

Enquiries: Ms. Jacobina Johannes

16 June 2017

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

The Principal Officer  
The Retirement Fund for Local Authorities and Utility Services in Namibia  
C/o Mr. Trevor Colmer  
Elite Consulting Namibia  
Erioloba, Unit 1, 9 Hugo Hahn Street  
Klein Windhoek  
Windhoek

Dear Mr. Colmer

**RE: RULE AMENDMENT NO. 3 – THE RETIREMENT FUND FOR LOCAL AUTHORITIES  
AND UTILITY SERVICES IN NAMIBIA**

We refer to your application dated 31 March 2016 for the approval of the above mentioned Rule Amendment, in accordance with the Pension Funds Act, 1956 (Act No. 24 of 1956), Regulations and Directives passed.

We hereby confirm that Rule Amendment No. 3 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 Amendment.

Kindly contact Ms. Jacobina Johannes on telephone number (061) 290 5013 or e-mail address [jjohannes@namfisa.com.na](mailto:jjohannes@namfisa.com.na), should you have any further queries in this regard.

Yours sincerely,



**Lovisa Indongo-Namandje**  
**Acting General Manager: Provident Institutions**  
**For the Registrar of Pension Funds**

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

**Amendment No. 3**

The Trustees of the Retirement Fund for Local Authorities and Utility Services in Namibia resolved at Windhoek..... on 21-03-2017..... that with effect from 1 April 2017 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 clarify that a pension payable to a Qualifying Child who provides proof of studies may be reinstated until such child reaches the age of 25 years;*
- (2) *To provide Members with greater freedom of choice by extending the range of contribution options to be made available to them;*

by:

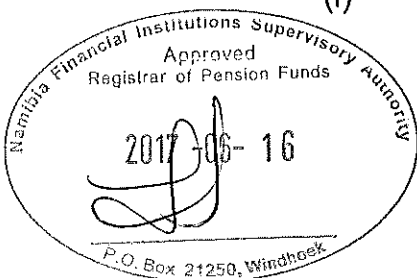
- (i) *replacing the definition 'Qualifying Child' in Rule 2 with the following:*

"Qualifying Child" shall mean:

- (a) a child of a Pooled Pensioner, including an illegitimate or a legally adopted child, under the age of 18 years and unmarried; or
- (b) a step-child of a Pooled Pensioner, under the age of 18 years and unmarried, who, in the opinion of the Board, was substantially dependent on the Pooled Pensioner at the time of his death;

and shall include:

- (i) at the discretion of the Board, a child as defined in (a) or (b) above who is over the age of 18 years but under the age of 25 years, who was substantially dependent on the Pooled Pensioner due to such child either:



- (aa) being engaged in full-time studies at an educational institution recognised by the Board;  
or
- (bb) being engaged in part-time studies at an institution referred to in (aa) above while unemployed;

and

- (ii) a child born after the death of the Pooled Pensioner who, but for such death would have been a Qualifying Child in terms of (a) or (b) above,

but shall exclude a child as defined in (a) or (b) above who was adopted or became a step-child after the Pooled Pensioner's Normal Retirement Date, or the date on which the Pooled Pensioner actually retired, if earlier;

provided that:

- (aa) in the case of doubt the Board shall, within their discretion, determine whether a child is a Qualifying Child;
- (bb) the Board may, in exceptional circumstances of a medical nature, ignore the maximum age of 25 years stated above, provided the Employer contributes such additional amounts to the Fund as the Valuator deems necessary to provide the relevant benefit;
- (cc) if a Qualifying Child contemplated in (i) above, fails to provide adequate proof of studies, the Board may suspend payment of his Pension; provided further that should a Qualifying Child who has not reached the maximum age of



25 years subsequently provide proof of studies, payment of the Pension shall be reinstated for the period in respect of which proof of studies is provided until such Qualifying Child reaches the maximum age of 25 years.

(ii) replacing Rule 4.1 with the following:

#### **4.1 Contributions by the Member**

4.1.1 Each Member shall contribute monthly to the Fund at one of the following rates of one-twelfth of his Fund Salary, in accordance with his election in terms of Rule 4.1.2:

- (a) only in the case of a Member who was a Member prior to 1 September 2008, 2.5%, or
- (b) only in the case of a Member who was a Member prior to 1 September 2008, 5%, or
- (c) 7.5%, or
- (d) 9%; or
- (e) 10%, or
- (f) 12%; or
- (g) 14%; or
- (h) 16%;

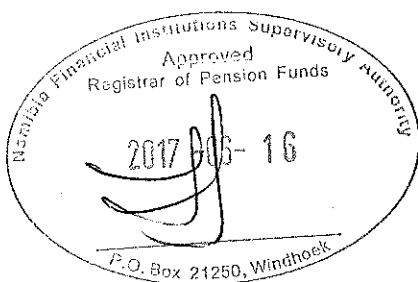
provided that:



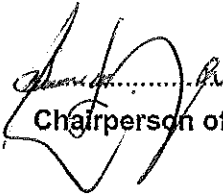
- (a) in the case of a Member who immediately prior to the Commencement Date was a member of the Previous Fund, the contribution rate at which such Member was contributing to the Previous Fund may not be reduced;
- (b) each Member who joined the Fund on or after 1 September 2008 shall be allowed to elect to contribute to the Fund at the rate of 7.5%, 9%, 10%, 12%, 14% or 16% of one-twelfth of his Fund Salary.


4.1.2 The following provisions shall apply to the election of the Member's contribution rate:

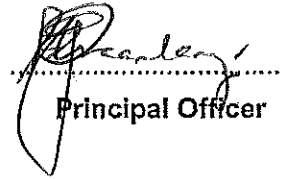
- (a) on entering Service, each Member shall be required, by notice in writing to the Board, to elect one of the contribution rates set out in Rule 4.1.1 (c), (d), (e), (f), (g) or (h). If he fails to make an election, he shall contribute at the rate of 7.5% of Fund Salary;
- (b) on each 1 July, each Member may elect to increase his contribution rate, by notice in writing to the Board. If he fails to elect an increased rate, he shall continue to contribute at the rate last elected by him.



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.

Ms Thirumeshi Govender  
.....  
Actuary to the Fund

Govender  
.....  
Signature

B. Econ Sci; FASSA, FSAN  
.....  
Qualifications

March 2017

hf

