

Secure your future – it's never too late to start



UCT RETIREMENT FUND

Retiree's Workshop
Presentation: Introduction
and HR

15 September 2016

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Introduction

- Make an informed decision @ retirement
- Explain the Retirement process
- Explain UCT benefits for retirees



Benefits available at Retirement

From UCT:

- Leave pay (important to consider this in relation to tax)
- Any benefits due from deferred compensation policies
- Contribution to medical aid
- UCT rights for academically active retirees (emeritus status and senior scholars appointments)
- Pensioner's dependants pay the UCT staff fee rate for tuition costs
- UIF



Medical Aid Subsidy

- With effect from 1 June 2000 the entitlement to the post-retirement medical aid subsidy has been restricted to an accrual of 2% per year of service, up to a maximum of 50%, of the cost of the subscription for the UCT Medical Aid Scheme.
- For staff appointed before 31 May 2000 there is no link between medical aid subsidy and service and they are automatically entitled to the 50% subsidy on retirement.
- The UCT Medical Aid Scheme is currently Discovery Health. The subsidised option for retirees is the Coastal Saver plan with maximum savings.
- UCT will:
 - subsidise 50% of the Coastal Saver option to a maximum rand value determined annually
 - Will pay the full contribution and collect your portion via debit order



Benefits available at Retirement

From the UCTRF :

The value of your Retirement Savings Account

- 0 – 100% available in cash (partially taxable)
- Decide upfront the cash amount you require
- Remainder – apply for pension (tax-free transfer)
- Pension instalments – taxable at PAYE



Other options to consider at Retirement

Separate Group Life Assurance Policy

- Conversion option on group life cover can be converted to an individual policy in own name without proof of health (1x pensionable & any optional cover chosen)
- May be utilised to cover estate duty
- Capital injection in case of pensioners death
- May be expensive, but is free of a medical

Other Policies

- Your other policies: preservation funds, RA policies, endowment policies



Leave pay , UIF Benefits and Debts

- ❧ Any untaken annual leave will be paid out to you in the second week after your last day of service. Any monies owing to the University on your retirement will be deducted from leave pay, if any leave pay is due to you.
- ❧ Any leave pay due to you, may form part of the tax free amount SARS allows to be paid out on retirement. Please email the Retirement Officer on rowina.nefdt@uct.ac.za to apply for the tax directive for the leave payment in order to have this paid out tax free and form part of the tax free value.



How To Claim UIF

⌘ How to do you register. UCT will supply you with the UI-2.8(for banking details) and UI-19(to show employment history);

⌘ How will you be paid?

Step 1: Go To The Signing Venue - You must appear at the designated venue on the time and date stipulated in order to sign your first UIF payment. Be on time. Bring the UIF checklist and your ID document.

Step 2: Sign the unemployment register and receive UI-6A forms If you have successfully registered for UIF, your name will be read out from a list.



Step 3: Take Note Of Your Next Signing Date

Make sure you are aware of your next signing date – it is printed on your UI-6A forms. The next time you have to attend for a signing will be approximately 4 weeks apart. You will have to hand in the relevant UI-6A form every time you attend, so make sure you have these with you.

How much will I be paid?

- ✎ The amount that you will be paid is determined differently depending on the amount of your monthly salary.
(Please refer to the UIF booklet)

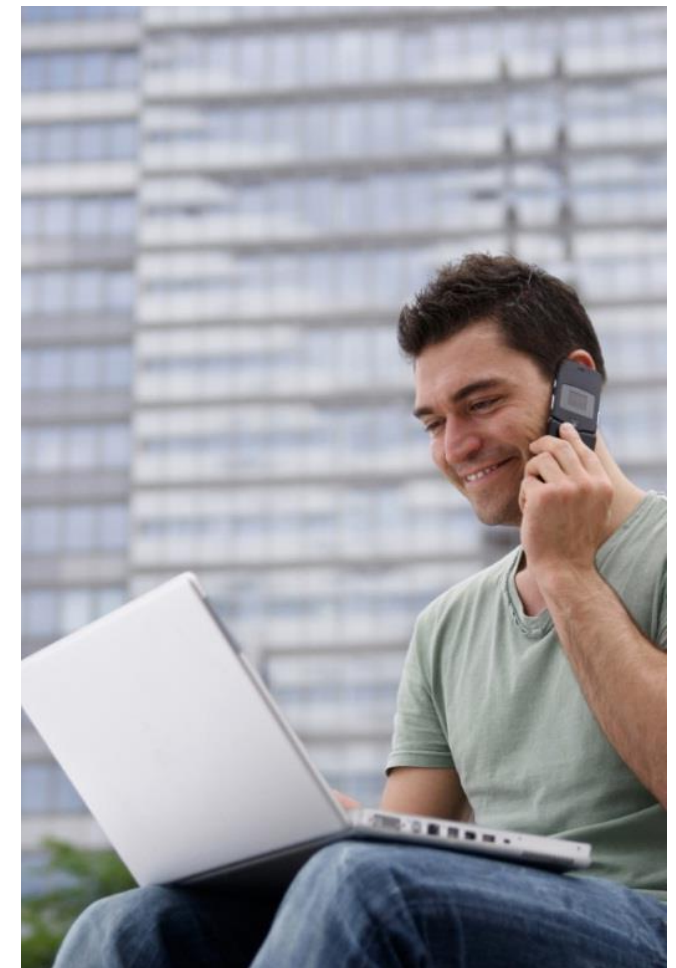


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Useful Information sources

- www.UCTRF.co.za/
- www.uct.ac.za/HR/
- www.rfw.co.za/
- <http://hr.uct.ac.za/>
- www.fsb.co.za
- www.fpi.co.za



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Thank You
Questions?

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