

Enquiries: Ms. Ester Endjila

15 September 2016

Our Ref. No: 25/7/7/107

The Principal Officer
Mr Dorian Amwaandagi
The Retirement Fund for Local Authorities and Utility Services in Namibia
Erf 540, 1 Delius Street
Windhoek West

BY HAND

Dear Mr Amwaandagi,

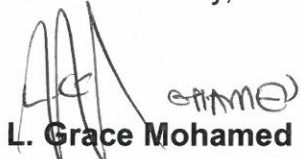
**RULE AMENDMENT NO. 2 – THE RETIREMENT FUND FOR LOCAL
AUTHORITIES AND UTILITY SERVICES IN NAMIBIA**

I refer to your application dated 31 August 2016 for the approval of the above-mentioned Rule Amendment, and hereby inform you that Amendment No. 2 has been approved and registered in terms of Section 12 of the Pension Funds Act, 1956 (Act No. 24 of 1956).

Attached please find the endorsed Rule Amendment.

Kindly contact Ms. Ester Endjila on telephone number (061) 290 5225 or e-mail address eendjila@namfisa.com.na, should you have any further queries in this regard.

Yours sincerely,



L. Grace Mohamed
Acting General Manager: Provident Institutions
For the Registrar of Pension Funds

**RETIREMENT FUND FOR LOCAL AUTHORITIES AND
UTILITY SERVICES IN NAMIBIA**

Amendment No. 2

The Trustees of the Retirement Fund for Local Authorities and Utility Services in Namibia resolved at Windhoek on 1 August 2016 that with effect from 1 August 2016 the Rules of the Retirement Fund for Local Authorities and Utility Services in Namibia shall be amended for the reasons set out below:

- (1) *To extend the eligibility conditions by allowing employees whose employment is for a limited period to be regarded as eligible for membership of the Fund;*

- (2) *To record that the Employer contributes to a separate scheme providing benefits on dread disease and to provide in the Rules for the effect on benefits that may become payable from such separate scheme on the insured death benefit provided by the Fund and also for the effect on the Employer's contributions towards risk benefits;*

by:

- (i) *replacing the definition 'Eligible Employee' in Rule 2 with the following:*

"Eligible Employee" shall mean an employee of any of the Employers whose employment is not temporary or casual and who, unless he was a member of the Previous Fund, has not yet attained the age of 60 years; provided that the Fund may, at the request of the Employer and with the approval of the Commissioner, waive any of the said qualifications in respect of a particular employee or group of employees.

- (ii) *adding the following definition to Rule 2:*



“Dread Disease Insurance Scheme” shall mean a separate scheme set up by the Employer under an insurance policy to provide benefits to employees who are members thereof in the event of their suffering from an illness classified as a dread disease in terms of the policy issued by the Registered Insurer with whom the benefit is underwritten.

(iii) replacing Rule 4.2.3 (b) (i) with the following:

4.2.3 (b)(i) subject to the proviso to this Rule, a maximum of 6% of one-twelfth of each Member’s Fund Salary shall be used to meet the cost of the Insured Death Benefit for the month concerned and to pay the premiums due by the Employer to the Registered Insurer to provide the separate Disability Income Insurance Scheme, the separate Dread Disease Insurance Scheme and the separate Funeral Benefit Insurance Scheme for the month concerned;

(iv) replacing Rule 6.1 with the following:

6.1 Benefit payable on Death in Service prior to Normal Retirement Date

On the death of a Member while in Service before his Normal Retirement Date or while in receipt of a benefit from the Disability Income Insurance Scheme prior to his Normal Retirement Date there shall be payable, a lump sum benefit equal to:

(a) subject to the provisions of Rule 6.4 and proviso (i) below, the Insured Death Benefit;

plus

(b) his Fund Credit;



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plus

- (c) if applicable, a lump sum funeral benefit from the Funeral Benefit Insurance Scheme;

provided that:

- (i) the amount of cover for the Insured Death Benefit payable in terms of Rule 6.1 (a) may be reduced by any amount previously paid to a Member who qualified for payment of a benefit in terms of the separate Dread Disease Insurance Scheme;
- (ii) notwithstanding the provisions of (i) above, if a Member is paid a benefit from the separate Dread Disease Insurance Scheme and then recovers from the disease giving rise to payment of such benefit to the extent that he is able to return to active Service with the Employer, the full amount of cover for the Insured Death Benefit may be reinstated.



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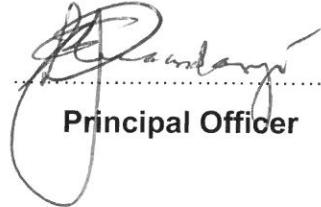
Certified that the above resolution has been adopted in accordance with the provisions of the Rules of the Fund.



Chairperson of Trustees



Trustee



Principal Officer

Certified that the above amendments are financially sound.

Thirumeni Govender

Actuary to the Fund



Signature

B. Econ Sci, FASSA, FSAN

Qualifications

August 2016

hf

