

INGCAMU



NEWSLETTER

APR. 2023



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Providing an
excellent
memorable
retirement
service experience

VISION



- ▶ Innovation
- ▶ Buntfu
- ▶ Transparency
- ▶ Excellence

VALUES

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EDITORIAL

EDITORIAL

Hello dear readers and welcome to the April edition of our quarterly newsletter.

We are pleased to communicate with you on a regular basis on our Facebook and Twitter pages, radio programme and this quarterly newsletter as a transparent and engaging organisation.

The Fund has just successfully completed an eventful first quarter of 2023 in March which included various events around the country. In this edition, we have covered all these events and have provided visuals as well as including key information you cannot miss.

One of the key events in this quarter includes our participation in the colourful cultural showpiece of the annual Marula ceremony at Hlane Royal Residence. We had a good time and enjoyed the company of our members.

We are also pleased to introduce to you our new Investments Monitoring Manager Gcebile Mbuli. In this interview we share what this office does and also profile the new manager.

In order to stay up to date with the latest best professional practices, some of our team attended a Labour Law Seminar. The theme of the training was: *'Changes in the labour market post COVID-19'* and we covered it as well.

The Fund furthermore believes in investing in the youth of the country by imparting crucial skills for the job market in them. Therefore we have had Graduates-In-Training for the past year attached to us. In this edition we bid farewell to them after their successful attachment.

Last but not least, we have covered the relocation of our office in Nhlanguano. Find out in this newsletter where we shall now be based and we hope to be more accessible to you now.

These are a few highlights of the many good news and updates that we have in this quarter review edition. We hope that you are empowered by our quarterly newsletter with all the updates it has.

Enjoy your read!



MEET OUR NEW INVESTMENTS MONITORING MANAGER

The Fund welcomes Ms. Gcebile Mbuli who took up the position of Investments Monitoring Manager on 1st February 2023. Ms Mbuli joins the Fund from STANLIB Eswatini, where she held the position of Senior Business Development Manager. She also previously held the following positions within the Finance and Investments space:

- Senior Finance Officer at Eswatini National Provident Fund (ENPF),
- Business Development Consultant and Client Liaison/ Administration Officer at African Alliance Swaziland.

An interview with the new Investments Monitoring Manager revealed the following;

Who is Gcebile Mbuli? - I am a highly driven individual, who is results-oriented, a people's person and good communicator. I am a lover of outdoor adventure (hiking and cycling and taking long walks). I am a born leader and a mother.

What does your job as IMM involve? - It entails monitoring the Fund's investments, in Eswatini, South Africa and globally. Giving feedback of how investments are performing and monitoring of the Fund's cash position to ensure we meet all our investment obligations and expenses. Furthermore, Trust Fund management, keeping up-to-date with the Fund's investee companies, stakeholder management and ultimately ensuring that we deliver CPI + 5%, and most importantly, being a team player and a good listener to both internal and external stakeholders.

What do you think makes you good at what you do? - My attention to detail, my curious and inquisitive nature of wanting to always learn and grow.



Ms. Gcebile Mbuli
Investments Monitoring Manager

Please share your on boarding experience – I have found it to be very informative and comprehensive. The standard exceeded my expectation.

What profession did you aspire growing up? – I wanted to be a pilot with an ambition of seeing the world.

What is your get ready for work routine? – I have a daily to-do-list that helps me keep track in completing all my daily activities. The list also assists in refreshing for the next day should there be anything outstanding from the previous day; reflecting at end of day and strategising on the next working day.

PSPF wishes Ms. Gcebile well and as she tackles on a new role, may she succeed and enjoy this new chapter.

NEW APPOINTMENT: ACCOUNTS OFFICER- INVESTMENTS MONITORING



Ms. Happiness Ndlovu

Investments Monitoring Accounts Officer

Ms. Happiness Ndlovu has been successfully appointed to the position of Accounts Officer - Investments Monitoring. Her appointment was effective from 1st April 2023.

Ms. Ndlovu previously held the position of Benefits Officer in the Operations department. The Fund wishes Ms. Ndlovu well, and may she succeed and shine in her new role.



2023 LABOUR LAW SEMINAR



Mr. Melusi Mkhwanazi, Mr. Muntu Hlatshwayo, Mrs. Zakithi Thusi, Ms. Makhosazana Simelane and Mr. Bhekithemba Mamba who represented the Fund at the 2023 Labour Law Seminar.

The PSPF had a team attending the 2023 Labour Seminar in Ezulwini. This was a seminar which enabled delegates to discuss the possibilities of a four-days working week. This was one of the topics that was discussed during the 2023 Labour Law Seminar hosted by the Conciliation, Mediation and Arbitration Commission (CMAC).

The seminar was held at the Happy Valley Hotel in Ezulwini on the 23rd February 2023.

And the theme was: 'Changes in the labour market post COVID-19'. The Public Service Pensions Fund was represented by five staff members namely Mr Bhekithemba Mamba, Mrs Zakithi Thusi, Ms Makhosazana Simelane, Mr Melusi Mkhwanazi and Mr Muntu Hlatshwayo.

CMAC Executive Director Lomkhosi Magagula highlighted that the seminar intended to focus on the current realities, research results and reflections on the workplace practices, with an outlook and considerations for policy making, practical application and broader economic impact.

The seminar brought together international speakers, social partners, labour employers, and employment relations specialists. Other participants included judges and attorneys, human resources practitioners, union officials, shop stewards, employer, and employee organisations.

At the end of the day the participants left the seminar with valuable insights on the changes that have taken place in the labour market post-COVID-19.

VALENTINE'S DAY 2023



PSPF officers posing for a group photo in celebration of Valentine's Day.

Every year on February 14th, the world celebrates Valentine's Day. While customs differ from country to country, they frequently include chocolates, flowers, sentimental cards, and romantic gestures. PSPF recognises that workers put their hearts into their work and showing them appreciation for that is undoubtedly an act of love.

Staff members at the Fund wore Valentine's Day-themed attire (White, Red and Pink) to join the rest of the world in celebrating this heart-warming day.



Another section of Staff members posing for the lens.



MARULA (BUGANU) CEREMONY - HLANE 2023



The Fund CEO Mr. Masotja Vilakati (seated centre, front row) posing with PSPF Staff members donning the corporate branded traditional regalia before departing for Hlane Royal Residence to partake in the Buganu Ceremony.

The second and final phase of the annual 2023 Buganu Festival drew throngs of women, vendors, and colourful Lutsango to the Hlane Royal Residence.

Emaswati converged to celebrate and commemorate culture. The Marula Festival symbolises a spirit of unity, sense of pride, and women empowerment within the Swazi nation which PSPF lauds and supports.

PSPF Lutsango presented their gifts before Her Majesty the Indlovukazi on Friday and then joined other organisations at the ceremony who had come to sensitise the public about their products and service offerings for Emaswati. The PSPF stand was set up next to the arena at Hlane Royal Residence where the main dance before Their Majesties took place.



L-R: Marketing Manager Ms. Makhosazana Simelane, CEO Mr. Masotja Vilakati and Human Resources Manager Mrs. Zakithi Thusi.

BOARD TOUR UNDER THE LENSES



Sidvokodvo Dairy Farm, a PSPF investee company.



Full concentration: Mr Ward Rijkenberg from Montigny explaining Montigny's operations to PSPF Board of Trustees, Investment Committee members and EXCO Members.

BOARD TOUR UNDER THE LENSES



Construction of block of flats in Mbabane on Mhlambanyatsi Road.



Director Investments Mr. Musa Hlatshwayo, Company Secretary Ms. Philile Dlamini, Driver Mr. Mcolisi Mabila and Board member Mr. Phiwuyinkosi Ginindza at Tambankulu.



Workers in Tambankulu, in one of the Fund's investments.

GRADUATE TRAINEES FAREWELL

Public Service Pensions Fund bade farewell to its 2022/2023 Graduate Trainees on the 31st March 2023. This was after their successful one-year long Graduate programme. The farewell function was held at the Fund's Head Office in Mbabane.

PSPF Director Corporate Services, Mr. Elkan Makhanya, in his speech, highlighted that the nation is facing a huge challenge of graduates who graduate but are not able to secure employment. He further stated that graduates have the qualifications however employers want both qualifications and experience when considering suitable candidates to fill positions. The Fund realised this gap, hence the development of this Graduate In Training Programme.

AIMS AND OBJECTIVES OF THE GRADUATE TRAINEE PROGRAMME

- To provide the graduates with hands-on work experience through on-the-job training.
- To provide guidance on work ethics.
- To provide guidance on issues of work-life balance.
- To groom them on etiquette at the workplace.



Graduate Trainees all smiles posing for a group photo with the Fund CEO Mr. Masotja Vilakati (second from right, back row).

- To assist groom on how to be presentable in the corporate space (Dress Code).

The Graduate Trainees were privileged to receive one-on-one as well as team coaching sessions. The sessions provided support mostly at an individual level, to embed learnings and translate them into leadership practices in the organisation and themselves.

PSPF wishes all the graduate trainees' success as they pursue their careers. They will always be remembered by the Fund.



Graduate Trainees and Staff members at the farewell function.

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NOTICE OF NHLANGANO OFFICE RELOCATION

Public Service Pensions Fund (PSPF) is pleased to inform you that our Nhlanguano Branch Office will be moving to the following new address effective Monday 6 March 2023. Our office telephone numbers will remain unchanged.

New address:

Former Mavalane Complex

Nhlanguano

Tel: +268 22079697

We apologize for any inconvenience that you may encounter during our move dates. Should you have any questions on the relocation, please feel free to contact us on our toll-free number 800 2401.

We look forward to seeing and serving you at our new facility.

OLD MUTUAL FINANCIAL LITERACY STAFF TRAINING



Members of staff posing at the Old Mutual training.

Talking about money is not a taboo. Let's encourage open communication and encouraging financial behaviours to our friends and loved ones that align with their personal goals." - Vince Shorb-National Financial Educators Council CEO.

As the new year begins, the Fund positively wants to support staff members in making healthy financial decisions by learning new financial habits and breaking old ones. As part of the organisation's Employee Wellness Programme, the Fund engaged Old Mutual to organise a Pre-retirement and Money Management training for

members of staff. The goal was to educate staff members on how to prepare financially for the future.

Old Mutual rose to the challenge and affirmed the objectives of the training as follows:

1. To help staff members break old habits that get in the way of financial stability and establish worthwhile new ones.
2. To teach staff members the habit of pro-active saving.
3. To teach ways staff members can better prepare for retirement.

The training was facilitated in three days, in three groups, with each group trained in half a day.



OLD MUTUAL FINANCIAL LITERACY STAFF TRAINING



Ms. Banomile Hlatshwayo from Old Mutual making her presentation.



PSPF participants at the workshop.

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Beneficiary Nomination Form

A Beneficiary Nomination Form allows a member to nominate his or her legal and factual dependents. Filling in the form correctly for yourself as a member allows you to allocate the percentages of dependency according to your wish without the dictate of the Fund.

If you still have not filled it, kindly visit any of the nearest Fund's branches to do so.

Toll Free: 8002401

www.pspf.co.sz

 Twitter: @pspf_eswatini

 Facebook: /pspfeswatini



PSPF CEO 2023 BRIEF



The Fund CEO Mr. Vilakati giving his remarks at the quarterly meeting.



Director ICT Mr. Samuel Shongwe making his presentation in alignment with the PSPF Business Strategy 2022 - 2025.



Thamsanqa Sibandze (KrTC) motivating Staff members.



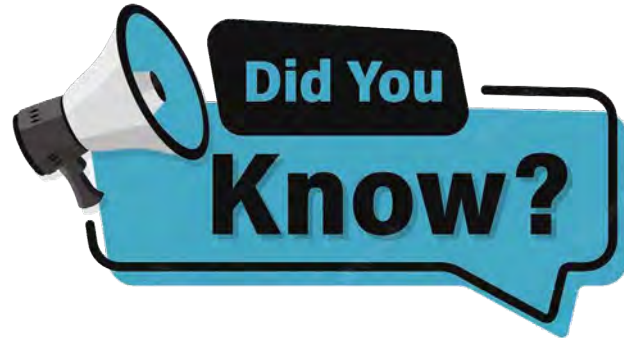
A section of Staff members during the briefing.



Team PSPF listening to speeches attentively.



Team PSPF posing for a group photo at the CEO briefing.



LEARN MORE ABOUT PSPF WITH OUR 'DID YOU KNOW?': WHO ARE WE?

The Public Service Pension Fund (PSPF) was established in 1993 through the Pensions Order No.13 of 1993. The public entity has a mandate to :

- a) Administer pensions for the public service.
- b) Investment of pension assets.

The Fund manages a defined benefit scheme. The scheme is financed through employer and employee contributions of 15% and 5% of basic monthly salary, respectively.

WHO ARE THE PSPF MEMBERS?

Membership profile, include contributing serving members and non-active members. The contributing members are all (permanent and pensionable) Civil Servants. Non-active members include pensioners and beneficiaries.

INVESTMENTS

The Fund is mandated by the Retirement Funds Act to invest at least 30% locally and 70% offshore. The investments are guided by the Investment Policy which stipulates that investments are to be in:

- 1) Equity
- 2) Bonds
- 3) Infrastructure
- 4) Property

For more information about fund products and services listen to the PSPF Ingcamu radio shows on EBIS 1 SiSwati channel every Saturday – 0715hrs and Voice of the Church (VOC) SiSwati Channel Friday -1800hrs.



FREQUENTLY ASKED QUESTIONS



Q1 Do you know how much you have contributed towards your pension thus far?

An active member can now review his/her contributions, projections of the death benefit and retirement through the Benefit statement. This is a statement that has an active member's information, date of employment, retirement date, contribution by member and employer, projections of death, benefit and normal retirement. Members are encouraged to visit the nearest branch to access it.

Q2 Is there a fixed amount for the PSPF voluntary contribution?

ANSWER: No! A member voluntarily contributes according to his/her wish, taking into consideration of his/her financial circumstances. He/she can voluntarily contribute a reasonable amount - it all depends on the individual.





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