



Dear members

Welcome back from the winter holidays and the midterm winter break. We wish you well for the rest of the academic year and look forward to seeing many members at our professional development courses and professional conferences.

Herewith information pertinent to members:

STATEMENT ON PAY PROGRESSION

Please take note that salary progressions will be effected at the end of July 2019. One percent (1%) will be paid on the normal salary date for those who qualify for salary progressions. The 0.5% will be paid in August in a special run to ensure that everybody who qualifies gets the 1.5% salary progression.

The DBE will issue new salary scales with notch values of 0.5% at the end of July 2019.

LONG SERVICE AWARDS ADJUSTMENTS: 1 APRIL 2019

The DPSA has issued a circular announcing the adjustment to the cash awards for Long Service Recognition, with effect from 1 April 2019.

As per PSCBC Resolution 1 of 2012, the cash awards are to be adjusted annually, on 1 April, in line with the average CPI of the previous calendar year. CPI averaged 4.7% for 2018. The new adjusted award amounts are as follows:

- **20 years** continuous service – R 10 899
- **30 years** continuous service – R 21 797
- **40 years** continuous service – R 29 064.

Members should again be reminded that if they qualify for an award and the employer fails to effect it automatically, they should apply to their provincial department.

NEW “CLEAN BREAK” PROVISION IMPLEMENTED

Members are aware of the “clean break” principle that applies when a member of the GEPF is divorced and the divorce decree assigns a portion of the member’s pension interest to the former spouse.

Since inception of the “clean break” principle, the amount paid out to the former spouse created a debt for the GEPF member in the fund. The debt then attracted interest over the course of the member’s membership of the fund. In 2017, however, the parties to the PSCBC agreed to change the application of the “clean break” principle from a debt approach to a pensionable service reduction approach (PSCBC Resolution 1 of 2017). The change has now been enacted and is expected to become operational on 1 August 2019, after implementation rules have been gazetted.

Let us serve education and each other with dignity

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The change means that where a pension interest is assigned to a former spouse of a member of the GEPF, the number of years of pensionable service of such member shall be reduced, in terms of a formula, to offset the amount assigned to the former spouse. If for example, a member's pensionable service is, at the point of divorce, reduced by 10 years and upon exit from the fund (retirement, resignation, medical boarding) he/she completed 30 years' pensionable service, only 20 years will be taken into account in the calculation of the member's pension.

Members of the GEPF currently still in service and in respect of whom the debt approach had been applied when they divorced, will, as a transitional measure, be given the choice to remain with the debt approach or to have the pensionable service reduction approach applied to them. A period of 12 months, expiring on 22 May 2020, is being set aside for this purpose. The GEPF will provide such members with the necessary information to enable them to make an informed choice.

Affected NAPTOSA members are advised not to let the opportunity pass to exercise their choice, because failure to do so will result in the pensionable service reduction approach being applied by default. Such members are further advised to obtain expert financial advice before exercising their choice.

REMINDERS:

Consult the NAPTOSA GAUTENG website for more information (www.naptosagp.org.za).

School Leaders Conference - limited space left.
Final bookings 12 July 2019

Term Three Professional Development - please check with the office if there is space as many programmes are booked to capacity. Reminder about programmes for non teaching staff.

Provincial Conference delegates - invites to be sent by the end of next week. Please secure your space with the R.S.V.P.

GAYLIN BOWLES
PROVINCIAL CHIEF EXECUTIVE OFFICER

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