



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

RESOLUTION NO 7 OF 2005

PENSIONS RESTRUCTURING: ORPHAN'S PENSION AND FUNERAL BENEFIT

SCOPE

1. This agreement binds:
 - (a) the employer;
 - (b) the employees of the employer who are members of the trade union parties to this agreement; and
 - (c) the employees of the employer who are not members of any trade union parties to this agreement, but who fall within the registered scope of Council.

OBJECTIVES

2. The objective of this Resolution is to amend the Rules of the Government Employees Pension Fund (GEPF) to provide for the following:
 - 2.1. The revision of the formula for the calculation of the value of the orphan's pension.
 - 2.2. The extension of the funeral benefit in respect of stillborns.
 - 2.3. The insertion of the definition of "disabled" in respect of the definition of "eligible child".

2005 Pensions Restructuring Resolution

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AGREEMENT

The Parties to Council Agree to the following:

3. The revision of the formula for the calculation of the value of the orphans pension as contained in Rule 14.5.4 and 14.6.3 of the GEPF.

In respect of eligible persons for the orphan's pension, the orphan's pension will be calculated as 10% of the member's or pensioner's pension for each eligible child (as defined) orphaned by the death of the member, pensioner, his and/or her spouse, or the other parent, natural or adopted.

The introduction of a minimum orphan's pension of R 200 per month.

The Board of Trustees of the GEPF will increase the aforementioned minimum amount annually in terms of the Rules of the Fund to maintain the value thereof over time.

4. The extension of the funeral benefit as contained in Rule 14.9 of the GEPF to include stillborn babies by providing for a payment of R3000 per stillborn on condition that:

- 4.1 A stillborn, as defined by the Births and Deaths Registration Act 51 of 1992, is the natural child of a member or pensioner who became entitled to a gratuity and annuity on or after 1 December 2002. In this context, "still birth" in relation to a child has a corresponding meaning.

Any termination of pregnancy as determined in the Choice on Termination of Pregnancy Act, 92 of 1996 as amended, or any termination of pregnancy that is self-inflicted is specifically excluded.

5. The insertion of the following definition of "disabled" in Rule 1 of the GEPF:

"Disabled", in relation to the definition of "eligible child", means any permanent physical or permanent mental impairment that in the opinion of the Board renders a person unable or unfit to provide for his or her maintenance.

N-S
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6. General Provisions:

No amendment to this agreement shall be in force or effect unless reduced to writing and agreed upon at the Council as a resolution of the Council.

- 6.2 The Council will monitor the implementation of this agreement.
- 6.3 The Pensions Task Team will investigate the retrospective implementation of the orphans' pension for the disabled. The Pensions Task Team to request GEPF to investigate the financial implication of calculating the orphans' pensions as 20% of the member's or pensioner's pension for each eligible child.

7. Implementation

- 7.1 Clause 3 and 5 of this agreement shall come into effect on the date of the publication of the amended Rules in the Government Gazette. Clause 4 shall be effective retrospectively as of 1 December 2002.

8. Dispute Resolution

- 8.1 Disputes about the interpretation or application of this agreement shall be dealt with according to the dispute resolution procedure of the Council.

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THIS DONE AND SIGNED AT MULDERSDRIFT on this the 13th
 DAY OF DECEMBER 2005

ON BEHALF OF THE STATE AS EMPLOYER

	Name	Signature
State as Employer	KENNY GOVENDER	<i>[Signature]</i>

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
DENOSA		
HOSPERSA/NUPSAW/NATU		
NAPTOSA	H. Aardreicus	<i>[Signature]</i>
NEHAWU	D.A. van Wyk	<i>[Signature]</i>
POPCRU	Simon Mabe	<i>[Signature]</i>
PSA	<i>[Signature]</i> C. J. Jansen	<i>[Signature]</i>
SADTU		
SAPU	<i>[Signature]</i>	