

How are your savings invested?

The Fund's default investment strategy is a lifestage model which uses the Diversified Growth Portfolio to invest members' savings until age 55. From age 55 the Member's Share is moved to the Stable Growth Portfolio in monthly increments. At age 65, the member will be fully invested in the Stable Growth Portfolio.

The Diversified Portfolio aims to provide returns of 5% per annum in excess of inflation over rolling 5-year periods after deducting investment fees. This is achieved by investing in a high percentage of equities. The Stable Growth Portfolio aims to provide returns of 4% per annum above inflation over rolling 5-year periods. The portfolio also partially guarantees no negative investment returns. The Fund has consistently managed to meet these objectives. For more details of the investment performance and the investment options visit the Fund's website and click on the Investments tab. All investments are made in terms of the Pension Fund Act.



Is there flexibility in my investments?

While the majority of people within a retirement fund share common retirement investment goals, there are individuals who have specific needs based on their own unique circumstances. Members who do not want to invest according to the default strategy can choose to invest their savings from a range of portfolios made available from time to time. Currently the options include the Diversified Growth Portfolio, the Stable Growth Portfolio and Money Market Portfolio. For more information about the portfolios and how to make an investment choice visit the Fund's website.

How do I know which combination of the portfolios will suit me?

Before making any decision to change out of the default strategy that affects your retirement planning, it is advisable to contact an accredited financial advisor. It is worth obtaining professional advice before making any changes.

Who manages your fund?

The Fund is managed by a Board of Trustees representing employers – appointed by Fedhasa and nominated by employers not affiliated to Fedhasa – and Trustees representing the members, appointed by SACCAWU and FEDCRAW. In addition, there is also one independent Trustee who is not affiliated to the employer or member bodies. Most of the Trustees come from the hospitality sector. They understand the industry and have your best interests at heart.

The Trustees make use of Willis Towers Watson, a leading investment consultancy to advise them in investing the Fund's assets.

What should I do next?

- Keep this booklet in a safe place.
- Make sure that you have completed your beneficiary nomination form and update it regularly.
- Make sure your employer submits your cell number, that way we can keep you informed via a messaging service.
- Register on the website and then download the smartphone app for easy updates on your Share of Fund.
- If you have any questions speak to your employer.
- Find out more at www.thacsa.co.za
- If you still have questions, contact the HelpDesk on 0860 22 22 88 or email info@thacsa.co.za or visit the HelpDesk at 1 Adderley Street Cape Town.

You have made a great start to planning for your retirement, the Thacsa Retirement Fund is specifically geared towards the needs of people working in the tourism, hospitality and catering industries. If you change employers and they are also registered with Thacsa you can continue your retirement savings plan with them. If not, you should consider speaking to a financial advisor for assistance on how to preserve your accumulated savings.

tourism,
hospitality
& catering
retirement fund

thacsa

A life of service
deserves a service for life

For more information

Thacsa Help Desk
Tel: 0860 22 22 88

Email: info@thacsa.co.za | **Website:** www.thacsa.co.za

Fund Registration Number: 12/8/20517

Physical Address: Thacsa Retirement Fund, 1 Adderley Street
8th Floor, Paul Sauer Building, Cape Town, 8001

Indemnity: The Tourism, Hospitality and Catering Retirement Fund (Thacsa) does not accept liability for any loss, damage or expense that may be incurred as a direct result or consequence of reliance upon the information in this brochure. If there is any conflict between the information in this brochure and the actual Rules of the Fund or insured benefit policies, the actual Rules of the Fund or insured benefit policies will prevail.

April 2023

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hospitality
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thacsa

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CONGRATULATIONS AND
**WELCOME
TO THACSA**

You are now a member of the Tourism Hospitality and Catering Retirement Fund and on the road to becoming one of the minority of South Africans who are making preparations for your eventual retirement from a working life.

This booklet shows you how the Fund works, what your benefits are and how you go about claiming them. It also gives some advice on important things you need to check on while a member.

How does Thacsa work?

You and your employer contribute a percentage of your monthly pensionable salary as specified in the rules of the Fund. There are costs that are deducted every month, these include death, disability, funeral cover, and administration fees. These costs are deducted from the employer's contribution. Any remaining money and your entire contribution goes towards savings and is invested according to the Investment Policy. Your portion of the total fund investment is known as your Member's Share.

In addition to the monthly deductions that go towards your retirement savings, you have the option to voluntarily contribute more. This can be a monthly amount or just whenever you have extra money such as a bonus or commission payment. There are good reasons to make these additional voluntary contributions because:

- Depending on your income level, there could be tax savings.
- There are no additional fees, all the money goes straight into your retirement savings.
- Retirement savings are protected from debt collectors.

This is important



It's very important to keep your Beneficiary Nomination Form up to date. In the event of your death this information will be used to guide the Trustees in the distribution of your Member's Share and other benefits. Your employer can assist in this process. The forms are available on the website www.thacsa.co.za

What are the benefits?

If you are disabled...

If you are disabled while working and your claim is approved by the insurer you will receive 75% of your monthly pensionable salary. There is a three-month waiting period for your claim to be assessed.

- The 75% cover applies up to a maximum of R111 250 per month without medical evidence of health during service.
- You continue contributing as normal to the Fund and the insurer will pay the employer's contribution.
- If you are deemed fit to return to work before the age of 65, the disability benefit will stop.
- Cover ceases at age 65.
- Your Member's Share becomes payable as normal when you reach the age of 65.
- You are still covered for the death and funeral benefits while you are receiving the disability income.

Retirement...

Normal retirement age is 65, but you can retire from age 55. Death and funeral cover ceases at retirement or age 70 years, whichever is the earlier.

- Your Member's Share can be paid out as a monthly pension, or you can receive 1/3 in cash and the remaining 2/3 as a monthly pension.
- There are other options how you draw on your Member's Share, it's always best to consult with an accredited financial advisor first.

Housing benefits...

Your Member's Share can be used as surety against a home loan. This facility has specific requirements, ask your employer for more details.

Death...

If you die while working your beneficiaries will receive four times your annual pensionable salary plus your Member's Share.

- This cover stays in place for six months after you stop working and leave the Fund.
- The four times cover applies up to a maximum of R8,99million without medical examination.
- The beneficiary nomination form, completed by you, serves as a guideline for the distribution of your benefits. It's important to remember to keep it updated. The forms are available from your employer, or online from the website www.thacsa.co.za.
- Death cover stops once you retire or reach the age of 70.

Funeral benefit...

If you, your spouse or children die while you are a Thacsa member you are eligible for a funeral benefit up to a maximum of R30 000. This benefit is normally paid within 48 hours of receipt of all the required documentation.

- Funeral cover stops when you retire or reach the age of 70.
- This benefit covers disabled children older than 21 and full-time students up to the age 26.
- This cover stays in place for six months after you stop working and leave the Fund.
- If you, your spouse or children die while you are in service the insurer can arrange for the transportation of the remains to the final resting place anywhere in South Africa. A family member may accompany the remains. However, you must use the insurer's approved funeral parlour for this service.
- The insurer can recommend other related service providers to assist with arrangements.
- The insurer can also provide legal advice on a wide range of matters such as obtaining the death certificate and cross-border transportation of the remains.

Person who died	Benefit
Member	R30 000
Spouse	R30 000
Child 14 to 21 years	R30 000
Child 6 to 13 years	R15 000
Child 5 or younger (includes a stillborn child)	R7 500

Important information

You must complete the beneficiary nomination form - it includes your death as well as your funeral beneficiaries. If you do not complete the funeral benefit section of the form your money will be paid into your estate leaving no money to attend to your funeral costs. It will likely lead to long delays before the money is paid out.

Staying in touch



As a Thacsa member you will be regularly updated with information about the Fund and your Member's Share, much of this can be accessed via smart phone.

- You must first register with MRA via the website - go to www.thacsa.co.za - and look for the "Register" button
- Once you have registered you can use the smartphone app:
 1. Go to iPlay for Apple phones and Play Store for android devices.
 2. Search "Momentum" to find the app: MRA Online 2.00.
 3. Download and install the app - it's free.
 4. Tap on the login icon top right and follow the instructions.
 5. Once registered, you will have live access to your retirement fund wherever you have internet connection.