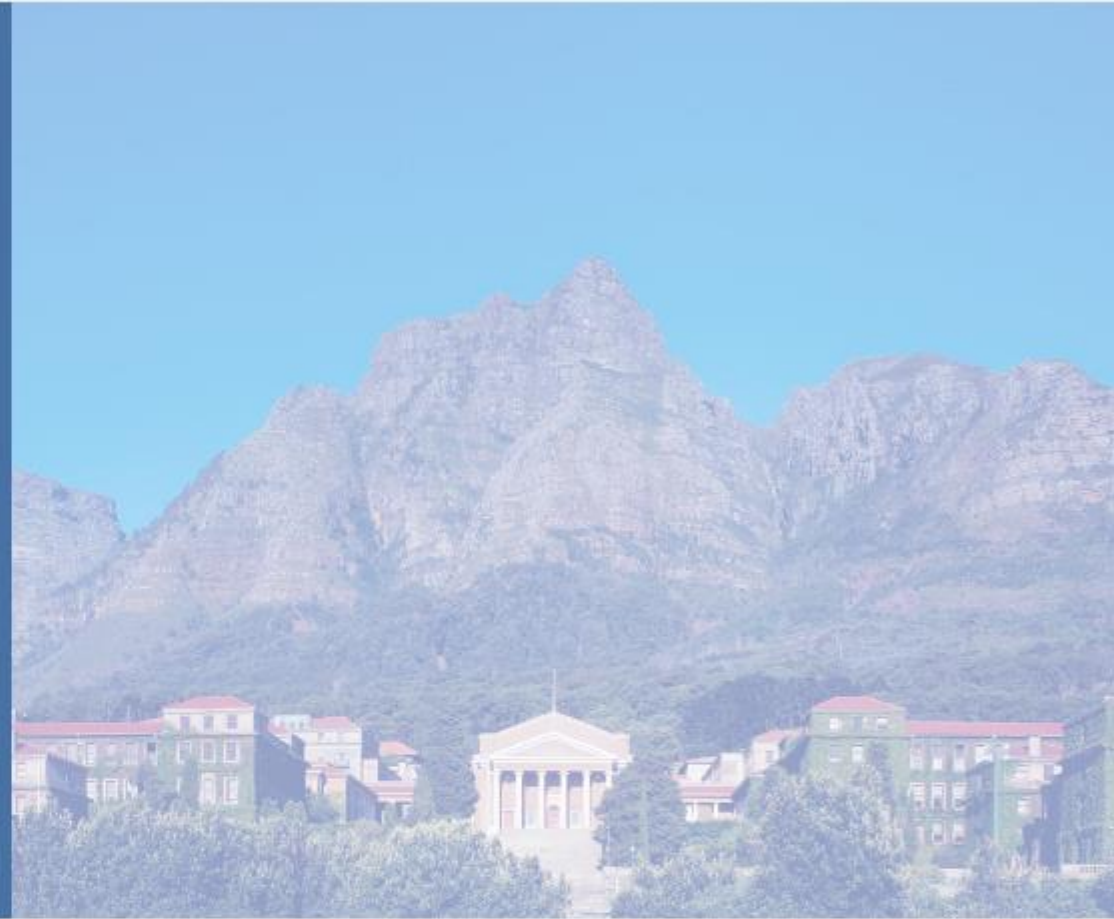




UCTRF



Secure your future its never too late to start – HR presentation



Retirees' Workshop Presentation
UCT Human Resources Department
26 September 2018



Agenda

- Explain the Retirement process
- Explain UCT benefits for retirees
- Make an informed decision at retirement (UCTRF funds)



Retirement Process

From UCT:

- Leave pay (access to tax-free values (first R500 000) no longer available at retirement date for leave. This will be assessed through your tax return through SARS if you want to access this for leave)
- Any benefits due from deferred compensation policies (i.e. tax free values already received) Sanlam will have your AIPF tax-free value (for pre-1995 members)
- Contribution to medical aid
- UCT rights for academically active retirees (emeritus status and senior scholars appointments)
- Email for life
- Pensioner's dependants pay the UCT staff fee rate for tuition costs
- UIF
- 1 x GLA separate cover - conversion (optional)



Leave Pay and Debts

- Any untaken annual leave and in the case of academics any study & research leave balance (to the max of 12 months) 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.
- *HR will aim to have this included in the December payroll*



Medical Aid Subsidy

- 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.
- 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 subsidize option of the UCT Medical Aid Scheme.
- The UCT Medical Aid Scheme is currently Discovery Health. The subsidised option for retirees is the Coastal Saver plan with maximum savings.



Medical Aid Subsidy 2019

COASTAL SAVER	2017		2018		2019	
	Maximum 20% savings		Maximum 20% savings		Maximum 24.96% savings	
Contribution Table	Member	M + Adult	Member	M + Adult	Member	M + Adult
Risk (hospital and chronic)	1606	2811	1728	3025	1899	3326
Maximum savings (25%)	401	702	432	756	474	830
Total monthly premium	2007	3513	2160	3781	2373	4156
Proposed subsidy	1004	1757	1080	1891	1187	2078



Medical Aid Subsidy 2019

Member Detail	2014	2015	2016	2017	2018	2019
	Subsidy	Subsidy	Subsidy	Subsidy	Subsidy	Subsidy
Principal member	778	855	931	1004	1080	1187
Member + adult dependant	1361	1496	1630	1757	1891	2078
Member + child dependant	1091	1199	1306	1408	1515	1666
Member + adult + child	1674	1840	2005	2161	2326	2557
Member + adult + 2 children	1986	2184	2380	2565	2761	3036
Member + adult + 3 children	2299	2528	2755	2969	3196	3515
Member + 2 children	1403	1543	1681	1812	1950	2145
Member + 3 children	1716	1887	2056	2216	2385	2624
Member + 2 adults*	1361	1496	1630	1757	1891	2078
Member + 2 adults + child*	1403	1840	2005	2161	2326	2557



Medical Aid Subsidy cont.

- UCT subsidy will be applied as per the membership size and the **dependants listed as at the time of retirement and only applies to one adult over the age of 21.**

Exceptions to this are:

- Only a spouse/partner dependant and/or child dependant are eligible to be covered by the subsidy.
- No other adult dependant is covered by the subsidy, but may continue on the membership.
- No grandchild can be covered by the subsidy.

UCT will:

- Subsidise accordingly and up to a maximum of 50% calculated on the Coastal Saver rates for eligible membership size;
- Pay the full contribution of your Discovery Health plan of choice to the scheme and will collect the member portion via debit order.

Refer to the full rules and policy on <http://www.hr.uct.ac.za/hr/benefits/healthcare/subsidy>



Other Options to Consider at Retirement

Separate Group Life Assurance Policy

Conversion option on group life cover – current 1 x (& any additional multiple chosen) DPA value can be converted to an individual policy in your own name without proof of health.

- May be expensive, but is free of a medical, **except for a HIV Test and a Continuation test (if non-smoker rates are required)**
- May be utilised to cover estate duty
- Capital injection in case of pensioner's death



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.



How To Claim UIF cont.

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)

This process is managed by the Department of Labour



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



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
 - ***This process is managed by the Administrators of the fund Sanlam***



**Thank you
Questions?**