

FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL  
(PSCBC) 11/2019

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## Pension redress: Past-discriminatory practices

The Public Service Coordinating Bargaining Council (PSCBC) determined the various categories of Past-Discriminatory Pension Practices to be redressed and PSCBC Resolution 7/1998 stipulated that in order to qualify, applicants had to be in service on 2 September 1998.

PSCBC Resolution 3/2012 further determined that the closing date for applications was 31 March 2012 and subsequently PSCBC Resolution 2/2018 was concluded (Agreement on compensation methodology of redress of discriminatory pension practices) and signed by the majority parties on 26 October 2018.

Implementation will therefore be done based on a reduction factor, which amounts to 68.4 % that implies for every R1 a qualifying applicant will receive 68.4 cents in the rand or for any past-discriminatory practice claimed 68.4 % of such period.

Members who have qualified for the redress program and who are still active members of the GEPF, will have their pensionable service years increased based on the reduction factor (reduced years). GEPF pensioners who have qualified for the redress program and who are currently in receipt of a monthly pension will receive a once-off cash lump sum based on the reduction factor of 68.4 %, which will be paid into their bank account.

Members who have exited the Fund with gratuities only or any other reason where they received a once-off gratuity and who have qualified will receive a once-off cash lumpsum based on the reduction factor of 68.4 %. This group will be subjected to a bank-verification process before any payments can be affected.

A total of 72 335 claimants were considered. 18 618 error cases were identified, and 57 717 cases were approved. The GEPF is currently in a process of implementation and the anticipated date to finalise the 72 335 cases is the end of March 2020.

Members will be informed of developments.

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GENERAL MANAGER