know	5 7,9%	3 4,1%	6 8,2%
Table Size	63 100,0%	73 100,0%	73 100,0%

### Q7.18 How are increases in permanent disability income benefits (PHI / GDI) determined?

	2015	2014	2013
<b>Base: All providing disability benefits through the umbrella fund</b>	<b>63</b>	73	73
There are no increases	13 20,6%	14 19,2%	15 20,5%
Fixed percentage according to the rules	6 9,5%	12 16,4%	17 23,3%
Ad hoc	2 3,2%	1 1,4%	1 1,4%
Ad hoc subject to a minimum	0 0,0%	1 1,4%	0 0,0%
Defined as a percentage of CPI with no maximum	11 17,5%	11 15,1%	10 13,7%
Defined as a percentage of CPI with a fixed maximum (capped)	24 38,1%	20 27,4%	16 21,9%
Not applicable	1 1,6%	2 2,7%	3 4,1%
Not sure	6 9,5%	12 16,4%	11 15,1%
<b>Summary</b>			
Any ad hoc	2 3,2%	2 2,7%	1 1,4%
Any % CPI	35 55,6%	31 42,5%	26 35,6%
Table Size	63 100,0%	73 100,0%	73 100,0%

### Q7.19 What fixed percentage is used?

	2015	2014	2013
<b>Base: All who use a fixed percentage</b>	<b>6</b>	12	17
3.01% to 4% p.a.	1 16,7%	3 25,0%	0 0,0%
4.01% to 5% p.a.	1 16,7%	2 16,7%	2 11,8%
5.01% to 6% p.a.	0 0,0%	1 8,3%	2 11,8%
6.01% to 7% p.a.	1 16,7%	1 8,3%	1 5,9%
7.01% to 8% p.a.	0 0,0%	1 8,3%	3 17,6%
More than 8% p.a.	1 16,7%	1 8,3%	4 23,5%
Other	1 16,7%	0 0,0%	0 0,0%
Not sure	1 16,7%	3 25,0%	5 29,4%
Mean	5,75%	5,28%	6,92%
Table Size	6 100,0%	12 100,0%	17 100,0%

### Q7.20 What is the percentage of increase in CPI used?

	2015	2014	2013
<b>Base: All who use CPI based increases</b>	<b>35</b>	31	26
50% or less	6 17,1%	4 12,9%	0 0,0%
51% to 74%	1 2,9%	0 0,0%	0 0,0%
75%	0 0,0%	1 3,2%	2 7,7%
75% to 99%	4 11,4%	1 3,2%	0 0,0%
100%	17 48,6%	20 64,5%	17 65,4%
Not sure	7 20,0%	5 16,1%	7 26,9%
Mean	86,11%	90,85%	97,37%
Table Size	35 100,0%	31 100,0%	26 100,0%

### Other Insured Benefits Associated with the Umbrella Fund product package

#### Q7.21 Who is covered under the funeral benefit?

	2015	2014	2013
<b>Base: All who provide funeral cover under the fund</b>	<b>50</b>	49	54
Member/ Spouse/ Own children	49 98,0%	49 100,0%	54 100,0%
Extended family	6 12,0%	2 4,1%	8 14,8%
Not sure	1 2,0%	0 0,0%	0 0,0%
Table Size	56 112,0%	51 104,1%	62 114,8%

#### Q7.22 What is the level of funeral cover provided by the Sub-fund?

	2015	2014	2013
<b>Base: All who provide funeral cover under the fund</b>	<b>50</b>	49	54
R1 to R 10,000	15 30,0%	27 55,1%	34 63,0%
R10,001 to R15,000	16 32,0%	9 18,4%	8 14,8%
R15,001 to R20,000	13 26,0%	9 18,4%	6 11,1%
R20,001 to R25,000	2 4,0%	0 0,0%	0 0,0%
R25,001 to R30,000	2 4,0%	0 0,0%	0 0,0%
More than R30,000	1 2,0%	1 2,0%	0 0,0%
Other	0 0,0%	1 2,0%	3 5,6%
Not sure	1 2,0%	2 4,1%	3 5,6%
Mean	R13 112	R13 138	R113 54
Table Size	50 100,0%	49 100,0%	54 100,0%

### Q7.23 What is the unit rate of the funeral product?

	2015
<b>Base: All who provide funeral cover under the fund</b>	<b>50</b>
R0.50 - R0.79 per R1,000 of cover	12 24,0%
R0.80 - R1.09 per R1,000 of cover	5 10,0%
R1.10 - R1.39 per R1,000 of cover	6 12,0%
R1.40 - R1.69 per R1,000 of cover	2 4,0%
R1.70 - R1.99 per R1,000 of cover	1 2,0%
R2.00+ per R1,000 of cover	5 10,0%
Flat rate (R9.30 - R12.50 pmpm)	3 6,0%
Don't know / Not sure	16 32,0%
Mean	1,05
Table Size	50 100,0%

### Q7.24 Which of the insured benefits offered have a conversion option included (members can take out similar cover when they leave the umbrella fund without providing proof of insurability)?

	2015	2014	2013
<b>Base: All who provide insured benefits under the umbrella fund</b>	<b>75</b>	<b>77</b>	<b>77</b>
Death benefits	35 46,7%	30 39,0%	18 23,4%
Disability benefits	17 22,7%	24 31,2%	15 19,5%
Spouses cover	10 13,3%	3 3,9%	2 2,6%
Other	1 1,3%	0 0,0%	0 0,0%
None	30 40,0%	31 40,3%	48 62,3%
Not sure	10 13,3%	16 20,8%	9 11,7%
Table Size	103 137,3%	104 135,1%	92 119,5%

### Insured Benefits provided through a separate scheme

### Q7.25 What insured benefits are provided as part of a separate scheme?

	2015	2014	2013
<b>Base: All providing benefits through a separate scheme</b>	<b>40</b>	<b>34</b>	<b>32</b>
Death benefits	32 80,0%	26 76,5%	25 78,1%
Disability benefits	37 92,5%	27 79,4%	23 71,9%
Dread disease	2 5,0%	11 32,4%	9 28,1%
Funeral cover	29 72,5%	25 73,5%	22 68,8%
Medical aid premium waiver	2 5,0%	2 5,9%	9 28,1%
Education benefit	0 0,0%	5 14,7%	9 28,1%
Disability Income Top-up	0 0,0%	1 2,9%	1 3,1%
Spouse's benefit	1 2,5%	0 0,0%	1 3,1%
Other	1 2,5%	-	-
Table Size	104 260,0%	97 285,3%	99 309,4%

### Death Benefits provided through a separate scheme

### Q7.26 Who pays for the lump sum benefit?

	2015	2014	2013
<b>Base: All providing death benefits through a separate scheme</b>	<b>32</b>	<b>26</b>	<b>25</b>
It is deducted from the member contribution	10 31,3%	6 23,1%	8 32,0%
Additional payment by the member	4 12,5%	1 3,8%	2 8,0%
It is deducted from the employer contribution	14 43,8%	10 38,5%	11 44,0%
Additional payment by the employer	5 15,6%	9 34,6%	6 24,0%
Not sure	0 0,0%	1 3,8%	0 0,0%
<b>Summary</b>			
Any employer pays	19 59,4%	19 73,1%	17 68,0%
Any member pays	14 43,8%	7 26,9%	10 40,0%
Table Size	66 206,3%	27 103,8%	27 108,0%

### Q7.27a Does the sub fund offer flexible death benefits?

	2015	2014	2013
<b>Base: All providing death benefits through a separate scheme</b>	<b>32</b>	26	25
Yes	8	5	7
	<b>25,0%</b>	19,2%	28,0%
No	24	21	18
	<b>75,0%</b>	80,8%	72,0%
Table Size	32	26	25
	<b>100,0%</b>	100,0%	100,0%

### Q7.27b What type of flexible death benefits do you offer?

	2015	2014
<b>Base: All providing flexible death benefits through a separate scheme</b>	<b>8</b>	5
Core plus flexible benefits	6	5
	<b>75,0%</b>	19,2%
Age banded (price differs per age)	2	0
	<b>25,0%</b>	0,0%
Table Size	8	5
	<b>100,0%</b>	100,0%

### Disability Benefits provided under a separate scheme

### Q7.28 What disability benefits does the employer provide?

	2015	2014	2013
<b>Base: All providing disability benefits under a separate scheme</b>	<b>37</b>	27	23
Temporary disability benefits	1	0	0
	<b>2,7%</b>	0,0%	0,0%
Permanent disability benefits	6	11	6
	<b>16,2%</b>	40,7%	26,1%
Both	30	16	17
	<b>81,1%</b>	59,3%	73,9%
Table Size	37	27	23
	<b>100,0%</b>	100,0%	100,0%

### Q7.29 Are these benefits provided as a:

	2015	2014	2013
<b>Base: All providing temporary disability benefits under a separate scheme</b>	<b>31</b>	16	17
Monthly income	26	16	14
	<b>83,9%</b>	100,0%	82,4%
Monthly income for a given period followed by a lump sum benefit	2	0	3
	<b>6,5%</b>	0,0%	17,6%
Lump sum followed by a monthly income	2	-	-
	<b>6,5%</b>	-	-
Lump sum	1	-	-
	<b>3,2%</b>	-	-
Table Size	31	16	17
	<b>100,0%</b>	100,0%	100,0%

### Q7.29 Are these benefits provided as a:

	2015	2014	2013
<b>Base: All providing permanent disability benefits under a separate scheme</b>	<b>36</b>	16	17
Monthly income	29	16	14
	<b>80,6%</b>	100,0%	82,4%
Monthly income for a given period followed by a lump sum benefit	2	0	3
	<b>5,6%</b>	0,0%	17,6%
Lump sum followed by a monthly income	2	2	0
	<b>5,6%</b>	7,4%	0,0%
Lump sum	3	3	3
	<b>8,3%</b>	11,1%	13,0%
Don't know	0	0	1
	<b>0,0%</b>	0,0%	4,3%
Table Size	36	27	23
	<b>100,0%</b>	100,0%	100,0%

### Q7.30 Does the sub fund offer a lump sum disability benefit under a separate scheme?

	2015
<b>Base: All who offer a lump sum on disability under a separate scheme</b>	<b>10</b>
Yes, as an acceleration of a death benefit	8
	<b>80,0%</b>
Yes, as a separate benefit to a death benefit	2
	<b>20,0%</b>
Table Size	10
	<b>100,0%</b>

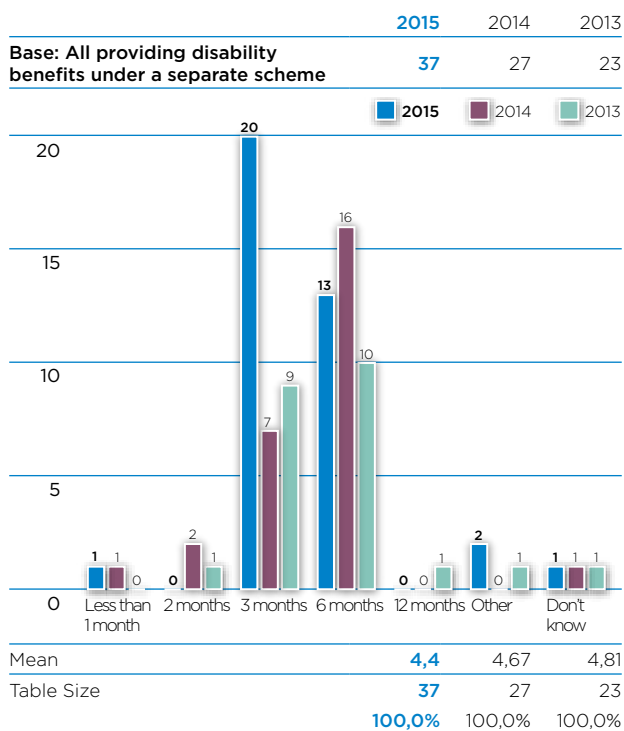
### Q7.31a Are disability benefits reduced as members get closer to retirement age?

	2015	2014	2013
<b>Base: All who offer a lump sum on disability under a separate scheme</b>	<b>10</b>	27	23
Yes	2	1	1
	<b>20,0%</b>	3,7%	4,3%
No	8	26	21
	<b>80,0%</b>	96,3%	91,3%
Not sure	0	0	1
	<b>0,0%</b>	0,0%	4,3%
Table Size	10	27	23
	<b>100,0%</b>	100,0%	100,0%

### Q7.31b How many years before retirement does the lump sum disability benefit start to reduce? Under a separate Scheme

	2015	2014	2013
<b>Base: All whose disability benefits reduce</b>	<b>2</b>	<b>1</b>	<b>1</b>
1 year	0	0	1
	0,0%	0,0%	100,0%
2 years	1	-	-
	50,0%		
3 years	1	-	-
	50,0%		
Up to 5 years	0	1	0
	0,0%	100,0%	0,0%
Mean	2,5	5	12
Table Size	2	1	1
	100,0%	100,0%	100,0%

### Q7.32a What is the length of the initial waiting period in the case of permanent disability? Under a separate Scheme



### Q7.32b What is the length of the initial waiting period in the case of temporary disability?

	2015	2014	2013
<b>Base: All providing disability benefits under a separate scheme</b>	<b>37</b>	<b>27</b>	<b>23</b>
Less than 1 month	1	1	4
	2,7%	3,7%	17,4%
1 month	3	1	1
	8,1%	3,7%	4,3%
2 months	1	1	0
	2,7%	3,7%	0,0%
3 months	20	6	7
	54,1%	22,2%	30,4%
6 months	5	6	4
	13,5%	22,2%	17,4%
12 months	0	1	0
	0,0%	3,7%	0,0%
None	1	0	0
	2,7%	0,0%	0,0%
Not applicable	5	10	6
	13,5%	37,0%	26,1%
Don't know	1	1	1
	2,7%	3,7%	4,3%
Mean	3,18	4,34	3
Table Size	37	27	23
	100,0%	100,0%	100,0%

### Q7.33 What disability income benefits (PHI/GDI) expressed as a percentage of annual salary are offered?

	2015	2014	2013
<b>Base: All providing disability benefits under a separate scheme</b>	<b>37</b>	<b>27</b>	<b>23</b>
Less than 75%	2	1	1
	5,4%	3,7%	4,3%
75%	33	23	17
	89,2%	85,2%	73,9%
Other combination averaging over 75%	0	0	2
	0,0%	0,0%	8,7%
Other combination averaging under 75%	0	0	2
	0,0%	0,0%	8,7%
75% plus a 25% Top Up on permanent disability	1	0	0
	2,7%	0,0%	0,0%
Not sure	0	1	0
	0,0%	3,7%	0,0%
Not applicable	1	2	1
	2,7%	7,4%	4,3%
Table Size	37	27	23
	100,0%	100,0%	100,0%

### Q7.34 How are increases in permanent disability income benefits determined? Under a separate Scheme

	2015	2014	2013
<b>Base: All providing disability benefits under a separate scheme</b>	<b>37</b>	27	23
There are no increases	7	8	6
	18,9%	29,6%	26,1%
Fixed percentage according to the rules	3	5	3
	8,1%	18,5%	13,0%
Ad hoc	0	0	1
	0,0%	0,0%	4,3%
Ad hoc subject to a minimum	1	0	0
	2,7%	0,0%	0,0%
Defined as a percentage of CPI with no maximum	6	3	4
	16,2%	11,1%	17,4%
Defined as a percentage of CPI with a fixed maximum (capped)	19	9	8
	51,4%	33,3%	34,8%
Not applicable	0	1	1
	0,0%	3,7%	4,3%
Not sure	1	1	0
	2,7%	3,7%	0,0%
<b>Summary</b>			
Any ad hoc	1	0	1
	2,7%	0,0%	4,3%
Any % CPI	25	12	12
	67,6%	44,4%	52,2%
Table Size	37	27	23
	100,0%	100,0%	100,0%

### Q7.35 What fixed percentage is used? Under a separate Scheme

	2015	2014	2013
<b>Base: All who use a fixed percentage</b>	<b>3</b>	5	3
4.01% to 5% p.a.	2	3	0
	66,7%	60,0%	0,0%
7.01% to 8% p.a.	0	0	1
	0,0%	0,0%	33,3%
Not sure	1	2	2
	33,3%	40,0%	66,7%
Mean	4,5	4,5	7,5
Table Size	3	5	3
	100,0%	100,0%	100,0%

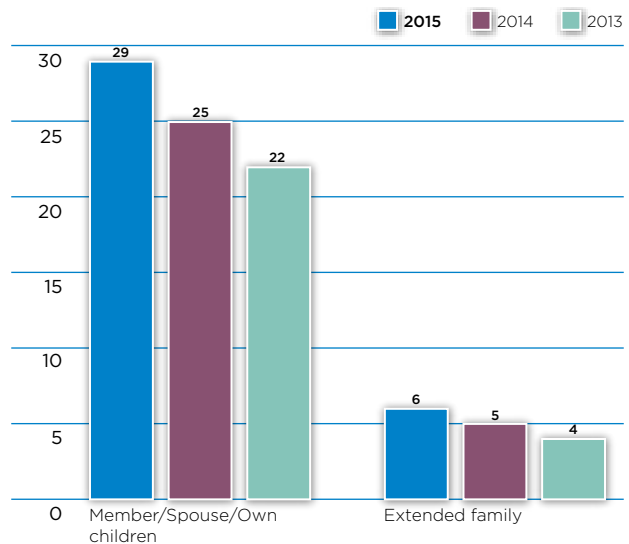
### Q7.36 What is the percentage of increase in CPI used?

	2015	2014	2013
<b>Base: All whose increases are based on CPI</b>	<b>25</b>	12	12
50% or less	3	0	1
	12,0%	0,0%	8,3%
51% to 74%	1	0	0
	4,0%	0,0%	0,0%
75%	2	1	1
	8,0%	8,3%	8,3%
100%	16	7	7
	64,0%	58,3%	58,3%
Not sure	3	4	3
	12,0%	33,3%	25,0%
Mean	89,23	96,88	91,67
Table Size	25	12	12
	100,0%	100,0%	100,0%

### Other Insured Benefits provided through a separate scheme

### Q7.37 Who is covered under the funeral benefit?

	2015	2014	2013
<b>Base: All providing funeral cover under a separate scheme</b>	<b>29</b>	25	22
Member/Spouse/Own children	29	25	22
Extended family	6	5	4
Table Size	35	30	26
	120,7%	120,0%	118,2%



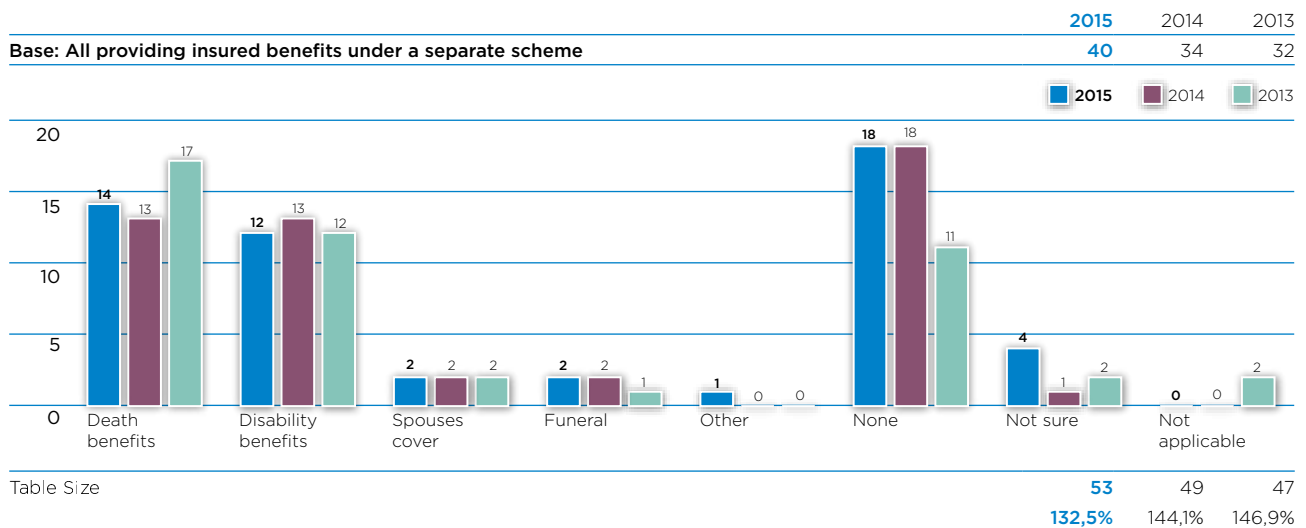
### Q7.38 What is the level of funeral cover provided by the Sub-fund?

	2015	2014	2013
<b>Base: All providing funeral cover under a separate scheme</b>	<b>29</b>	25	22
R1 to R10,000	11 37,9%	10 40,0%	13 59,1%
R10,001 to R15,000	11 37,9%	5 20,0%	3 13,6%
R15,001 to R20,000	5 17,2%	3 12,0%	1 4,5%
R20,001 to R25,000	2 6,9%	0 0,0%	0 0,0%
R25,001 to R30,000	2 6,9%	1 4,0%	1 4,5%
More than R30,000	1 3,4%	0 0,0%	1 4,5%
Other	0 0,0%	6 24,0%	2 9,1%
Not sure	1 3,4%	0 0,0%	1 4,5%
Mean	<b>R13 125</b>	R13 860	R12 842
Table Size	<b>33</b> 113,8%	25 100,0 %	22 100,0 %

### Q7.39 What is the unit rate of the funeral product?

	2015
<b>Base: All providing funeral cover under a separate scheme</b>	<b>29</b>
R0.50 - R0.79 per R1,000 of cover	9 31,0%
R0.80 - R1.09 per R1,000 of cover	4 13,8%
R1.10 - R1.39 per R1,000 of cover	2 6,9%
R1.40 - R1.69 per R1,000 of cover	1 3,4%
R1.70 - R1.99 per R1,000 of cover	4 13,8%
R2.00+ per R1,000 of cover	2 6,9%
Flat rate (R14.00 / R16.00)	2 6,9%
Don't know / Unsure	5 17,2%
Mean	<b>1,15</b>
Table Size	<b>29</b> 100,0%

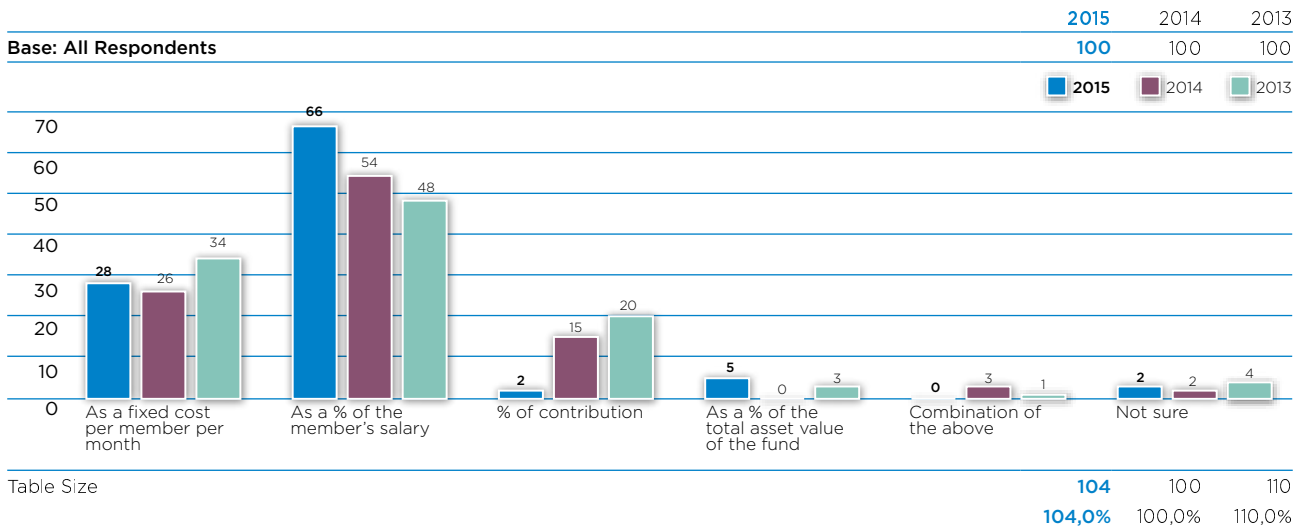
### Q7.40 Which of the insured benefits offered have a conversion option included (members can take out similar cover when they leave the umbrella fund without providing proof of insurability)? Under a separate Scheme



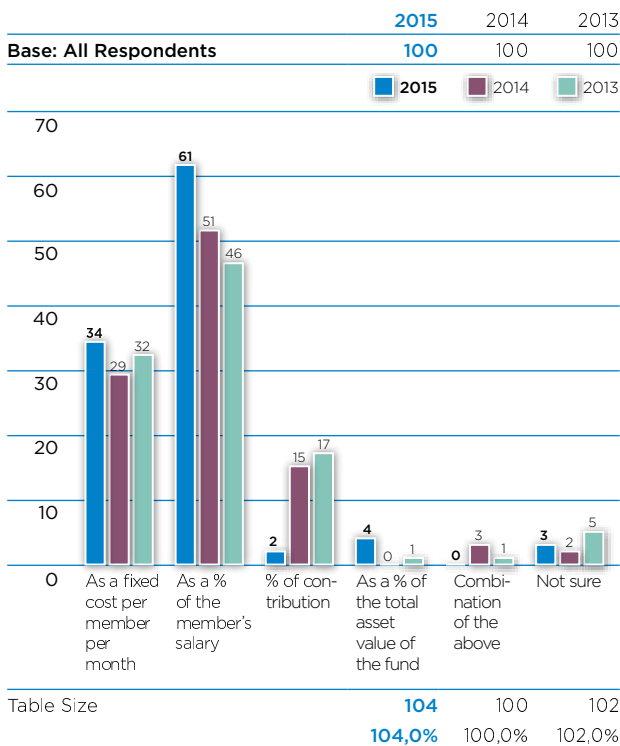


# Section 8 Costs

## Q8.1 How is the cost of the pure administration fee of the sub-fund expressed?



## Q8.1b How would you prefer the fee to be expressed?



## Q8.2 Does the umbrella fund itemize separately for the cost of administration and all the other costs and disbursements of the Sub-fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes, the employer is billed separately for each item	49	66	52
	49,0%	66,0%	52,0%
No, but additional expenses not specified in the administration agreement are billed separately	7	9	3
	7,0%	9,0%	3,0%
No, the administration fee typically includes all other expenses	40	21	40
	40,0%	21,0%	40,0%
Not sure	4	4	5
	4,0%	4,0%	5,0%
<b>Table Size</b>	<b>100</b>	100	100
	100,0%	100,0%	100,0%

## Q8.3 What are the total costs broken down into:

	2015
<b>Mean Value of expenses</b>	
Administration Fee	R 466 187
Contingency Reserve Account Levy	R 68 905
Consultancy Fee	R 136 062
Total Fund expense	R 517 590
Table size	100

### Q8.4 What are the current total monthly pensionable salaries?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Up to R300,000	6 6,0%	4 4,0%	6 6,0%
R300,001 to R500,000	4 4,0%	5 5,0%	5 5,0%
R500,001 to R1,000,000	5 5,0%	10 10,0%	9 9,0%
R1,000,001 to R5,000,000	36 36,0%	30 30,0%	37 37,0%
R5,000,001 to R10,000,000	16 16,0%	23 23,0%	15 15,0%
R10,000,001 to R50,000,000	13 13,0%	18 18,0%	14 14,0%
R50,000,001 to R70,000,000	1 1,0%	1 1,0%	0 0,0%
R70,000,001 to R90,000,000	1 1,0%	2 2,0%	2 2,0%
R90,000,001 +	5 5,0%	0 0,0%	1 1,0%
Don't know	9 9,0%	2 2,0%	3 3,0%
Not applicable	0 0,0%	3 3,0%	3 3,0%
Refused	4 4,0%	2 2,0%	5 5,0%
Mean (in millions)	<b>R16,1m</b>	R8,89m	R8,11m
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

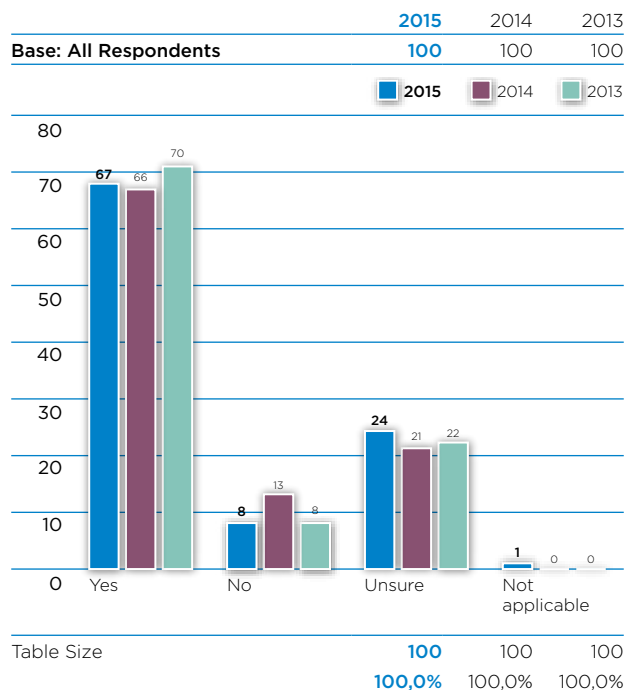
### Q8.5a How are other costs, such as FSB levies, auditing fees and trustees' reimbursements recovered?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Contingency reserve levy	29 29,0%	14 14,0%	19 19,0%
Deducted as and when needed from member accounts	30 30,0%	47 47,0%	34 34,0%
Annually invoiced	0 0,0%	1 1,0%	2 2,0%
Deducted from returns	0 0,0%	0 0,0%	4 4,0%
Part of management/admin fee	22 22,0%	16 16,0%	25 25,0%
Directly from the company/employer pays	5 5,0%	4 4,0%	4 4,0%
Employee pays	5 5,0%	5 5,0%	0 0,0%
The fund pays	1 1,0%	3 3,0%	0 0,0%
Other	0 0,0%	0 0,0%	1 1,0%
Not applicable	1 1,0%	3 3,0%	2 2,0%
Don't know	7 7,0%	7 7,0%	9 9,0%
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

### Q8.5b How is the contingency reserve levy expressed?

	2015	2014	2013
<b>Base: All who use a contingency reserve levy</b>	<b>29</b>	14	19
Rand value per member per month	14 48,3%	8 57,1%	11 57,9%
Percentage of salary	6 20,7%	4 28,6%	2 10,5%
Percentage of contribution	2 6,9%	0 0,0%	2 10,5%
Percentage of assets	0 0,0%	1 7,1%	0 0,0%
Combination of the above	1 3,4%	0 0,0%	1 5,3%
Not sure	6 20,7%	1 7,1%	3 15,8%
Table Size	<b>29</b>	14	19
	<b>100,0%</b>	100,0%	100,0%

### Q8.6 Do the trustees appropriately manage other expenses, such as FSB levies, auditing fees and trustees' reimbursements, via formal budgeting and approvals processes?



**Q8.7.a What percentage of salaries is applied to the total cost of Group Life Assurance (GLA) benefits, the cost of core benefits and the cost of flexible risk benefits respectively? Total GLA Benefits**

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
0.01% to 0.50%	<b>8</b>	4	4
	<b>8,0%</b>	4,0%	4,0%
0.51% to 1.00%	<b>8</b>	12	18
	<b>8,0%</b>	12,0%	18,0%
1.01% to 1.50%	<b>16</b>	15	15
	<b>16,0%</b>	15,0%	15,0%
1.51% to 2.00%	<b>17</b>	13	9
	<b>17,0%</b>	13,0%	9,0%
2.01% to 2.50%	<b>10</b>	12	8
	<b>10,0%</b>	12,0%	8,0%
2.51% to 3.00%	<b>3</b>	11	7
	<b>3,0%</b>	11,0%	7,0%
3.01% to 3.50%	<b>5</b>	4	4
	<b>5,0%</b>	4,0%	4,0%
3.51% to 4.00%	<b>1</b>	1	4
	<b>1,0%</b>	1,0%	4,0%
4.01% or more	<b>4</b>	2	4
	<b>4,0%</b>	2,0%	4,0%
Other	<b>2</b>	0	0
	<b>2,0%</b>	0,0%	0,0%
Not sure	<b>26</b>	0	19
	<b>26,0%</b>	0,0%	19,0%
Not applicable	<b>0</b>	26	8
	<b>0,0%</b>	26,0%	8,0%
Mean	<b>1,74</b>	1,81	1,8
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

**Q8.7.b What percentage of salaries is applied to the total cost of Group Life Assurance (GLA) benefits, the cost of core benefits and the cost of flexible risk benefits respectively? Core benefits**

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
0.01% to 0.50%	<b>14</b>	8	7
	<b>14,0%</b>	8,0%	7,0%
0.51% to 1.00%	<b>10</b>	20	21
	<b>10,0%</b>	20,0%	21,0%
1.01% to 1.50%	<b>14</b>	10	14
	<b>14,0%</b>	10,0%	14,0%
1.51% to 2.00%	<b>10</b>	13	7
	<b>10,0%</b>	13,0%	7,0%
2.01% to 2.50%	<b>6</b>	7	6
	<b>6,0%</b>	7,0%	6,0%
2.51% to 3.00%	<b>2</b>	4	1
	<b>2,0%</b>	4,0%	1,0%
3.01% to 3.50%	<b>5</b>	3	1
	<b>5,0%</b>	3,0%	1,0%
3.51% to 4.00%	<b>1</b>	0	1
	<b>1,0%</b>	0,0%	1,0%
4.01% or more	<b>3</b>	1	2
	<b>3,0%</b>	1,0%	2,0%
Differs by age/area	<b>1</b>	0	0
	<b>1,0%</b>	0,0%	0,0%
Other	<b>1</b>	1	0
	<b>1,0%</b>	1,0%	0,0%
Not sure	<b>32</b>	0	32
	<b>32,0%</b>	0,0%	32,0%
Not applicable	<b>1</b>	33	8
	<b>1,0%</b>	33,0%	8,0%
Mean	<b>1,5</b>	1,41	1,32
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

**Q8.7.c What percentage of salaries is applied to the total cost of Group Life Assurance (GLA) benefits, the cost of core benefits and the cost of flexible risk benefits respectively? Flexible Risk Benefits**

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
0%	<b>33</b>	8	2
	<b>33,0%</b>	8,0%	2,0%
0.01% to 0.50%	<b>6</b>	7	11
	<b>6,0%</b>	7,0%	11,0%
0.51% to 1.00%	<b>8</b>	11	5
	<b>8,0%</b>	11,0%	5,0%
1.01% to 1.50%	<b>4</b>	8	8
	<b>4,0%</b>	8,0%	8,0%
1.51% to 2.00%	<b>1</b>	1	3
	<b>1,0%</b>	1,0%	3,0%
2.01% to 2.50%	<b>3</b>	1	0
	<b>3,0%</b>	1,0%	0,0%
2.51% to 3.00%	<b>0</b>	1	1
	<b>0,0%</b>	1,0%	1,0%
3.01% to 3.50%	<b>0</b>	1	1
	<b>0,0%</b>	1,0%	1,0%
4.01% or more	<b>2</b>	0	1
	<b>2,0%</b>	0,0%	1,0%
Other	<b>4</b>	2	0
	<b>4,0%</b>	2,0%	0,0%
Not sure	<b>15</b>	0	57
	<b>15,0%</b>	0,0%	57,0%
Not applicable	<b>24</b>	60	11
	<b>24,0%</b>	60,0%	11,0%
Mean	<b>0,55</b>	0,79	1
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

**Q8.8.a What percentage of salaries is applied to the cost of death benefits/life cover (under the umbrella fund and under a separate scheme)? Under the Umbrella Fund**

	2015	2014	2013
<b>Base: All who do not offer flexible death benefits</b>	<b>60</b>	81	60
0.01% to 0.50%	<b>8</b>	5	5
	<b>13,3%</b>	6,2%	8,3%
0.51% to 1.00%	<b>7</b>	9	10
	<b>11,7%</b>	11,1%	16,7%
1.01% to 1.50%	<b>12</b>	14	8
	<b>20,0%</b>	17,3%	13,3%
1.51% to 2.00%	<b>2</b>	10	6
	<b>3,3%</b>	12,3%	10,0%
2.01% to 2.50%	<b>2</b>	5	5
	<b>3,3%</b>	6,2%	8,3%
2.51% to 3.00%	<b>2</b>	3	2
	<b>3,3%</b>	3,7%	3,3%
3.01% to 3.50%	<b>3</b>	1	1
	<b>5,0%</b>	1,2%	1,7%
3.51% to 4.00%	<b>0</b>	3	1
	<b>0,0%</b>	3,7%	1,7%
4.01% or more	<b>1</b>	2	2
	<b>1,7%</b>	2,5%	3,3%
No benefit	<b>2</b>	19	15
	<b>3,3%</b>	23,5%	25,0%
Not sure	<b>21</b>	10	0
	<b>35,0%</b>	12,3%	0,0%
Not applicable	<b>0</b>	0	5
	<b>0,0%</b>	0,0%	8,3%
Mean	<b>1,34</b>	1,64	1,54
Table Size	<b>60</b>	81	60
	<b>100,0%</b>	100,0%	100,0%

**Q8.8.b What percentage of salaries is applied to the cost of death benefits/life cover ( under the umbrella fund and under a separate scheme)? Under a separate scheme**

	2015	2014	2013
<b>Base: All who do not offer flexible death benefits</b>	<b>24</b>	81	18
0.01% to 0.50%	<b>3</b>	1	3
	<b>12,5%</b>	1,2%	16,7%
0.51% to 1.00%	<b>3</b>	6	6
	<b>12,5%</b>	7,4%	33,3%
1.01% to 1.50%	<b>6</b>	4	5
	<b>25,0%</b>	4,9%	27,8%
1.51% to 2.00%	<b>4</b>	1	1
	<b>16,7%</b>	1,2%	5,6%
2.01% to 2.50%	<b>1</b>	2	0
	<b>4,2%</b>	2,5%	0,0%
2.51% to 3.00%	<b>1</b>	2	1
	<b>4,2%</b>	2,5%	5,6%
3.01% to 3.50%	<b>1</b>	3	0
	<b>4,2%</b>	3,7%	0,0%
No benefit	<b>1</b>	60	1
	<b>4,2%</b>	74,1%	5,6%
Not sure	<b>4</b>	2	1
	<b>16,7%</b>	2,5%	5,6%
Mean	<b>1,36</b>	1,64	1
Table Size	<b>24</b>	81	18
	<b>100,0%</b>	100,0%	100,0%

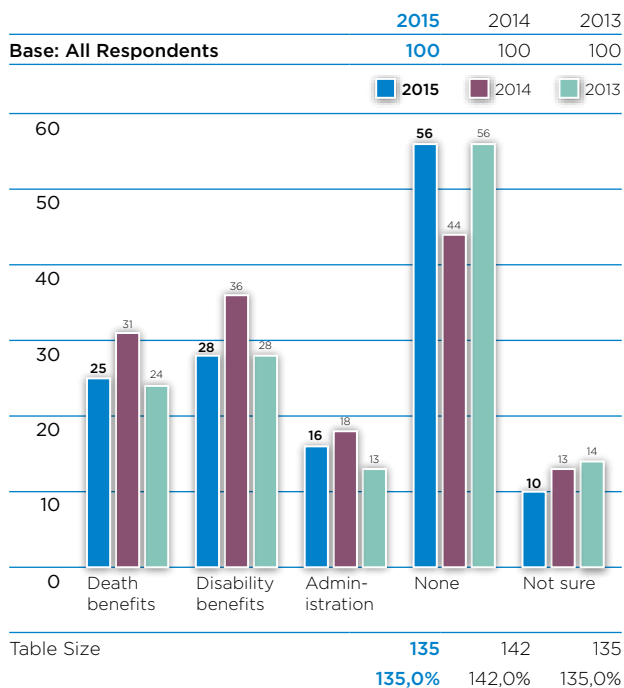
**Q8.9.a What percentage of salaries is applied to the cost of disability benefits under the fund and under a separate scheme? Under the Umbrella Fund**

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
0%	<b>1</b>	1	0
	<b>1,0%</b>	1,0%	0,0%
0.01% to 0.50%	<b>8</b>	7	14
	<b>8,0%</b>	7,0%	14,0%
0.51% to 1.00%	<b>15</b>	22	18
	<b>15,0%</b>	22,0%	18,0%
1.01% to 1.50%	<b>8</b>	16	16
	<b>8,0%</b>	16,0%	16,0%
1.51% to 2.00%	<b>4</b>	6	3
	<b>4,0%</b>	6,0%	3,0%
2.01% to 2.50%	<b>4</b>	0	2
	<b>4,0%</b>	0,0%	2,0%
2.51% to 3.00%	<b>3</b>	1	1
	<b>3,0%</b>	1,0%	1,0%
3.01% to 3.50%	<b>1</b>	2	0
	<b>1,0%</b>	2,0%	0,0%
4.01% or more	<b>1</b>	2	0
	<b>1,0%</b>	2,0%	0,0%
Other	<b>1</b>	0	0
	<b>1,0%</b>	0,0%	0,0%
No benefit	<b>36</b>	28	26
	<b>36,0%</b>	28,0%	26,0%
Not sure	<b>18</b>	15	20
	<b>18,0%</b>	15,0%	20,0%
Mean	<b>1,22</b>	1,17	0,92
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

### Q8.9.b What percentage of salaries is applied to the cost of disability benefits under the fund and under a separate scheme? Under a separate scheme

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
0.01% to 0.50%	5	4	4
	5,0%	4,0%	4,0%
0.51% to 1.00%	16	11	9
	16,0%	11,0%	9,0%
1.01% to 1.50%	10	7	5
	10,0%	7,0%	5,0%
1.51% to 2.00%	2	2	1
	2,0%	2,0%	1,0%
2.01% to 2.50%	0	1	0
	0,0%	1,0%	0,0%
2.51% to 3.00%	0	1	0
	0,0%	1,0%	0,0%
3.51% to 4.00%	1	0	0
	1,0%	0,0%	0,0%
No benefit	62	71	77
	62,0%	71,0%	77,0%
Not sure	4	3	4
	4,0%	3,0%	4,0%
Mean	0,97	1,02	0,83
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q8.10 Which of the following costs are limited to / capped at a certain fixed percentage?



### Q8.11 At what percentage are death benefits capped?

	2015	2014	2013
<b>Base: All who cap death benefits</b>	<b>24</b>	31	24
0.51% to 1.00%	1	2	3
	4,2%	6,5%	12,5%
1.01% to 1.50%	1	2	3
	4,2%	6,5%	12,5%
1.51% to 2.00%	3	5	4
	10,7%	13,9%	14,3%
2.1% to 2.50%	0	1	1
	0,0%	2,8%	3,6%
2.6% to 3.00%	1	0	1
	3,6%	0,0%	3,6%
3.1% to 3.50%	1	0	0
	3,6%	0,0%	0,0%
3.6% to 4.00%	0	0	1
	8,3%	3,2%	4,2%
4.01% or more	5	3	2
	20,8%	9,7%	8,3%
Other	1	0	0
	4,2%	0,0%	0,0%
Not sure	8	11	8
	32,0%	35,5%	33,3%
Not applicable	0	2	0
	0,0%	6,5%	0,0%
Mean	3,06	2,31	2,13
Table Size	24	31	24
	100,0%	100,0%	100,0%

### Q8.12 At what percentage are disability benefits capped?

	2015	2014	2013
<b>Base: All who cap disability benefits</b>	<b>28</b>	36	28
0.51% to 1.00%	2	4	5
	7,1%	11,1%	17,9%
1.01% to 1.50%	4	5	6
	14,3%	13,9%	21,4%
1.51% to 2.00%	3	5	4
	10,7%	13,9%	14,3%
2.1% to 2.50%	0	1	1
	0,0%	2,8%	3,6%
2.6% to 3.00%	1	0	1
	3,7%	0,0%	3,6%
3.1% to 3.50%	1	0	0
	3,7%	0,0%	0,0%
3.6% to 4.00%	0	0	1
	0,0%	0,0%	3,6%
4.01% or more	4	7	3
	14,3%	19,4%	10,7%
Other	0	0	0
	0,0%	0,0%	0,0%
Not sure	13	12	7
	46,43%	33,3%	25,0%
Not applicable	0	2	0
	0,0%	5,6%	0,0%
Mean	2,32	2,27	1,89
Table Size	28	36	28
	100,0%	100,0%	100,0%

# Section 9

## Advice

### Q9.1 On what basis is your sub-fund's consultant/broker remunerated?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Statutory commission paid annually in advance	11 11,0%	8 8,0%	7 7,0%
Statutory commission paid monthly	24 24,0%	23 23,0%	26 26,0%
Fee as negotiated between the employer and the adviser	36 36,0%	24 24,0%	27 27,0%
Build in to admin fee	9 9,0%	18 18,0%	10 10,0%
Other	2 2,0%	0 0,0%	1 1,0%
None	1 1,0%	0 0,0%	0 0,0%
Not sure	13 13,0%	26 26,0%	30 30,0%
Not applicable	4 4,0%	1 1,0%	0 0,0%
<b>Summary</b>			
Any statutory commission	35 35,0%	31 31,0%	33 33,0%
Table Size	100 100,0%	100 100,0%	101 101,0%

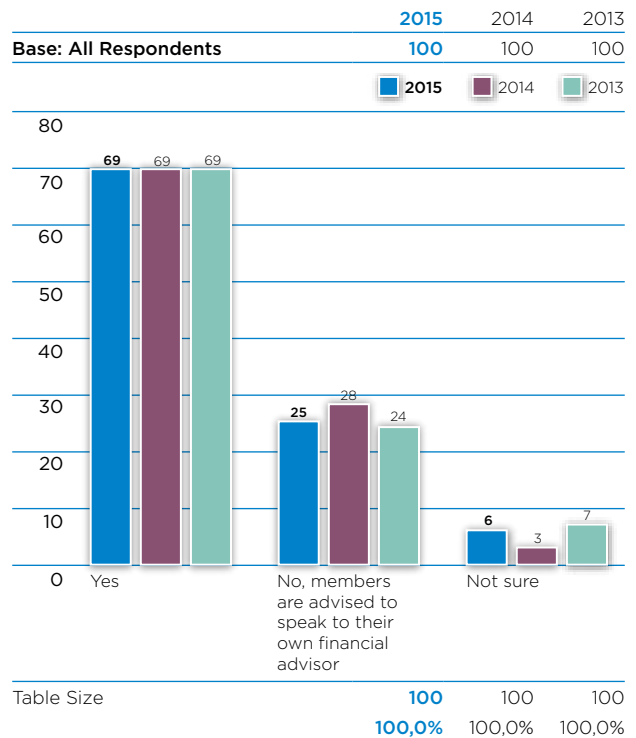
### Q9.2 How is the consulting fee expressed?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Rand value per member per month	18 18,0%	15 15,0%	14 14,0%
Percentage of salary	28 28,0%	29 29,0%	22 22,0%
Percentage of contribution	15 15,0%	9 9,0%	16 16,0%
Percentage of assets	3 3,0%	3 3,0%	0 0,0%
Combination of the above	7 7,0%	7 7,0%	5 5,0%
Fixed fee	3 3,0%	0 0,0%	0 0,0%
Not applicable	7 7,0%	8 8,0%	18 18,0%
Not sure	19 19,0%	29 29,0%	25 25,0%
Table Size	100 100,0%	100 100,0%	100 100,0%

### Q9.3 Do you feel that the level of remuneration is commensurate with the consulting services provided?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	63 63,0%	64 64,0%	59 59,0%
No	15 15,0%	7 7,0%	7 7,0%
Not sure	17 17,0%	23 23,0%	23 23,0%
Not applicable	5 5,0%	6 6,0%	11 11,0%
Table Size	100 100,0%	100 100,0%	100 100,0%

### Q9.4 Does the sub-fund have a formalised strategy for rendering advice to active members (whether in consultation with the employer or on its own)?



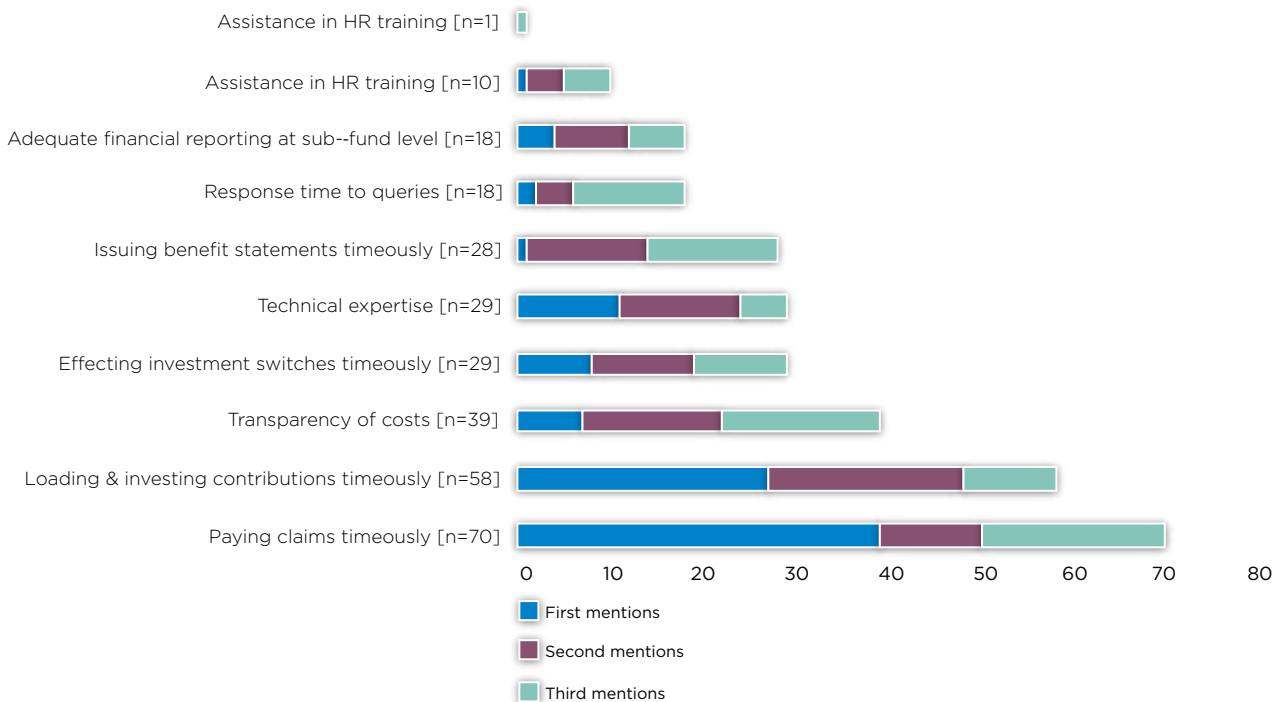
### Q9.5 Which of the following best describes the sub-fund's strategy for rendering financial advice to active members?

	2015
<b>Base: All who have a formalised strategy for rendering advice to members</b>	<b>69</b>
The sub-fund refers members to preferred financial advisors	43 62,3%
The sub-fund offers advice services to members by way of an advisor paid for or subsidised by the sub-fund	15 21,7%
The sub-fund facilitates financial advice services to members by way of an advisor charging a negotiated special fee	1 1,4%
The sub-fund took special measures to change the benefit structure and offer tools and procedures that educate and empower members to make informed decisions	10 14,5%
Table Size	69 100,0%

### Q9.6 Who provides this financial advice in terms of FAIS?

	2015	2014	2013
<b>Base 2015: All Respondents</b>			
<b>Base Pre 2015: All with a formal strategy for rendering advice</b>	<b>100</b>	69	69
Consultant/broker on your sub-fund	71 71,0%	59 85,5%	58 84,1%
Separate financial advisor to the employer	12 12,0%	8 11,6%	12 17,4%
Members' own financial advisor or broker	26 26,0%	12 17,4%	12 17,4%
Not applicable	0 0,0%	0 0,0%	0 0,0%
Not sure	2 2,0%	0 0,0%	2 2,9%
Table Size	111 111,0%	79 114,5%	84 121,7%

### Q9.7 When considering all the aspects of retirement fund administration, which of the following processes do you consider to be most important? Please indicate the three most important processes and rank them in order of importance: 1 is most important, 2 is second most important and 3 is third most important.





# Section 10

## Withdrawals

**Q10.1 Thinking about your members who terminate employment, what percentage would you estimate do each of the following:**

	2015
<b>Base: All Respondents</b>	<b>100</b>
Take their withdrawal benefit in cash	77,68%
Transfer their withdrawal benefit to another fund	16,62%
Select a deferred/ paid up pension and leave their withdrawal benefit in the fund	0,76%
Transfer their withdrawal benefit to the default preservation fund identified by the fund	5,29%
Table Size	100
	100,0%

**Q10.2 What, if anything, does your sub fund or employer do to encourage new employees entering your fund to preserve their withdrawal benefits in your fund?**

	2015
<b>Base: All Respondents</b>	<b>100</b>
The sub fund and/or the employer provides the new member with general information to assist their decision-making	63 63,0%
Forms and procedures have been specially designed to assist new members to transfer their withdrawal benefits from their previous employer	23 23,0%
The sub fund, in terms of a written strategy, arranges for an advisor to counsel and advise the new member	21 21,0%
Other	1 1,0%
The fund does nothing	24 24,0%
Table Size	132
	132,0%

**Q10.3 Whose responsibility do you think it is to encourage members to preserve their withdrawal benefit?**

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
The employer / HR	51 51,0%	61 61,0%	73 73,0%
The Trustees of the umbrella fund	17 17,0%	34 34,0%	38 38,0%
The members' own responsibility	56 56,0%	55 55,0%	34 34,0%
Members of the participating employer MANCO	9 9,0%	-	-
The government	7 7,0%	17 17,0%	-
Organised labour (Trade Unions)	3 3,0%	-	-
Other	0 0,0%	2 2,0%	3 3,0%
Table Size	143	169	148
	143,0%	169,0%	148,0%

**Q10.4a Do you keep unclaimed benefits (i.e. benefits that remain unclaimed after 2 years) in the sub-fund or do you transfer them to an unclaimed benefits fund?**

	2015
<b>Base: All Respondents</b>	<b>100</b>
In the sub-fund	20 20,0%
Transfer to unclaimed benefits fund	69 69,0%
Don't know	5 5,0%
Not applicable	6 6,0%
Table Size	100
	100,0%

### Q10.4b Do you have a formal strategy to manage or trace beneficiaries?

	2015
<b>Base: All who keep unclaimed benefits in the sub-fund</b>	<b>20</b>
Yes	15 75,0%
No	5 25,0%
Table Size	20 100,0%

### Q10.5 On withdrawal, which of the following situations apply in the sub-fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
The umbrella fund and/ or the employer provides the member with the information recommended in PF86	54 54,0%	47 47,0%	45 45,0%
The umbrella fund and/or the employer, in terms of a written strategy, arranges for an advisor to counsel and advise the member	40 40,0%	45 45,0%	50 50,0%
None of the above	13 13,0%	20 20,0%	17 17,0%
Not sure	6 6,0%	1 1,0%	2 2,0%
Table Size	113 113,0%	113 113,0%	114 114,0%

### Q10.6 Does the sub-fund have a default strategy to encourage preservation?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	39 39,0%	49 49,0%	45 45,0%
No	44 44,0%	45 45,0%	43 43,0%
Not sure	17 17,0%	6 6,0%	12 12,0%
Table Size	100 100,0%	100 100,0%	100 100,0%

### Q10.7 Has HR ( or the sub-fund) investigated the extent to which members take their withdrawal benefit in cash?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	50 50,0%	46 46,0%	43 43,0%
No	48 48,0%	53 53,0%	56 56,0%
Not sure	2 2,0%	1 1,0%	1 1,0%
Table Size	100 100,0%	100 100,0%	100 100,0%

# Section 11

## Retirement

### Q11.1 What, if anything, does the sub-fund currently have in place to regularly assess and improve the members' retirement outcomes?

	2015	2014
<b>Base: All Respondents</b>	<b>100</b>	100
Provide members with access to a NRR or similar calculator	51	42
	51,0%	42,0%
Provide each member with an NRR statement each year/regularly	49	45
	49,0%	45,0%
Trustees/Employer monitors NRR pm a regular basis	16	20
	16,0%	20,0%
The trustees embarked on and monitor a specific strategy	13	-
	13,0%	-
Ongoing education	2	2
	2,0%	2,0%
Other	1	3
	1,0%	3,0%
Nothing	9	11
	9,0%	11,0%
Don't know	2	4
	2,0%	4,0%
Table Size	143	127
	143,0%	127,0%

### Q11.2 Is the employer concerned about how members utilize their retirement benefits?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100

	2015	2014	2013
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q11.3 Does the employer want to have further involvement with members after retirement?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100

	2015	2014	2013
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q11.4 In your opinion, which annuity would be more appropriate for an 'average' member of your sub-fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Guaranteed annuity (level or increasing at a fixed percentage)	20	23	15
	20,0%	23,0%	15,0%
With profit annuity	6	4	12
	6,0%	4,0%	12,0%
Living annuity	24	30	30
	24,0%	30,0%	30,0%
Inflation linked annuity	25	19	35
	25,0%	19,0%	35,0%
Combination of different annuities	21	20	-
	21,0%	20,0%	-
Other	0	0	1
	0,0%	0,0%	1,0%
Unsure	4	4	7
	4,0%	4,0%	7,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q11.5 Are you aware that National Treasury is proposing that every retiring member must be enrolled in a default annuity product as selected by the Trustees of the umbrella fund unless the retiring member opts for a different post-retirement product?

	2015	2014
<b>Base: All Respondents</b>	100	100
Yes	80	72
	80,0%	72,0%
No	20	28
	20,0%	28,0%
Table Size	100	100
	100,0%	100,0%

### Q11.6a Have the Trustees of the umbrella fund determined an appropriate default annuity product for your members?

	2015	2014
<b>Base: All Respondents</b>	100	100
Yes, they have already determined an appropriate default annuity product	25	15
	25,0%	15,0%
They are working on this and it will be done within the next 12 months	18	12
	18,0%	12,0%
They are working on this and it will be done within the next 24 months	11	7
	11,0%	7,0%
No	23	46
	23,0%	46,0%
Unsure	23	20
	23,0%	20,0%
Table Size	100	100
	100,0%	100,0%

### Q11.6b Which default annuity product have the Trustees of the umbrella fund selected?

	2015	2014
<b>Base: All whose umbrella fund has already determined an appropriate default annuity product</b>	25	15
Guaranteed annuity (level or increasing at a fixed percentage)	8	6
	32,0%	40,0%
With profit annuity	2	-
	8,0%	-
Living annuity	2	7
	8,0%	46,7%
Inflation linked annuity	2	-
	8,0%	-
Combination of different annuities	7	2
	28,0%	13,3%
Other	1	-
	4,0%	-
Unsure	3	-
	12,0%	-
Table Size	25	15
	100,0%	100,0%

### Q11.6c Have the Trustees of the umbrella fund negotiated preferential fees for the default annuity taking into account the fund's membership size?

	2015	2014
<b>Base: All whose umbrella fund has already determined an appropriate default annuity product</b>	25	15
Yes, institutional fees	11	1
	44,0%	6,7%
Yes, retail fees	5	1
	20,0%	6,7%
Yes (not further specified)	1	1
	4,0%	6,7%
No	0	4
	0,0%	26,7%
Unsure	8	8
	32,0%	53,3%
Table Size	25	15
	100,0%	100,0%

### Q11.6d Is your fund's Living Annuity solution provided by the umbrella fund sponsor or a different financial services provider?

	2015	2014
<b>Base: All whose Trustees have selected a Living Annuity as their default annuity product</b>	2	7
Umbrella fund sponsor	2	6
	100,0%	85,7%
Different provider	0	1
	0,0%	14,3%
Table Size	2	7
	100,0%	100,0%

### Q11.7 What do you believe are the biggest mistakes that members make when saving for retirement?

	2015	2014
<b>Base: All Respondents</b>	100	100
Low levels of contribution rates in retirement savings	44	44
	44,0%	44,0%
Not preserving retirement benefits and therefore having too little investment or insufficient time to save for retirement	69	70
	69,0%	70,0%
Investing too conservatively	14	16
	14,0%	16,0%
Investing too aggressively	3	2
	3,0%	2,0%
Member apathy, i.e. not taking retirement planning seriously or leaving it too late to start saving for retirement	64	78
	64,0%	78,0%
Table Size	194	210
	194,0%	210,0%

# Section 12

# Selection of Umbrella Funds

## Q12.1 How long has the employer been in an umbrella fund?

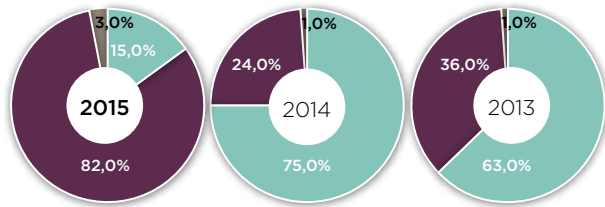
	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
1 year	10 10,0%	7 7,0%	10 10,0%
2 years	4 4,0%	12 12,0%	8 8,0%
3 years	11 11,0%	10 10,0%	6 6,0%
4 years	8 8,0%	8 8,0%	4 4,0%
5 years	7 7,0%	2 2,0%	4 4,0%
6 years	3 3,0%	5 5,0%	6 6,0%
7 years	2 2,0%	5 5,0%	4 4,0%
8 years	5 5,0%	6 6,0%	11 11,0%
9 years	3 3,0%	3 3,0%	2 2,0%
10 years	11 11,0%	12 12,0%	14 14,0%
More than 10 years	-	29 29,0%	29 29,0%
11 - 15 years	19 19,0%	-	-
16-20 years	10 10,0%	-	-
More than 20 years	3 3,0%	-	-
Other	4 4,0%	0 0,0%	1 1,0%
Don't know	0 0,0%	1 1,0%	1 1,0%
Mean	8,24	8,78	9,43
Table Size	100 100,0%	100 100,0%	100 100,0%

## Q12.2 What were the three main reasons for joining an umbrella fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Ease of administration/less time consuming	46 46,0%	50 50,0%	52 52,0%
More cost effective/cost saving	57 57,0%	50 50,0%	45 45,0%
Allows us to focus on core business	24 24,0%	22 22,0%	15 15,0%
Less responsibility/Less fiduciary responsibility	45 45,0%	42 42,0%	40 40,0%
Small company/ too few staff members to run a fund ourselves	14 14,0%	19 19,0%	14 14,0%
Better /more investment options	19 19,0%	12 12,0%	14 14,0%
Investment expertise/better investment advice	21 21,0%	21 21,0%	17 17,0%
Better benefits for employees	16 16,0%	24 24,0%	13 13,0%
Better returns on investment	11 11,0%	9 9,0%	11 11,0%
Expertise in fund governance/ compliance with legislation	18 18,0%	23 23,0%	18 18,0%
Change in company ownership	1 1,0%	2 2,0%	1 1,0%
Union requested that we join	0 0,0%	1 1,0%	1 1,0%
No fund in place/ DB Fund closed	0 0,0%	0 0,0%	3 3,0%
Stability of investment because of size of fund	0 0,0%	0 0,0%	2 2,0%
Spreading risk	0 0,0%	0 0,0%	1 1,0%
Larger pool	1 1,0%	1 1,0%	0 0,0%
Other	2 2,0%	0 0,0%	0 0,0%
Don't know	7 7,0%	7 7,0%	12 12,0%
Table Size	282 282,0%	283 283,0%	259 259,0%

### Q12.3 Has the employer ever transferred from another umbrella fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100



Yes No Not sure

Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q12.4 How often does the sub-fund seek comparable quotes from other umbrella funds?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Annually	20	41	32
	20,0%	41,0%	32,0%
Every 2 years	14	7	10
	14,0%	7,0%	10,0%
Every 3 years	8	5	11
	8,0%	5,0%	11,0%
Every 4 years	6	2	6
	6,0%	2,0%	6,0%
Every 5 years	11	15	7
	11,0%	15,0%	7,0%
Never	31	18	23
	31,0%	18,0%	23,0%
Ad hoc	2	4	4
	2,0%	4,0%	4,0%
Other	4	2	0
	4,0%	2,0%	0,0%
Don't know	2	4	6
	2,0%	4,0%	6,0%
Not Applicable	2	2	1
	2,0%	2,0%	1,0%
Mean	1,75	1,76	1,62
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q12.5a Has the employer ever considered moving to another umbrella fund?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Yes	19	20	26
	19,0%	20,0%	26,0%
No	80	79	74
	80,0%	79,0%	74,0%
Not sure	1	1	0
	1,0%	1,0%	0,0%
Table Size	100	100	100
	100,0%	100,0%	100,0%

### Q12.5B What were the three principal reasons for doing so?

	2015
<b>Base: All who have considered transferring to another fund</b>	<b>19</b>
Better benefits for members	7
	36,8%
Better investment returns	6
	31,6%
Bigger financial pool	1
	5,3%
Change in company policy	1
	5,3%
Cost saving	11
	57,9%
Better / Easier administration	8
	42,1%
More investment choice for members	1
	5,3%
Poor service/communication from previous provider	7
	36,8%
Better expertise	3
	15,8%
Transparency of funds	1
	5,3%
Other	2
	10,5%
Table Size	48
	252,6%

# Section 13

## Special Topics

**Q13.1 Is the sub-fund's membership susceptible to frequent and extended periods of unemployment/ absence from work due to industrial strike action, suspension without pay as a result of a disciplinary process, maternity leave etc.?**

	2015
<b>Base: All Respondents</b>	100
Yes	13 13,0%
No	86 86,0%
Not sure	1 1,0%
Table Size	100 100,0%

**Q13.2 Does the sub-fund do any of the following?**

	2015
<b>Base: All who are susceptible to frequent and extended periods of absence from work</b>	13
Allows the members' funds to remain in the subfund, in portfolios they were invested in prior to the absentee period	6 46,2%
Allows the members to remain in the sub fund but in a preservation portfolio	3 23,1%
Issues specific communication to members before the period of unemployment, informing them of retirement savings and encouraging preservation	3 23,1%
Other pertaining to retirement fund benefits	2 15,4%
Employer/sub fund continues to pay the death and disability premiums	10 76,9%
Employer/sub fund continues to pay the death and disability premiums but this is recovered from the employee once things are normalised or in the case of suspension if the employee loses his / her case of appeal	2 15,4%
Issues specific communication to members before the period of unemployment informing them of risk benefits and that they are not covered for the period of absence	2 15,4%
Not sure	1 7,7%
Table Size	29 223,1%

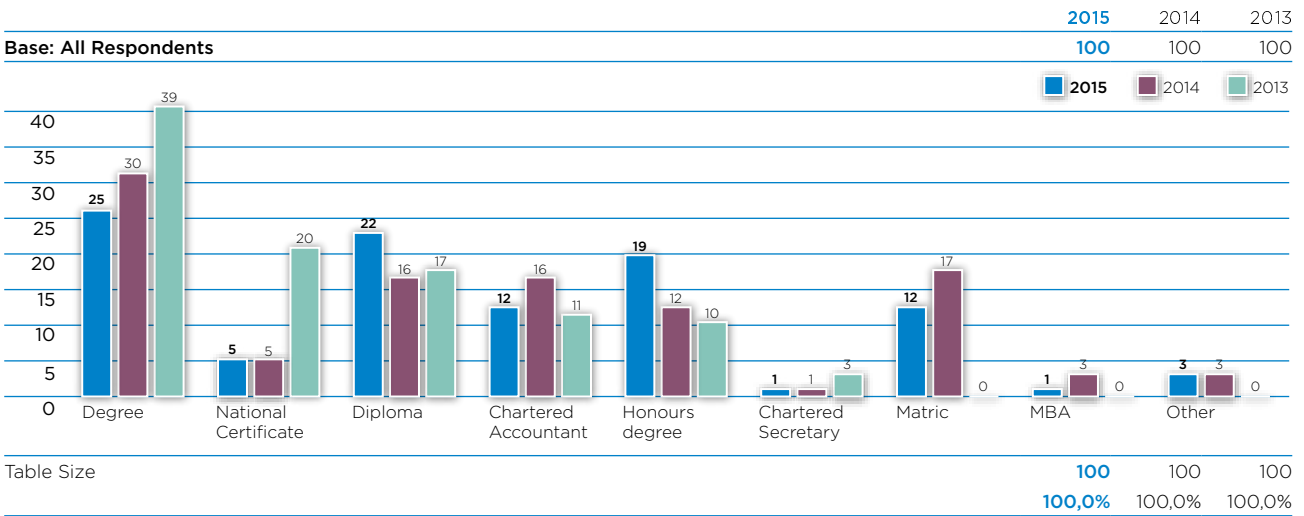
**Q13.3 Has the umbrella fund sponsor in the past discussed retirement issues specific to female members' taking extended leave of absence during maternity or any other period where the salary is reduced in accordance to an employment contract?**

	2015
<b>Base: All Respondents</b>	100
Yes, and implemented changes to the sub-fund as a result	6 6,0%
Yes, but no changes were made	8 8,0%
No	76 76,0%
Don't not see a need for this	10 10,0%
Table Size	100 100,0%

**Q13.4 Does the sub-fund allow females to continue to participate in the sub-fund during maternity leave?**

	2015
<b>Base: All Respondents</b>	100
Yes, membership continues as normal	90 90,0%
Yes, funds are switched to preservation portfolios and the member must be reinstated on return to work (no prescribed time limited)	1 1,0%
Yes, but this is limited to a specific number of weeks until the member must return to work	4 4,0%
No, the member is treated as if leaving the employer	3 3,0%
Other	2 2,0%
Table Size	100 100,0%

## Demographics: What is the highest level of qualification that you hold?



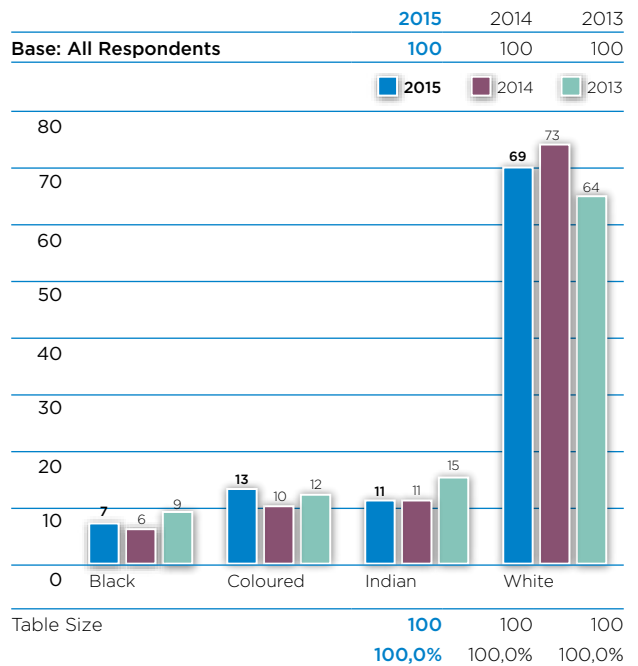
## Demographics: Gender

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
Male	54	47	50
	<b>54,0%</b>	47,0%	50,0%
Female	46	53	50
	<b>46,0%</b>	53,0%	50,0%
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

## Demographics: Which of the following best describes your age group?

	2015	2014	2013
<b>Base: All Respondents</b>	<b>100</b>	100	100
25-34	6	9	13
	<b>6,0%</b>	9,0%	13,0%
35-44	31	27	32
	<b>31,0%</b>	27,0%	32,0%
45-54	39	34	29
	<b>39,0%</b>	34,0%	29,0%
55-64	20	24	25
	<b>20,0%</b>	24,0%	25,0%
65 or Older	4	6	1
	<b>4,0%</b>	6,0%	1,0%
Table Size	<b>100</b>	100	100
	<b>100,0%</b>	100,0%	100,0%

## Demographics: Ethnic group





# Notes

# Notes



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