

## RETIREMENT FUNDS: Employers can provide better benefits with relative ease!

Dear valued client

Most employers provide retirement benefits to employees, but with the right input and relative ease, benefits can be more efficiently controlled and managed. For independent advice, it is important to keep the following in mind:

### A) Independent market research

Regularly ask an independent employee benefits consultant (not your current consultant) to “test the market” on your behalf. Consultants usually provide this service free of charge. From the report you can then determine whether your benefits are expensive, administration is stable, costs are market-related, and death and disability benefits could be obtained cheaper. However, it is of the utmost importance to analyse the investments independently and holistically in terms of various criteria. Ensure you ask for this analysis regularly, at least every 3 years. This can have a significant impact on your employees’ retirement benefits.

### B) Independent retirement fund structure

If all services are provided by the same provider, and the provider also “owns” the umbrella fund, make sure that the consultant is INDEPENDENT and works for another company. The role of independence, supervision and an “open” structure was proven by the Zondo commission once again to be effective in addressing various risks. Few employers are aware that they are within their rights to hire an independent consultant. They remain trapped in an opaque/“closed” structure. The Roman poet Juvenal did not ask in vain: “Quis custodiet ipsos custodes?” (Who supervises the supervisor?).

### C) Your interest always comes first

If your current administrator/consultant recommends the trustees to move to an umbrella fund, ensure that you GET INDEPENDENT ADVICE which has the full implications set out for you in a transparent manner.

### D) Look again at your FUND’s investments

When last did you have an independent review of the investment strategy of your fund? Do you know, for example, what the actual costs of your portfolio are, whether other investment portfolios do better, and whether the current portfolio fits your employees’ profiles?

These can be done with relative ease. Sometimes just a query or call. Can you afford not to do it? This may significantly improve benefits (retirement, death, disability and funeral).

Kind regards

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## AFTREEFONDSE: Werkgewers kan met min moeite beter voordele verseker.

Beste gewaardeerde kliënt

Meeste werkgewers voorsien aftreevoordele vir werknemers maar met die regte insette en min moeite, kan voordele heelwat beter beheer en bestuur word. Vir onafhanklike advies is dit belangrik om die volgende in gedagte te hou:

### A) Onafhanklike mark ondersoek

Vra gereeld ‘n onafhanklike werknemersvoordele konsultant (nie u huidige konsultant nie) om namens u die “mark te toets”. Konsultante lewer meestal hierdie diens gratis. Uit die verslag kan u dan aflei of u voordele duur is, administrasie stabiel is, kostes markverwant is, en doods- en ongeskiktheidsvoordele goedkoper bekom kan word. Die belangrikste is egter om die beleggings onafhanklik en volledig te ontleed in terme van verskeie kriteria. Maak seker dat u hierdie ontleding gereeld laat doen, ten minste elke drie jaar. Dit kan ‘n wesenlike impak op u werknemers se aftreevoordele hê.

### B) Onafhanklike aftreefondsstruktuur

As alle dienste deur dieselfde verskaffer gelewer word, en die verskaffer ook die sambreelfonds “besit”, maak seker dat die konsultant ONAFHANKLIK is en vir ‘n ander maatskappy werk. Uit die ZONDO-kommissie het die rol van onafhanklikheid, toesig en ‘n “oop” struktuur weereens bewys as effektief om verskeie risiko’s aan te spreek. Min werkgewers weet hulle kan ‘n onafhanklike konsultant aanstel. Hulle bly vasgevang in ‘n ondeursigtige/“toe” struktuur. Die Romeinse digter Juvenal het nie verniet gevra: “Quis custodiet ipsos custodes?” (Wie hou toesig oor die toesighouer?).

### C) U belang kom altyd eerste

Indien jou huidige administrateur/konsultant aanbeveel dat die trustees na ‘n sambreelfonds skuif maak seker u KRY ONAFHANKLIKE ADVIES wat die volle implikasies vir u op ‘n deursigtige wyse kan uiteensit.

### D) Kyk weer na u FONDS se beleggings

Wanneer laas het u ‘n onafhanklike hersiening van u fonds se beleggingstrategie gehad? Weet u byvoorbeeld wat die werklike kostes van u portefeulje is, of ander beleggingsportefeuljes beter doen, en of die huidige portefeulje by u werknemersprofiel pas?

Bogenoemde is min moeite. Partykeer slegs ‘n navraag of oproep. Kan u bekostig om dit nie te doen nie? Dit mag voordele (aftree, dood, ongeskiktheid en begrafnis) wesenlik verbeter.

Vriendelike groete

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