



## Letter from the Principal Officer

### Dear Pensioners

As we approach the end of another year, we reflect on memories made and challenges faced, both personally and around us. Looking back **helps us to** recognise and celebrate our successes and determine how we can do better in future.

In this edition, we provide an update on the Pensioner Trustee Elections, share the good news about the pensioner increases and have a bit of fun finding out how to “slow down time”.

It is my hope that you will use this last month of 2018 to reflect on the year that was so that you can approach the

year ahead with strength and determination to make every day better than the day before.

We trust that you will stay safe over the holiday period and enjoy some quality time with family and friends.

Happy reading!



**Ilse Hartlief**  
Principal Officer

## PENSIONER TRUSTEE ELECTIONS

Earlier this year you received a letter asking you to nominate the candidate that you felt would best represent your interests on the Fund's Board of Trustees. As we only received one nomination, there was no need to continue with a formal voting process. We are delighted to announce that Mr Jan van den Berg has officially been re-elected as a Pensioner Trustee with effect from 01 January 2019. We would like to thank Jan for his dedication and look forward to his continued valuable contribution.



## 2019 INCREASES DECLARED

### Good news ... the pension increase target increases from 65% to 70% of CPI

The LA Retirement Fund's Pension Increase Policy formally confirms the rationale underpinning the annual increase that is paid to pensioners. The Trustees have the discretion to review and revise the Pension Increase Policy from time to time based on the circumstances of the Fund, after consultation with the Actuary. The Trustees may increase or decrease the pension increase target depending on the financial condition of the Pensioner Account.

The Trustees have been working towards increasing the pension increase target. The Fund's investment strategy seeks to achieve this by balancing the assets between growth assets and more secure matching assets. The surplus increased to R63.4 million in the Pensioner Account as at 30 June 2018. In addition, the Fund holds a Solvency Reserve of R45.7 million as at 30 June 2018. This reserve helps protect the Pensioner Account against potential adverse future experience.

In light of the above, we are pleased to confirm that the Trustees have resolved to increase the pension increase target from 65% to 70% of Consumer Price Inflation (i.e. CPI) with effect from 1 January 2019. The Fund's pension increase policy is therefore as follows:

- Annually perform a review to target a pension increase of 70% of CPI effective 1 January but based on the CPI to the preceding 30 June (subject to affordability as determined by the Actuary having regard to investment returns), including the value of any bonus.
- Every three years perform a catch-up review to increase pensions to 100% of CPI since the date of retirement, subject to the value of the notional pensioner account and affordability, as provided for in the Pension Funds Act as amended.

Based on the above, the Trustees declared a pension increase of 3.22% with effect from 1 January 2019.

This decision was taken in consultation with the Fund's actuary and is in line with the Fund's amended pension increase policy. Pro-rata increases will be made in respect of pensions in payment for less than a year.

**Pensioner bonus :** Pensioners will also be receiving a bonus in December 2018 amounting to 60% of their gross monthly pension. Pro-rata bonuses will be paid to pensioners who have been receiving a pension for less than a year.

Well done to the Trustees for making it possible for you to take something extra home this year!

**Please remember:** Pension increases and any bonus declarations are dependent on affordability and are always based on sound investment returns of the Fund. Bonuses are not guaranteed and are funded from the surplus. Part of the surplus has been used to increase the pension increase target from 65% to 70% of CPI. Future bonuses can only be considered if there is a surplus remaining. Pensioners should not expect that bonuses will necessarily be granted each year.

## 2019 PAY DATES



Your pension is payable on the 22nd of every month. Should the 22nd fall on a Saturday, your pension will be in your account on the Friday, but if the 22nd falls on a Sunday, your pension will reflect in your account on the Monday. We know that your pension pay dates are important to you, so we have included the dates for easy reference.

22 January	22 February	22 March	22 April	22 May	21 June
22 July	22 August	22 September	22 October	22 November	13 December

## SLOWING DOWN TIME

One would think that after retirement you should have more time on your hands to do all the things you have always wanted to, but it seems the older we get the quicker time passes.

Scientists seem to have various theories on the matter, the most popular of which is that as you get older, each year is a smaller percentage of your life. If you are ten years old, a year is ten percent. If you are fifty years old, a year is two percent etc.

**“The bad news is time flies. The good news is you’re the pilot.” Michael Althsuler**

If you want to slow down time, make the days last by doing something different. Don’t just float through life. Do different things as often as you can. Learn something new. Try something new. Go somewhere new. Push yourself.....

### Exercise:

You are never too old to start exercising. Improving your well-being is the best gift you can give yourself.



### Enjoy new experiences:

You have nothing to lose and everything to gain trying fun new things.



### Pay attention:

Paying attention definitely makes an experience last longer. Be mindful and present in every experience, you might be surprised by what you have been missing!



### Anticipate:

Look forward to coming events/experiences, imagine what it will be like and who you will enjoy it with etc. Time will go more slowly and researchers say you’ll enjoy the anticipation more than the event itself.



### Train the brain:

Never stop learning, learning means you’re having new experiences which improve your cognitive function. Choose something you will enjoy. Maybe you have always wanted to learn to play a musical instrument.



**Reminisce:**

Flex those memory muscles as you reminisce on memories that gave you joy or taught you some life lessons. Practising to remember will help keep your memory active for longer.



**Stay positive:**

Never give up, persevere, push through the tough times, don't back down from challenges and keep smiling.



**“When you sit with a nice girl for two hours you think it’s only a minute, but when you sit on a hot stove for a minute you think it’s two hours. That’s relativity.” **Albert Einstein****

