



# Bokamoso



**DPF**  
DEBSWANA • PENSION • FUND

## Inside

Understand your most important asset – Your Retirement Fund 1

CEO's Message 4

The Digital Economy & its impact on future Investments 6

Your Questions Answered 8

The power of preservation 14

## Understand your most important asset – Your Retirement Fund



Seven questions you need to ask to understand your fund better.

### Do you know the following details of your retirement fund or funds?

1. What is the current value of your retirement fund/s?
2. What is the current net replacement value of your fund/s?
3. Can you explain the investment portfolio of your fund/s?
4. What has the historical return been on your fund/s?
5. What risk cover does your fund offer you?
6. Is your risk cover approved or unapproved?
7. Does your personal portfolio complement your retirement fund/s or are there conflicts?

I am often surprised by how little people know about their retirement funds. In most cases, a combination of retirement funds will represent the largest asset in most individuals' portfolios by the time they retire. That is if their retirement funds were preserved every time they left their employers in the past. Sadly, this rarely is the case... It is notable that when we assist clients with their retirement income provisioning that in most cases the individuals who can retire most comfortably are the ones who were government employees all their lives.

Although they are not the biggest earners, nor the most sophisticated investors, their constant contributions, and the fact that they could not access their funds in the past, created the perfect playing field for compound interest to take effect. This article is not about the importance of preserving retirement proceeds over time, although it probably is the most important factor that will lead to a comfortable retirement. This article is about the importance of understanding your retirement fund. So, have you managed to answer all the questions positively at the start of this article?

If your answer is "no" to any one of the questions, then you seriously need to start doing some homework on your fund/s. Note: Although this article deals with retirement funds, it's important to always consider all your assets when analysing your investment portfolio. Voluntary investments, shares, property (not your primary residence) and anything else of value (art, coin collections etc.) must be included in your analysis. For this exercise, however, I am going to be single-minded and focus just on your retirement fund.

**Continued on page 3**



Debswana Pension Fund



Debswana Pension Fund  
@DebswanaPF

### DPF Values

- Member Centric
- Credibility
- Accountability
- Agility
- Self driven & Motivated



Ogomoditse G. Letsholo

## Editorial

It goes without saying that we are living in challenging times the world over. In one way or the other we have all been affected by Covid 19 which changed the way we used to relate and connect with our loved ones as well as conduct business. Like never before, the need to prepare ourselves financially should anything happen to us has never been over emphasized. We need to ensure our finances are in order lest we leave our loved ones with the burden of sorting out our financial issues.

You will find amongst the diverse range of topics various important subjects that we hope you will learn from; topics such as the Power of Preservation which speaks to preserving what has been accumulated should you decide to change employers and Discussions around Early Retirement which is a sore topic for many as the decision to take up early retirement is often made out of impatience without thoroughly considering the consequences.

We trust that you will utilise the insights from the Understand your most important asset – your retirement fund article. It is important to understand that you are putting money away for a purpose and for that purpose to be realised you need to appreciate its envisaged impact in your life.

To those of us who have lost our loved ones during this difficult year, we share your pain. Our wish is that you gain the strength to overcome your loss and that you are able to find some comfort in the memories you made together. From the Bokamoso team, we wish all our readers and their loved ones a safe and blessed holiday. Do not let your guard down as Covid-19 will definitely not be on holiday. Let us be vigilant and take care.

We would like to hear from you, please contact our Administrator's Member Relations Officers in their respective constituencies (**Gaborone – bmosimanyane@mmila.co.bw** , **Jwaneng – mthamage@mmila.co.bw** **Orapa – lmosigi@mmila.co.bw**) or the Communication Department at [info@mmila.co.bw](mailto:info@mmila.co.bw)

May this festive season bring us much relief and many opportunities in 2022 and beyond

## Announcements

### New Board additions

#### 1. Mr Thabo Stephen Moepi – Jwaneng Constituency

Mr. Moepi joined the DPF Board of Trustees on the 5th November 2020, following successful elections and Regulatory approval by the Non-Banking Financial Institutions Regulatory Authority (NBFIRA). Mr. Moepi holds an Honors Degree in Mining Engineering, Surface Mining Certificate, Advanced Surface Blasting Certificate.

He is a Chartered Engineer and an Associate of the Royal School of Mines (ARSM). He has previously served in the internal Jwaneng Mine Supply Chain Tender Board and brings to the Board his skills, expertise and an appreciation of the mining community.

Mr. Moepi, is currently serving as a member of the Nominations and Remunerations Committee and the Benefits and Communications Committee.

#### 2. Mr. Thabiso Lincoln Moanakwa

The Regulator, NBFIRA approved the appointment of Mr. Moanakwa to the DPF Board of Trustees on the 11 August 2021. Mr. Moanakwa holds a Bachelor of Commerce in Statistics and a Career Preparation Programme in Economics and Management Science.

Mr. Moanakwa will be a valuable addition to the DPF Board and his experience with data analysis and statistics will be valuable to the Fund. He has been appointed to the Nominations and Remunerations Committee, the Investment and Finance Committee and the Audit and Risk Committee.

The Fund welcomes both Mr. Moepi and Moanakwa to the Fund and wish them all the success in the execution of their fiduciary responsibilities. The addition of the 2 Trustees to the DPF Board has led to a change in the Committee Membership.

These changes were also a result of the recent appointment of Mr. Lebogang Sebopelo as the Board Chairperson, which meant that he ceases to be a member of all the Committees he was previously appointed to by virtue of being a Board Chairperson.

### DPF KYC Project

Debswana Pension Fund (DPF), is still actively running its Know Your Customer (KYC) Project. The Fund is required to collect all current and up to date details of our members regarding their identity, residence and in some instances their source of income or wealth. This is to ensure the Fund complies with the Financial Intelligence Act and Regulations. The Fund has committed to sending reminders via emails, social media platforms, radio and print media to ensure the message is received by all members. Further engagements have been made with the members via the recently held member engagement webinars, writing to letters to Badiri Ba Meepo and the Participating Employers requesting them to also encourage the members to comply with the KYC requirements through their respective internal platforms. The Fund has decided to implement strict measures for non-compliant member as follows;

Continued on page 3



## From page 2

### DPF KYC Project

1. Active Members - the Fund will not be receiving any contributions from the PE whose employees are not compliant.
2. Deferred Members – the Fund will terminate the relationship with the non-compliant member. This means that the member will have to move their deferred account to a preservation fund.
3. Pensioner Members – pensioner members who are non-compliant will not receive their pension salary until they have complied with the requirements.

The Fund is to comply with these measures by November 2021. Once these measures have been implemented the Fund is obliged by the Financial Intelligence Act to report the names of the non-compliant members to the Regulator. The Fund therefore urges all its members who have not yet submitted their documents to submit them to avoid these adverse consequences.

Members are required to submit the following documents to the Fund;

1. Complete the Prominent Influential Persons KYC questionnaire;
2. Certified copy of identity document (Omang or copy of Passport and work permit for expatriates);
3. Proof of residence (utility bill, letter from Employer or affidavit).

### Members are advised to submit their KYC documents and the Questionnaire to;

1. Email: [dpfkyc@debswana.bw](mailto:dpfkyc@debswana.bw)
2. Post: Debswana Pension Fund Private Bag 00512 Gaborone
3. Physically to:
  - Gaborone Office Fairgrounds Office Park Plot 6451 | Tel: (+267) 361 4288
  - Jwaneng Office Township Housing Office No. 9 Tel: (+267) 588 4849
  - Orapa Office HR Block Office No. 11 Tel: (+267) 290 2323

For any enquiries related to the DPF KYC Project members are advised to call +267 75 902 607 or email [dpfkyc@debswana.bw](mailto:dpfkyc@debswana.bw).

Pensioner members are advised that this process is different from the Certificate of Existence or "ke a tshela" and the requirement is to complete both processes.

Members are urged to comply with KYC requirements in order to assist the Fund in complying to Financial Intelligence Act requirements and international standards that are meant to combat money laundering.

## From page 1

# Understand your most important asset – Your Retirement Fund

### 1. What is the current value of your retirement fund?

This is the one fact that most people know about their retirement fund/s. It is important to know this if you analyse the current and future funding of your imminent retirement. Much has been written about what multiple of your salary you should have accumulated at different stages of your life. If you don't have those figures drop me a line, then I will send them to you. In short, if you wish to retire earning a pension equal to 100% of the salary that you earned on your last day employed and you want to leave a large portion of your pension funding as a legacy, then you will need at least 24x your final annual salary.

This is based on a drawdown of 5% against the capital value. Generally, people retire with no or very little debt and they no longer participate towards retirement funding, investments, bonds etc., so it becomes feasible to aim at 70-80% pension income of your final salary. If you require 70% of your last salary, then you should have accumulated at least 14x your final annual salary by the time you retire.

### 2. What is the net replacement value of your retirement fund?

The net replacement value works in unison with the capital value that I eluded to above. The net replacement value takes into consideration the fund value, fund returns and expected future contributions to provide you with a projection of what you can expect as a pension. This amount is projected as a percentage of your expected future final salary. It is one section of the road on your retirement planning roadmap. If your retirement fund is your only investment or asset and your net replacement value indicates anything less than 70% it is time to seriously start looking at ways to increase your funding or expanding your investment portfolio.

**Full Report:** <https://www.moneyweb.co.za/financial-advisor-views/understand-your-most-importantasset-your-retirement-fund/>  
Moneyweb | 7 September 2021 | Marius Fenwick - WealthUp (Pty) Ltd



## DPF Values

- Member Centric
- Credibility
- Accountability
- Agility
- Self driven & Motivated



## CEO's Message



Gosego January – DPF CEO

Dear Members,

I would firstly like to take this moment to remember all our members and their families who passed away during this year. I wish to also remember our former Board Chairperson Ms Lebole Mpho Mokoto and send condolences to her family, who sadly passed in August 2021. May the souls of all the departed continue to rest in eternal peace.

As the curtain slowly draws on a year that was certainly challenging in many ways, the Fund continued to show its strength, resilience, and agility during times of adversity, while remaining positioned to uphold our promise to secure our members' futures.

### Investment Update

The Fund's promise to provide sustainable superior returns remains a key priority. Overall the Fund has continued to deliver growth for our members as the Fund Assets Under Management (AUM) has grown over the last few quarters from BWP 9,395 Billion as at end of March 2021 to BWP 9,563,361,311 as at end of September 2021.

The Fund has experienced considerable growth in this calendar year; however we have seen slower growth in the third quarter of the year primarily driven by developed market shares remaining flat due to concerns of monetary policy tightening. In addition, Emerging Market Equities underperformed amid a sell-off in China, spurred by mounting concerns of political and regulatory interference in public companies.

I am however pleased to see improved year to date performance of the Domestic Listed Equities. The performance has been relatively strong which is a positive development for this asset class that has been challenged in prior periods. I believe that the Fund will continue its upward trajectory in the last quarter of the year and drawing closer to reaching the BWP 10 Billion milestone. The Fund remains cautiously optimistic, as we continue to monitor and weather mounting global and domestic risks.

### Regulatory Update

In April 2021, we commenced an extensive Know Your Customer (KYC)

project to meet the requirements of the Financial Intelligence Act. The FIA act requires all accountable institutions to conduct customer due diligence on their members. DPF Members are by now expected to have submitted the following documents:

- Certified Copy of identity document;
- Proof of residence; and
- Proof of income for members who have opted for Additional Voluntary Contribution.

To date only 39% of our member base have made the necessary submission and I wish to thank them for their prompt response. I do however plead with the bulk of our members who have not yet done their submissions, despite numerous communication, to meet the extended end of October 2021 deadline. I wish to remind you of the importance of the KYC project as it does not only make the Fund compliant with the Financial Intelligence Act but also ensures our contribution toward the country's efforts to combat Money Laundering and Terrorism Financing.

The Fund's inability to be KYC compliant has the ability to prevent the Fund from investing globally, and offshore markets are a key growth contributor for the Fund. Additionally, failure to make the necessary submissions could result in a penalty being levied against the Fund by the regulator and the cost of the penalty ultimately being borne by the member. Those who have not made their submissions, kindly do so urgently.

In my last update, I informed you of the Non-Banking Financial Institutions Regulatory Authority Circular No. 3 of August 2020 which prescribed the minimum standards for Board Members in Large Retirement Funds. I furthermore indicated that the possibility of Trustee elections in the event that the regulator goes ahead to implement the prescribed minimum standards for Board Members in Large Retirement Funds. The regulator, has since retracted the circular therefore not requiring the Fund to undertake elections in this year. The Fund will however, initiate elections for two constituencies being Orapa, Letlhakane and Damtshaa Mines Constituency and Morupule Coal Mine Constituency. Both these constituency elections will take place in 2022 as the respective incumbent trustee's term is coming to an end.

### Annuity Product Diversification

As part of our growth strategy, the Fund has been carrying out a review of the annuity products it offers to members upon retirement. The Fund is looking to have potentially completed the product development of the 15 and 20 year Guarantee period option by end of the year and availed these options at the beginning of 2022.

This extended guarantee offering has been designed to accommodate the ever diverse needs of our members. Our members may at times retire whilst they still have young children, and therefore a 15 and 20 year guarantee options gives them the necessary security and peace of mind that should they pass on their loved ones will remain with a source

Continued on page 5



## Continued on page 4

of income for the remaining years of the guaranteed period.

In addition, the much awaited Living Annuity product development is also underway. Our aim is to have completed the necessary development steps and avail the product to members by the second half of 2022.

## Member Data Clean-up

DPF is currently undertaking a member data update drive. The Fund has forwarded messages to members to encourage them to access the member portal to check if the data captured, mainly names, date of birth and contact numbers, is correct. It is very important that the Fund and the Fund Administrator have up to date contact details of members at all times. This enables us to implement the correct investment strategy for each member, and communicate effectively, with our members so that they do not miss out on any information from the Fund or Fund Administrator (Mmila Fund Administrators).

The Covid -19 Pandemic has taught us to adapt to very adverse circumstances. Despite not being able to have our annual member engagement events, the Fund has continued to use technology and enhanced communication activities to ensure that our members are kept abreast of Fund developments and also avail an opportunity for members to engage with Fund Management and the Board of Trustees.

## Member Satisfaction Survey

As we come to the end of the year, we always reach out to you as members, and critical stakeholders, to complete the member satisfaction survey. It is through these surveys that the Fund is able to measure the level of effectiveness of our engagements and services provided to you as members of the Fund in the year under review. This year the Fund has worked toward closing the identified gaps and opportunities that came through the surveys such as, the review of our annuity offering, enhancement of the Member portal for ease of navigation, as well as the current member data update that will enable the fund to reach more and more members through our sms platform.

I wish to take this opportunity to thank the Board of Trustees for the guidance and dedication they give to the Fund Management, for the betterment of the Fund, and ultimately our members. A special thanks to the outgoing Board Chairman Mr Christopher Mokgware and his Deputy Mr Reobonye China Able, for having diligently served on the Board and their immense contribution to the success and growth of the Fund.

I would also like to recognize the hard work by the Mmila Team who despite the Covid -19 pandemic, have continued to service members and carry out Member investigations, sometimes amidst challenging times, in order to ensure that our members and their beneficiaries receive their funds timeously. Lastly I would like to thank the DPF team for the agility with which they displayed, perseverance and their dedication to securing members' futures.

I wish you and your families a joyous, safe, and healthy holiday season and Happy New Year. Let us all continue to follow Covid-19 protocols and I encourage you and your families to get vaccinated.

## Tlhaloganya dithoto tsa gago tse di botlhokwa-ditshiamelo (madi) tsa phenshene



Ipotse dipotso di le mmalwa go tlhaloganya letlole la gago la phenshene.

### A o itse tse di latelang ka letlole la gago la phenshene?

1. A o itse boleng jwa madi a gago a phenshene?
2. O ya go kgona go emisetša madi a o ntseng o a amogela ka bokae fa o setse o amogela phenshene?
3. A o ka tlhalosa gore madi a gago a beededitšwe jang?
4. Letlole la ga go la phenshene le ntse le tla le dira jang?
5. A letlole la gago la phenshene le sereeditšwe madi a gago?
6. Tšhoretšo ya madi a gago a ke e amogelesegang kgotsa nnyaa?
7. A dikeletšo tsa gago di tsamaelana le madi a gago a phenshene kana di a gotlha-gotlhana?

Go le gantsi go a makatsa gore maloko a matlole a diphenshene ga a na kitso e tšeneletseng ka matlole a bone. Mo dieemong tse di ntsi, madi a phenshene e nna one dithoto tse dikgolo tse leloko le di kgobokantseng fa nako ya go togela tiro e goroga. Se se diragala gantsi fa leloko le ne le tšwelela le boloka madi a le a kgobokanyang a phenshene nako le nako fa le ne le fetola ditiro le ha ntswa go boloka mo go dirwa ke palonyana e e rileng ya batho fa bontsi jone bo tšwelela bo tsaya bontlha bongwe jwa madi a bone. Go le gantsi maloko a a kgonang go fitlhelela se, ke bao ba ba sa fetolang ditiro tsa bone ba bereketse mohiri a le mongwe selo se se bo se ba itsa go nna ba tsaya bontlha bongwe jwa madi a bone a phenshene.

Le fa ntswa palo ya batho ba ele batho ba ba sa amogeleng madi a mantsi, ebile ba sa itse go le gantsi ka dipeletšo, madi a ba tšwelelang ba a tšenya mo letloleng la phenshene a sa kgorelediwe ke sepe go ba thusa go godisa madi a bone ka dipotso tsa bone di bereka go thatagana ngwaga le ngwaga. Botlhokwa jwa padi e, ga se go lebelela go boloka o sa tšeye sepe mo letloleng la gago le fa ntswa se se thusa gore madi a o a bolokelang phenshene a gole mo go nametsang, botlhokwa jwa padi e ke gore maloko a tlhaloganye botlhokwa jwa madi a bone a phenshene. A o kgonne go araba dipotso tse di ko tšhimologong ya padi e mo go nametsang?

### E tšwelela ko tšebeng ya lesome le bongwe(I I)

## DPF Values

- Member Centric
- Credibility
- Accountability
- Agility
- Self driven & Motivated



## The Digital Economy & its impact on future Investments



Technology has had a profound impact on the Globe and continues to alter many facets of our lives. Technology has not only disrupted our lives in present times; it will affect many aspects of our lives in the future. Investors, like Debswana Pension Fund, are taking advantage of opportunities that are emerging due to the Digital Economy. This article will look to explore the impact Digital Economy is having on Biotechnology and furthermore it will explore how the Digital Economy and Artificial Intelligence (AI) will impact our lives in the future.

### The Impact of Smart Phones & Biotechnology

The Smart phone has been a revolutionary device that has impacted day-to-day life. Worldwide there are 1 billion users; with 2.5 million apps – available across Google and Apple’s digital marketplaces. Smart phones are used on a day to day basis for social networking, video chatting, photography, business activities, e-mail, browsing the internet, consumption of videos and music, financial transactions, and map and direction navigation. One study illustrated that on average individuals spend five to six hours on their phone on a daily basis, not including work-related matters.

In the United States most mobile phone users check their phones up to 63 times daily and 86 percent go online daily using their mobile devices. The consistent use of smart phones and other digital devices is having a profound impact on our health in terms of our eye sight and our hearing. More people are having eye sight issues due to the immense screen time on digital devices and headphones have a profound effect on peoples hearing. The health sector is increasingly growing due to the effects of smart phones. In the Health sector, Biotech firms are growing their offerings for consumers in optometry and audiology. The global biotechnology market size is expected to reach USD 2.44 trillion by 2028, up from USD 752.88 billion in 2020, according to a new report by

GrandView Research, Inc. in 2020

It is expected to expand at a Compounded Annual Growth Rate (CAGR) of 15.83 percent from 2021 to 2028. Biotech firms are looking to focus in on medical devices Nanobiotechnology, Tissue Engineering and Regeneration, DNA Sequencing, Cell-based Assays, Fermentation, PCR Technology and Chromatography. Support sectors such as global healthcare IT market are expected to grow substantially as well, the global healthcare IT market size was valued at USD 74.2 billion in 2020 and is expected to have compounded annual growth rate of 10.7 percent from 2021 till 2028 to reach USD 166.0 billion by 2028. Debswana Pension Fund, through its Global Asset Managers, continues to invest in Health Care in firms that are providing cutting edge solutions for the public.

### Artificial Intelligence (AI)

The 4th Industrial revolution has introduced the world to Artificial Intelligence and automation. Artificial intelligence refers to the ability of a computer or computer-controlled robot to perform tasks that would typically require human intelligence. Artificial Intelligence is reshaping the world in a profound manner and is resulting in smart decision making, efficiency, solving complex problems, enhanced research and data analytics, improved customer experience. A project undertaken by PriceWaterhouseCoopers estimated that “artificial intelligence technologies could increase global GDP by \$15.7 trillion, a full 14 percent, by 2030. Healthcare is impacting an array of Industries that include Finance, Health Care, Transport, National Security and Criminal Justice.

In Finance and Investments, loan decision are being made by software based on a wide array of inputs, tasks typically performed by humans beings are being taken over by AI powered machines, robo advisors are utilized for personalised investment portfolios based off the risk and return objectives of individuals. In stock markets, stocks are being traded by AI machines and software. AI is utilized in order to remove emotion out of investing and pursue decisions that are based on data and analytics, in a prompt and efficient manner. AI is additionally being utilized for Fraud detection by various financial institutions. We may not realize it but AI is already a part of our daily lives, some examples include Smart assistants on smart phones such Apple’s Siri and Amazon’s Alexa, email spam filters, Netflix’s recommendations, and conversational bots that are for customer service calls.

In the future we could see impactful examples of AI in the form of self-driving transportation such as car and trains, manufacturing robots, full time virtual digital assistants and disease mapping and screening. Debswana Pension Fund continues to invest in global tech stocks to ensure that this will not only provide commensurate returns for the Fund’s membership but it also assists in advancing the world and improving quality of life for all global citizens

**Author:** *Mbakisi Gopolang*  
*Investment Analyst - Debswana Pension Fund*

**Disclaimer:** Views and opinions expressed in this article are those of the author unless clearly stated the source, and do not represent any institution. The author accepts no liability whatsoever for any loss or damages whatsoever and however incurred or suffered resulting or arising from the use of this article.



## Amid discussions around early access to retirement funds – don't lose sight of your retirement goals

South Africans are currently only able to withdraw or transfer their pension funds if they resign, retire or become unemployed. But recent conversations around allowing early access to a portion of retirement funds may have made individuals more aware of their retirement savings. The proposed access has significant implications, because for most South African income earners, their retirement savings and insurance benefits through their employer are often the only savings and insurance they have. Retirement funds are also the primary vehicle which Government uses to incentivise retirement savings by making contributions tax-deductible.

Most income-earners are already saving far too little and not long enough for retirement. According to Janine Horn, Financial Adviser at Momentum, only 6% of South Africans can retire with enough to maintain their standard of living. This is largely due to the widespread tendency to withdraw retirement savings when changing jobs to fulfil short-term financial needs and wants. COVID-19 has highlighted a need for greater savings to protect against financial stress in emergencies and the widening retirement savings gap. Horn says, "If it drives the wrong behaviour, it can have dire long-term consequences for people who are already saving far too little for retirement.

People often find it difficult to plan ahead, especially with the economic challenges we face on a daily basis. To save between 15 and 20 percent of your monthly salary can seem like a stretch when you have to live day to day, but saving now will definitely pay later." "Growing your savings and having enough money for a comfortable retirement is part of your journey to success," says Horn. Through the continuous analysis and adapting of your investment, you can ensure that you have what you need once you retire and make your dreams a reality. She says that it is the small sacrifices that count when you are young to make your retirement goals real.

"By having and fostering a good relationship with money and ensuring that you rather focus on saving for tomorrow instead of seeking instant gratification today, you can reach your financial goals and build your portfolio instead of watching the money fly in and out of your account. Your medium- and long-term saving goals coupled with your risk profile will largely determine the type of investment that will best suit your needs. "A qualified financial adviser will be able to not only assist with a committed savings strategy but also advise how you can use compound 3 interest and capital gains tax exemptions to minimise tax payable on your investment," says Horn. She says that compound interest is one



of the most important concepts when managing your finances. It is at the crux of every medium- to long-term investment allowing you to earn interest on interest - almost like a snowball effect - accelerating your earnings. Each investment journey is unique according to Horn and she advises that to ensure that you have enough capital to fund your retirement, you should consider various investment options.

### Linked Investment

By choosing a linked investment account, you can save your money for five years or longer by investing a regular amount with an optional lump sum. It gives you the freedom to choose how you want to invest and what you want to invest in. Giving you the power to save your money to best suit your needs. Whether it is for your children's education, a nest egg or a holiday – the longer you leave it, the more it will grow. You set the terms by adapting the contract to meet your needs.

### Retirement Annuity

If you prefer a committed and conservative savings approach, a retirement annuity is the right product for you. Governed by legislation and primarily designed to help you grow your money for retirement, it is a long-term savings plan that enables you to draw a lump sum and buy a monthly income after the age of 55. A retirement annuity not only helps you save and invest but also comes with tax benefits.

### Endowment

An endowment policy is life insurance which pays a lump sum after a specific term or on death. Although restricted by certain rules, this medium- to long-term policy is a low-risk saving strategy that allows you to leave the legacy you choose by deciding how you want to invest your money. It offers estate planning and tax benefits – especially if you are in a higher income bracket. Horn reminds us that retirement can be a real challenge if not properly planned for. Fluctuating interest rates, inflation, and taxes can eat into the growth of your savings. By making regular monthly payments and investing a lump sum into an investment policy, you can ensure that you will have enough money to turn your retirement dreams into reality.

**Source:** Institute of Retirement Funds Africa; IRFA Dispatch; FA News | 27 October 2021

### DPF Values

- Member Centric
- Credibility
- Accountability
- Agility
- Self driven & Motivated



**1. What is the maximum amount one can claim upon accessing their funds at Retirement**

Upon Retirement, a member is eligible to claim up to 33.3% lump sum from their fund credit. This amount will be tax free. The member must then purchase a pension/annuity option with the remaining balance. The pension/annuity option may be purchased from DPF or any Botswana registered Insurance company.

**2. What is the maximum number of beneficiaries that one can nominate on their Beneficiary nomination Form**

There is no limit on the number of beneficiaries a member may have. The member needs to ensure that they have not omitted anyone who is a legal dependant (immediate family) or financial dependant (siblings or relative) and they also need to ensure that their nomination will be deemed fair.

**3. If I leave my 5year old child 60% of my Fund Credit, how are they going to access their benefits and at what age are they going to be given a lump sum**

The minors benefit distribution is transferred to the Master of the High Court or a Beneficiary Fund for all beneficiaries below the legal age and will be accessed by the nominated guardian for the child's necessities until the child reaches the legal age of 18 years. This differs if you leave your child benefits as a Pensioner: (Macheng/Baliki to beef up)

**4. Is it possible to earn an Annuity (Pension Salary) from two different Pension accounts**

It is possible to earn two pension salaries but for better management of tax, members are advised to consolidate their pension salaries.

**5. As a member, is it possible to select where my beneficiaries' benefits are to be saved after my demise**

It is possible and advisable to select where your beneficiaries' benefits will be taken to. The Retirement Fund Act stipulates three mode of how the funds can be disbursed to beneficiaries a. Master of the High Court, b. Guardian/ Beneficiary Fund and or c. Disbursed to a Guardian

**6. I am married in community of property, is it possible**

**to make a claim on my partner's fund credit should we divorce prior to retirement**

Section 40 (l) (h) provides that A licensed fund may deduct from a benefit payable to a member; or to his or her dependants or nominees in the event of the death of a member any amount assigned from the member's pension benefit to a non-member spouse in terms of a decree granted under the Matrimonial Causes Act. This amount will be deducted after deduction of amount due on the benefit in terms of the Income Tax Act. The interpretation of this section is still under determination of the Courts although there has been some case law has been decided in the affirmative.

**7. Who is required to complete KYC Questionnaire and why**

All Pension Fund members, active, deferred and pensioners are required to complete the KYC Questionnaire and submit the relevant KYC documents to the Fund Secretariat's Compliance department with requirements of the Financial Intelligence Act that requires the Fund to conduct customer due diligence on all its members.

**8. How often will I be required to complete the KYC Questionnaire**

The member has to complete the questionnaire once and they will only be required to submit their KYC documents again if there are any changes to their details like change of surname, change of PIP status etc.

**9. How many members does the Board of Trustees have and how are they selected**

The DPF Board of Trustees is currently made of 9 members. The pensioner member is elected by pensioner members, the independent trustee is appointed after advertisement and selection by the Board, the member elected Trustee is elected by the members of the constituency and the employer appointed are nominated by the Participating Employer. All these Trustees are then subjected to vetting by the regulator, NBFIRA.

**10. What is the importance of advertising deceased members on the Newspapers and Social Media**

Advertisement of deceased members is meant to notify all beneficiaries so that they can be considered as beneficiaries of the deceased and to eliminate chances of omitting beneficiaries.





## Dipotso le dikarabo tsa gago

### 1. Leloko la phenshene le letelwa go tsaya madi a le a kgobokantseng fa nako ya go togela tiro e fitlhile

Molao o leta leloko go tsaya madi a fitlhang ko go 33.33% mo mading a le a kgobokantseng nako ya fa le santse le bereka. Bontlha bongwe jo leloko le tlaa bong le bo tsaya jo, ga bo kgethisiwe. Leloko le tlaabo le tlamega go reka phenshene ka bontlha jo bo setseng (66.67%). Phenshene e, e ka rekwa mo letlolang la phenshene ya Debswana ha one o ntse o le leloko la bone kgotsa kompone tse di dirang le insurance di kwadisitswe mo lefatsheng la Botswana.

### 2. Leloko le letelwa go kwala bajaboswa ba le kae mo pampiring ya bajaboswa

Ga gona palo e beilweng gore leloko le ka seke le e fete ya bajaboswa. Se leloko le tshwanetseng go se dira ke go netefatsa fa a sa tlogela ope wa bajaboswa ba gagwe ko nte. Bajaboswa ba konokono ke ba lelwapa la gago (monna/mosadi le bana ka go latelana ga dingwaga tsa bone) ba latelwa ke ba masika (batsadi, bogkatsadi, ditlogolo kana ope yo o mo tlhokomelang). Fa leloko le sa togela ope o o ikaegileng ka lone ko nte, tlhopho ya lone e fokoletsa batlhokomedi ba lekgotla tiro ya go batla bajaboswa ba ba tlogetsweng.

### 3. Fa ke kwadile mo pampiring ya bajaboswa gore ke togelela ngwanake yo dingwaga tse tlhano (5) 60% ya madi a ke a kgobokantseng a phenshene, oya go neelwa jang madi leng a le dingwaga tse kafe a a neelwa ele bokafe

Ditshiamelo tsa mojaboswa wa dingwaga tse di tlase ga tse di beilweng mo molaong di isiwa ko letlolang la Master of the High Court kana Beneficiary Fund. Ba lelwapa ba tshwanelwa ke go tlhopho ya tla salang ele motlhokomedi wa ngwana yo gore atle a kgone go nna a isa dikopo tsa tsotlhe tse ngwana a ditlhokang ko letlolang le go tlaa bong go isitswe ditshiamelo tsa ngwana o teng. Fa ngwana a nna dingwaga tse 18, o neelwa ditshiamelo tsa gagwe tse di tlaa bong di setse mo letlolang. Tsamaiso e ea farologana fa leloko le ne le setse le amogela phenshene. Go lebelelwa phenshene e leloko le neng le e rekile le gore a go nale sepe se se ka neelwang bajaboswa.

### 4. A go a kgonega go amogela phenshene tse pedi

Go a kgonega go amogela madi a phenshene a tswa mo matlolang a a farologaneng fa erile o santse o bereka wabo o sa tlhakanye madi a gago a o a kgobokantseng mo bahiring botlhe ba o kileng wa ba bereka. Go tlhohofatsa tuelo ya lekgetho, maloko a gakololwa go tlhakanya madi otlhe a ba a kgobokantseng fa nako ya go togela tiro etla gore batle ba amogele phenshene e nngwefela e kgethisiwa sentle ka madi a a bo ale gongwe.

### 5. A ke ka kgone go laela fa ke santse ke tshedile mo pampiring ya bajaboswa gore ke batla ditshiamelo tsa ba ba dingwaga tse di tlase ga molao di isiwang teng

Go a kgonega go itlhopela gore ditshiamelo tsa bajaboswa ba ba dingwaga tse di ko tlase ga molao di isiwe kae. Molao wa Retirement Fund Act, 2014 o tshalosa gore bajaboswa ba ka neelwa ditshiamelo tsa bone go dirisiwa mofuta ofe -

- a. Master of the High Court,
- b. Guardian/ Beneficiary Fund and or
- c. Disbursed to a Guardian

### 6. Ke tsene mo nyalong e re tlhakanetseng dithoto, a go a kgonega gore fa re thalana pele monna/mosadi a togela tiro ka mabaka a bogodi ke tsenye kopo ya bontlha jo bo ntebaganeng mo mading a a ntseng a kgobokanya a phenshene

Section 40 (1) (h) e laela gore Letlole la phenshene le le dirang ka fa molaong leka ntsha bontlha bongwe ja madi a leloko le a kgobokantseng go neela yo e neng e se leloko mme a nyalane le leloko la phenshene eo go lebilwe Taolo e tlaa bong e firilwe ka fa tlase ga Matrimonial Causes Act. Bontlha jo, bo ya go neelwa yo amegang morago ga go ntsha madi a tlaa bong a tshwanelwa ke go ntshiwa go setswe morago tsamaiso tsa Income Tax Act. Ntsha e ya molao e santse e sekwa sekwa le fa ntsa dikgotla tshkelo tse dingwe di setse di kile tsa neela yo o tse tse kopo ya bontlha bongwe jwa madi a phenshene mo dikgang tsa tlhalo tse ba tse tse ng ba di tse tse ngantse.

### 7. Ke mang yo tlamegang go tlatse difomo tsa Itse Leloko la gago, mme ebile ke eng re tshwanetse go tlatse difomo tse

Maloko otlhe a letlole la Phenshene ba ba santseng ba bereka, ba ba tlogetseng tiro ka mabaka a farologaneng mme ba ise ba fithelela dingwaga tsa bogodi le bagodi ba letlole la phenshene ya Debswana ba tlamega go tlatse difomo tsa Itse Leloko la gago ba bo ba tsa ba dipampiri tse di tlhokafalang. Molao wa Financial Intelligence Act o tlama letlole la phenshene gore le dire tshakatsheko e tse tse tse ng mo malokong otlhe a lone.

### 8. Ke ya go tlhokega go tlatse difomo tsa Itse Leloko la gago ga kahe

Leloko le tlamega go tlatse difomo tsa Itse Leloko la gago gangwe fela mme le ya go tlhoka go di tlatse gape fa go nnile le phetogo mo seemong sa leloko e ka tswa ele go fetola sefane kgotsa go nna le dikgolaganano tsa sepolotiki.

### 9. Lekgotla la batlhokomedi la letlole la phenshene ya Debswana le nale maloko a le kae, ba tlhophilwe jang

Lekgotla la batlhokomedi la letlole la phenshene ya Debswana le nale maloko a le boferabongwe (9). Leloko la Mogodi le itlhophetswe ke bagodi ba letlole la phenshene, Leloko le le ikemetseng ka nosi le tlhophilwe ke lekgotla morago ga go ntsha Kitsiso mo dipampiring tsa dikgang gore le batla motho o ka thibang phatla e, Maloko a emetseng maloko bone ba tlhophilwe ke maloko ka dikgaolo tse ba di emetseng fa Maloko a mabgwe a tlhophilwe ke bahiri ka go farologana ga bone. Maloko a lekgotla la batlhokomedi otlhe a tshwanetse go fithelela ditoko tsa lekgotla le le filweng marapo a go diragatsa molao wa dipenshene, NBFIRA.

### 10. Mosola wa go itsise maloko a tlhokafetseng mo dipampiring tsa dikgang le maranyane a bo facebook ke eng

Kitsiso ya maloko a tlhokafetseng e direlwa go itsise bajaboswa botlhe le ba ba ka tswang ba sa itsiwe ke ba lelwapa gore ba itse gore leloko la ba neng ba ikaegile ka lone le tlhokafetse mme botlhe ba ba tshwanetseng go sekasekiwa ba itshwaraganye le letlole la phenshene gore ba seka ba tshwanetseng ditshiamelo tse di tshwanetseng.

## DPF Values

- Member Centric
- Credibility
- Accountability
- Agility
- Self driven & Motivated



## Molaetsa wa Mookamedi wa letlole la Phenshene ya Debswana



Gosego January – DPF CEO

### Go Maloko

Ke kopa gore re tseye sebaka go gopola malwapa otlhe a a latlhegetsweng ke bangwe ka bone re bo re gakologelwa le moeteledipele wa lekgotla la bathokomedi, Mme Lebole Mpho Mokoto le go isa mafoko a kgomotso go ba lelwapa la gagwe. A mewa ya bone e tswelile e robale ka kagiso.

Re tla ko bokhutlong jwa ngwaga o o neng o nale dikgwetlho mme letlole la

phenshene ya Debswana lone le itsetsepitse mo dinakong tse dithata tse ka go tswelile la dira sentle gore le kgone go diragatsa maikemisetso a lone a go rurifatsa bokamoso jwa maloko a lone.

### Kitsiso ya Dipeeletso

Letlole le ikana go tswelile le fitlhelela dipoelo tse di namatsang le bo le fitlhelela kgolo mo etla sologelang maloko molemo jaaka le tswelitse itemogela go gola ga dithoto tsa letlole tse di namatsang dipalo tsa madi a a kanang ka BWP 9 395 billion ko bokhutlong jwa kgwedi ya Mopitlo go nna BWP9 536 361.31 billion ka bofelo jwa kgwedi ya Lwetse mono ngwaga.

Letlole le itemogetse kgolo e ko tlase mo sephatlong sa ntsha sa ngwaga, se se bakilwe ke go sa direng sente ga mebaraka ya diabe. Mebaraka e thuthugang le yone e ne e sa dira se nte mo nakong e le ntswa ko China go ne go tsamaya sente mathata ele itshuno nko mo dikomponeng tsa ditshaba ke bao ba leng mo dipolotiking le bo ramolao

Le mororo kgolo e nnile e bonya, ke itumelela go bona tiragatso e nametsang ya ngwaga goya ngwageng ya mebaraka ya mo gae. Tiragatso ya mebaraka ya mogae e ntse ele e tiisang moko mme se ke selo se se itumedisang ka e ne e sokola mo dinakong tse di fetileng.

Ke dumela gore letlole le tla tswelile ka kgolo ya lone mo sephatlong sa bobedi sa ngwaga e bile ele sa bofelo mme re bereke ka thata go fitlhelela maitlamo a rona a go godisa dithoto tsa letlole go nna BVVP 10 billion. Re tla tswelile re nna kelotlhoko le go tsenya leitho tsothe tse di diragalang mo lefatsheng ebile di nale kgonagalo ya go tsisa kotsi mo mohameng wa dipeeletso.

### Kitsiso ya Molao

Monongwaga ka kgwedi Moranang, re ne ra dira lenaneo le le tseneletseng la Itse Leloko la gago gore re kgone go fitlhelela se molao Financial Intelligence Act. The FIA Act o se tlhokang mo letloleng la phenshene ya ka mo tsaya karolo. Maloko a letlole la phenshene ya Debswana a tlamega go tsisa tse di latelang go diragatsa lenaneo la Itse Leloko la gago:

- Moriti wa Omang o o rurifaditsweng;
- Bosupi jwa ko leloko le nnang teng; le

- Bosupi jwa letseno ke maloko a a intshetsang madi mo godimo ga se mohiri a se ba ntshetsang (Additional Voluntary Contribution).

Maloko a ka nang ka 39% mo palong ya maloko otlhe a letlole ke one a setseng a diragaditse kopo e, re ba lebogela go bo ba diragaditse kopo ya rona. Re ntse re romela dikgakololo ko go ba ba iseng ba kgone go diragatsa kopo, ke tsaya sebaka se go kopa botlhe ba ba saletseng ko morago go ikitaya ka thupana ba dire se re se ba kopileng gore rete re kgone go fitlhelela se se batliwang ke molao. Go fitlhelela se go tla bo go supa fa re kopanetse ntwaga go lwantsha tshenyetso setshaba le go lwantsha dikgang tsa botsoulodi

Fa re sa fitlhelela se se batliwang ke molao, go kgona go re kgoreletsa go beeletsa madi a maloko ko ntle. Dipeeletso tsa ko ntle ga lefatshene la rona di ntse di busetsa letlole dipoelo tse di namatsang go gaisa tsa mo gae mme se se ka dira gore madi a maloko a seka a gola ka fa re bonetseng ko pele ka teng. Go tlhoka go fitlhelela se se batliwang ke molao se ka tsisetsa letlole dikatlaholo tsa madi tse di tlaa bong di felela di duelwa ke maloko le a diragaditseng se molao o se batlang tota. Ke kopa gore maloko otlhe a a iseng a tsise difomo tsa bone go dira jalo letlole le te le fitlhelele molao.

Mo pegong yame ya bofelo, ke ne ka lo itsise fa lekgotla le le okametseng matlole a dipenshene Non-Banking Financial Institutions Regulatory Authority (NBFIRA) ene ya ntsha mokwalo (Circular No. 3 of August 2020) o o neng o tlhalosa gore motho e nne leloko la lekgotla la Bathokomedi o tshwanetse a bo a nale dithutego dife. Ke ne ka tlhalosa gore go ka nna le kgonagalo ya gore letlole le tshware ditlhopho fa NBFIRA e ka tswelile e tlama matlole go diragatsa molao o. Ke lo itsise fa NBFIRA ene ya boela morago molao o mme se se raya gore ga rena go tlamega go tshware ditlhopho. Letlole le tla tshware ditlhopho mo kgaolong ya Orapa, Letlhakane le Damtshaa le kgaolo ya Morupule Coal Mine mo ngwageng wa 2022 ka nako ya maloko a tlhophilweng ke maloko e tla bokhutlong.

### Kabakanyo ya mefuta ya phenshene

Letlole la phenshene ya Debswana le nna le batla ditsela tse le ka golang ka teng, nngwe ya ditsela tse ke go sekaseka mefuta ya phenshene tse bagodi ba ka di rekang mo letloleng fa nako ya go togela tiro e fitlhile. Re solofela fa re tlaa nna le mefuta e mebedi ya phenshene fa ngwaga wa 2022 o simolola e bong dingwaga tse 15 le 20 (Guarantee period).

Mefuta e mesha e ya phenshene, e dirilwe go lebilwe diemo tse maloko ba iphitlhelang ba le mo tsone fa ba setse ba togela tiro. Bangwe ba togela tiro ba santse ba nale bana ba banye ba ba tsenang dikolo ba santse ba tlhokana le tlhokomelo ya leloko. Phenshene ya dingwaga tse 15 kgotsa 20 (guarantee options) e fa maloko tshono ya go rurifatsa fa bajaboswa ba bone ba tla sala bathokomelesego ya ka dingwaga tsa phenshene tse leloko le tlaa bong le le ithophetse.

Mofuta o mongwe wa phenshene o letlole le o sekasekang go o tsenya mo tirisong ke wa Living Annuity. Fa re feditse tsothe tse di tlhokang go dirwa retla lo itsise.



## Go rurifatsa kitso ya maloko a letlole

Letlole la phenshene ya Debswana le mo letsholong la go baakanya dibuka tsa lone gore le nne le kitso e botoka ya maloko a lone. Maloko a rotloediswa go e etela maranyane a boloko (Member Portal) go tlhola gore a se se kwadilweng mo bukeng ya leloko ke sone. Segolo bogolo maloko a lebelele maina a a kwadilweng, dinomoro tsa megala, nomoro ya Omang le malatsi a matsalo. Go botlhokwa gore letlole la phenshene le batlhokomedi ba dibuka tsa letlole la phenshene ba bo ba nale kitso e tseneletseng ya leloko ka dinako tsotlhe. Go dira jalo go ka thusa gore leloko le seka la fetwa ke dikitsiso tse di diriwang mo tsamaong ya nako le gore madi a leloko a beeleliwe mo go maleba.

Leroborobo la mogare wa Covid -19 le re rutile gore re tshwanetse go nna re le malala a laotswe go emelana le diemo tsotlhe tse di ka tthagang. Le fa re ne ra palelwa ke go nna le bokopana jwa maloko, letlole le ne la dirisa metlhale e farologaneng ya maranyane go kopana le go buisana le maloko go fa dikitsiso ka fa letlole le tseweletseng le dira sente ka teng le ditlhabololo tsotlhe tse di diragadiwang mo letloleng la bone.

## Patlo Maikutlo

Jaaka re tla ko bokhutlong jwa ngwaga, re le kopa go re itsise ka fa re ntseng re le thusa ka teng ka go tlatsa difomo tsa Patlo Maikutlo. Dingwe tsa ditlhabololo tse di tseweng mo tirisong ke go sekaseka mefuta ya phenshene e maloko a ka e rekang, se se kgonagetse ka gore le ntse le bolelela letlole la lona gore le eletsa phetogo e e ka nna teng. Sengwe sa dilo tse re santseng re berekela mo go tsone ke go tokafatsa tiriso ya maranyane a boloko, gore go nne motlhofo go a dirisa le go a tlhaloganya le go netefatsa fa re nale dinomoro tsa megala tsa maloko tse di berekang gore re tsewelele re kgone go fa maloko otlhe dikitsiso ka melaetsa ya megala.

Ke leboga lekgotla la batlhokomedi ka kaedi ya bone le Tirisano mmogo ya rona le bona go tokafatsa letlole la phenshene la rona. Ke leboge le modulasetilo o sa tswang go rola marapo, Rre Christopher Mokgwane le mothusi wa gagwe Rre Reobonye China Able, go bo ba ne ba re eteletse ka manonthotho le gotlhe mo ba go dirileng go godisa letlole la phenshene.

Ke lemoge karolo e batlhokomedi ba dibuka tsa letlole la phenshene, Mmila, ba e dirileng mo dinakong tse di thata tse re tlhorontshiwang ke leroborobo la Covid -19, go bo bane ba tsewetse ba tlamela maloko ka dithuso tsotlhe tse ba neng ba ditlhoka le ha go ne go le thata. Ke leboge le botlhe ba ke berekang le bone mo letloleng la phenshene ya Debswana go bo re kgonne go emelana le diemo tse dithata tse le go rurifatsa fa re tsewelele re godisa madi a maloko a rona

Ke lo eleleletsa masego le matlhogonolo a malatsi a matsalo a Morena a a babalesegileng le ngwaga o mosh. A re tsewelele re itshireleditse kgatlanong le mogare wa Covid-19 re tsewelele re dire sa ba botsogo ba re se laelang re tseye le one mokento.

#nnaoitshireleditse

## Go tswa ko tsebenng ya botlhano (5)

# Tlhaloganya dithoto tsa gago tse di botlhokwa-ditshiamelo (madi) tsa phenshene

Fa karabo ya gago e le "nnyaa" mo nngweng ya dipotso tse, o tlhokana le go tsaya nako o ithute go ka letlole la gago la phenshene. Tsiboga: Le fa ntswa padi e itebagantse le madi a phenshene, go bothokwa go sekaseka dipeeletso tsa gago tsotlhe. Dipeeletso tse o di itirelang ka nosi, diabe, dikago (eseng ko o nnang teng) le sepe se se nang le boleng di tshwanetse go lebelelwa mo tshakatshekong e. Mo padding e, re ya go itebaganya le madi a phenshene fela.

### 1. A o itse boleng jwa madi a gago a phenshene?

Potso e fa godimo e ke nngwe ya nnete e batho ba e itseng ka madi a bone a phenshene. Go botlhokwa go itse se fa o sekaseka madi a gago a a yang go beeleliwa mo nakong ya gompieno le nako etlang le gore a ya go ama jang madi a o tla a amogelang ka nako ya phenshene. Go kwadilwe go le gontsi ka se o tshwanetseng go se dira gore o kgone go fitlhelela bontlha bongwe jwa madi a o a amogelang o santse o bereka fa o setse o togela tiro. Ka bokhutshwane fa o batla go fitlhelela madi a o a amogelang a feletse o tshwanetse go oketsa madi a mohiri a go a ntshetsang a phenshene go managane.

Go le gantsi, batho ba togela tiro ba sena dikoloto tse dintsi mme ebile ba sa tlhole ba oketsa madi a mohiri a ba ntshetsang ele a phenshene, ba sa tlhole ba beeleletsa jalo jalo mme se se ba kgontshe go fitlhelela botlha bongwe jwa madi a ba neng ba a amogela fa ba santse ba bereka.

### 2. O ya go kgona go emisetsa madi a o ntseng o a amogela ka bokae fa o setse o amogela phenshene?

Madi a o emisetsang madi a o ntseng o a amogela ka one nako ya fa o togela tiro, a amiwa ke boleng jwa madi a gago a phenshene, dipelo tsa letlole le madi a o ntseng o tla o a tsenya mo letloleng gore o kgone go bonela ko pele gore fa seemo seka tsewelele se ntse jaaka se ntse oya go felela o amogela bokae ele phenshene. Fa o ntse o tsewetse o baakanyetsa go togela tiro ka bogodi mme phenshene e le yone fela se o se ikantseng, o tshwanetse wa sekaseka mo go tseneletseng gore o tshwanelwa ke go dirang gore o kgone go emisetsa madi a o ntseng o a amogela bogolo ka di peresente tse di masome a bosupi (70%).

**Padi e feletseng:** <https://www.moneyweb.co.za/financial-advisor-views/understand-your-most-important-asset-your-retirement-fund/>  
Moneyweb | 7 September 2021 | Marius Fenwick - WealthUp (Pty) Ltd

## DPF Values

Member Centric   Credibility   Accountability   Agility   Self driven & Motivated



## Know your Board of Trustees

DPF Board of Trustees is made up of Company appointed, Member elected and Independent trustees. The tenure for each Trustee is maximum two terms of five years except for the Independent Trustee whose tenure is maximum one term of three years. Board Chairperson is not a member of any of the Committees, only attends full Board meeting where committees report.



**Mr Lebogang Sebopelo**  
**Board Chairperson**

Company Appointed – DBGSS, DBHB, MCM, DPF  
Joined the Board in 2015



**Mr Reobonye China Abel**  
**Deputy Board Chairperson**

Member Elected – Orapa Letlhakane Damtshaa Mines  
Committees – Benefits & Communications, Audit & Risk  
Joined the Board in 2016



**Mr Christopher Mokgware**

Company Appointed – DTC Botswana  
Committees – Benefits & Communications, Finance & Investment, Nominations & Remunerations  
Joined the Board in 2014



**Ms Lynette Armstrong**

Company Appointed – Debswana  
Committees – Finance & Investment, Audit & Risk  
Joined the Board in 2014



**Mr Lapologang Letshwenyo**

Member Elected – Morupule Coal Mine  
Committees – Benefits & Communications, Finance & Investment, Audit & Risk  
Joined the Board in 2016



**Ms Claire Busetti**

Independent Trustee  
Committees – Finance & Investment, Audit & Risk  
Joined the Board in 2019



**Mr Potoko Bogopa**

Member Elected – Pensioner Constituency  
Committees – Benefits & Communications, Nominations & Remuneration  
Joined the Board in 2020



**Mr Thabo Moepi**

Member Elected – Jwaneng Mine  
Committees – Benefits & Communications, Nominations & Remuneration  
Joined the Board in 2020



**Mr Thabiso Moanakwa**

Member Elected – Gaborone Campus  
Committees – Finance & Investment, Nominations & Remunerations, Audit & Risk  
Joined the Board in 2021

**Author:** **Gorata Rabantheng**  
**Legal and Compliance Coordinator - Debswana Pension Fund**

**Disclaimer:** Views and opinions expressed in this article are those of the author unless clearly stated the source, and do not represent any institution. The author accepts no liability whatsoever for any loss or damages whatsoever and however incurred or suffered resulting or arising from the use of this article.



## It is as easy as 1,2,3.

Monitor your Pension account from anywhere at any time.

#FinancialTranparency  
#MemberPortalApp



<https://portal.mmila.co.bw>

Plot 64511 Fairgrounds Office Park | Private Bag 017  
Riverwalk, Gaborone | Tel 395 6966

Service Excellence Assured ●●●

### DPF Values

- Member Centric
- Credibility
- Accountability
- Agility
- Self driven & Motivated



## The power of preservation

### And what else to remember when leaving your employer.

When it comes to investing, in many cases true success rather lies in essentially doing "nothing" rather than stressing too much about what we should be doing. The true value of inaction can be best displayed when it comes to preserving your investments.

When we change employment, the temptation is always there to access our retirement funds, as the documentation is often provided as a matter of course. This is especially true when we are still younger and can easily believe the fund value is still minor, and that withdrawing our savings won't have a longer-term effect. The power of preservation proves otherwise and just benefiting from time, and compound interest can have a life-changing effect. The average person will change jobs around 12 times in their lifetime (according to a 2019 Bureau of Labor Statistics (BLS) survey of baby boomers) – even more reason to reinvest your retirement funds every time you make a life change.

A preservation fund is an investment vehicle where you can reinvest your retirement funds without any tax implication at the reinvestment stage. The preservation fund is a personal retirement savings vehicle. Preservation funds provide the flexibility of enabling you one withdrawal prior to retirement age of the full benefit, subject to income tax at the lump sum withdrawal tax tables. If a partial withdrawal is made, the balance of the benefits remains in the fund until retirement age (55). No ongoing contributions may be made to the preservation fund. Your selection of underlying investments will have to comply with the limits set by Regulation 28 of the Pension Funds Act. Regulation 28 is limitations set out by the government in order to prevent investors from taking too much risk with their retirement savings.

Various asset limitations include 75% equity exposure, 40% foreign exposure (including 10% in Africa), 30% foreign exposure (excluding 10% in Africa) and 25% maximum property exposure. The diagram below illustrates how reinvesting your funds when changing occupations, could lead to a 3x larger outcome at retirement, compared to making withdrawals on these employer changes – every time you are essentially starting over; but with a shorter investment term to retirement. For that reason, you need to start playing catchup – but from an affordability and



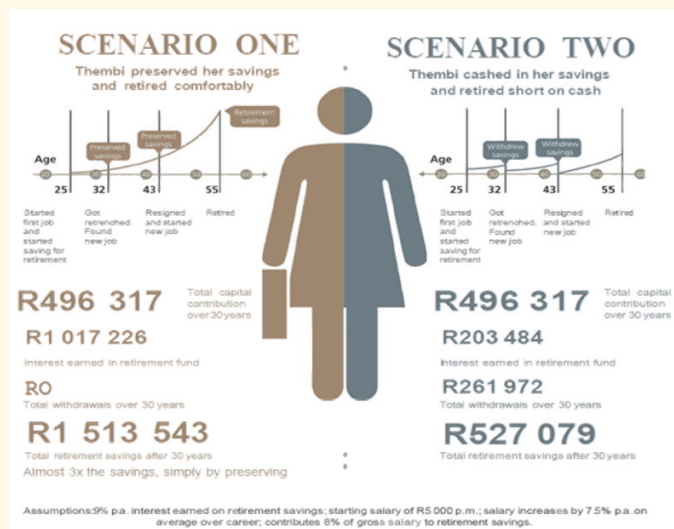
cash flow basis, this is in many ways physically impossible. There are a few other essential decisions that need to be actioned when you leave an employer, depending of course on which benefits your company offered. Actioning this decision from your side is therefore imperative so that you aren't left without cover.

Firstly, your medical aid contributions need to be changed over to your personal bank account, should your medical aid be structured through the employer and if you are not joining a new employer's fund. Ensure this is done immediately. Secondly, consider a continuation option should your company offer risk benefits (life cover; severe illness cover; disability cover and income protection – sometimes even an education benefit and funeral cover is included here).

In most cases, you will have the option of keeping this cover. Taking this cover into your personal capacity is called a continuation option, and you may not have to go through any medical underwriting in certain instances.

You are normally covered for 30 days, depending on the rules of the policy. So, structuring this as soon as your last day contractually is important, to ensure you are not left without cover. Leaving an employer is sometimes a much bigger life event than we give it credit for – your portfolio will require holistic restructuring, and this is best done sooner rather than later.

**Source:** Institute of Retirement Funds: IRFA Dispatch; Moneyweb | 14 October 2021



**Source:** Sanlam Benchmark Survey



## The power of preservation

Do you have a deferred balance from your previous employer's Pension or Provident Fund?

Are you looking for a suitable partner to invest your deferred balance with?

Do you understand the power of preserving what you have already accumulated?

Look no further, Mmila Preservation Fund presents a solution that ensures that your funds are well taken care of. Your financial well-being through service excellence is our number one priority.

### UNLEASH THE POWER OF PRESERVING YOUR DEFERRED BALANCE

There are no fees to be paid when transferring your deferred balance into Mmila Preservation Fund

Avoid cashing out whenever you change jobs, rather transfer your deferred balance into Mmila Preservation Fund so that they continue growing

Make sure your Beneficiary Nomination form is completed so as to ensure smooth distribution of your preserved benefit should you pass on before retiring

Have you been unemployed for the past twelve months, Enjoy a once off partial withdrawal from your Preservation Fund to invest in that new business or cushion your finances in these difficult times

At retirement, withdraw up to 33.33% tax free lump sum

Always remember, A preservation fund is an investment vehicle meant to preserve!

Always remember, a **Preservation Fund** is an investment vehicle meant to preserve!

FOR MORE INFORMATION AND ENROLMENT, PLEASE CONTACT

**MS BOIPELO MOSIMANYANE**  
MEMBER RELATIONS OFFICER  
MMILA PRESERVATION FUND

TEL 267 373 5267  
MOBILE 267 73 512 021  
Email [bmosimanyane@mmila.co.bw](mailto:bmosimanyane@mmila.co.bw)



## Notice!



We hope we served you well throughout the year! Your Retirement Planning is our number priority. Always remember that you cannot drop the ball at any given moment on your financial plans, it is a 365 days commitment.

Our Offices will be closed during the upcoming Festive holidays as follows:

### Debswana Pension Fund

**Closing:** 22nd Dec 2021

**Opening:** 4th January 2022

### Mmila Fund Administrators

**Closing:** 23rd Dec 2021

**Opening:** 4th January 2022

### DPF Christmas Message

DPF Board of Trustees, Management and Staff wish you a joyous festive season and a Happy new year!

We look forward to continue serving you in 2022 and beyond ...

Covid-19 is still a threat, as we celebrate remember to adhere to Safety protocols and protect our loved ones.

Merry Christmas and Happy New Year!!!

### Member Satisfaction Surveys

Please complete the 2021 Member Satisfaction Survey and give us feedback on how we serviced you and let us know what we need to improve on.

In order to improve on our service, we would appreciate your valuable feedback.

Note below 2021 Member Satisfaction Survey Links

### Active Members

<https://www.surveymonkey.com/r/2021Active>

### Deferred Members

<https://www.surveymonkey.com/r/2021Deferred>

### Pensioner Members

<https://www.surveymonkey.com/r/2021Pensioner>

We would like to hear from you.

