



WHY CHOOSE THACSA  
**FOR YOUR  
EMPLOYEES?**

tourism,  
hospitality  
& catering  
pension fund



A life of service  
deserves a service for life

# FUND HIGHLIGHTS



Average annual returns have exceeded inflation plus 8% since 1 January 2004



Death and disability cover without evidence of health for all members earning less than R1 million per annum



Three month waiting period for disability benefit claims



Comprehensive website with all documents downloadable



Online and mobile phone access for members to check and update personal information



Death Benefit  
4 X annual salary



Employer web portal makes returns fast and easy, minimising paper work



Trustees come from the industry - relevant knowledge and experience, and no profit motive



6 month extended cover of death and funeral benefits on resignation, retrenchment, dismissal or retirement



Funeral benefit is an industry-leading R30 000 for the member



Members have access to a home loan facility at low costs



Members are kept informed by regular sms

## BECOME AN EMPLOYER OF CHOICE...

Finding and keeping quality employees is key to a sustainable and successful business, enrolling them in a pension fund that is tailored to their specific needs can be a game changer. The Tourism, Hospitality and Catering Pension Fund (Thacsa) is focused on serving the specific needs of employees in this demanding sector.

In the event of a discrepancy between the information here and the Rules of the Fund, the Rules of the Fund will apply.

# BENEFIT COMPARISON BETWEEN THACSA AND THE ANNUAL INDUSTRY BENCHMARK SURVEY

BENEFIT STRUCTURE	THACSA PENSION FUND		SANLAM ANNUAL INDUSTRY BENCHMARK SURVEY	
Gross contributions of pensionable salary	Employee	Employer ▲	Employee	Employer ▼
	5%	5%	5.5%	8.36%
	6%	6%		
	6.5%	7.5%		
	7.0%	7.0%		
	7.5%	7.5%		
8%	7.5%			
Normal retirement age	60 years, can retire from age 55 ▲		65 years	
Life cover – Lump sum	4 x annual salary plus accumulated savings account (Cover to continue for 6 months after exit from fund) ▲		3 x annual salary plus accumulated savings account	
Age cover ceases	To retirement or age 70 whichever comes first ▲		N/A	
Medical-free cover limit	Up to R8,4million without medical examination ▲		Scheme related ▼	
Premium	1.325% of pensionable salaries ▲		1.51% of pensionable salaries	
Disability cover – Income Protection	75% of monthly pensionable salary		75% of monthly pensionable salary	
Waiting period	Three (3) months		Three to six months	
Annual Escalation	The lower of CPI or five (5) percent		Ranges between 0% and CPI	
Employer waiver	Yes		Yes	
Medical-Free Cover Limit	Up to a maximum of R103 950pm ▲		Scheme related	
Age cover ceases	65 years		65 years	
Premium	0.713% of pensionable salaries ▲		1.09% of pensionable salaries ▼	
Funeral cover				
Member & Spouse	R30 000	▲	R20 000	▼
Children 14-21 years	R30 000	▲	R20 000	▼
6-13 years	R15 000	▲	R10 000	▼
0-5 years	R7 500	▲	R5 000	▼
Age cover ceases	To retirement or age 70 whichever comes first ▲		65 years ▼	
	(Cover to continue for 6 months after exit from fund) ▲		N/A ▼	
Premium	R20.48 pm ▲		Information not available	

	THACSA PENSION FUND	BENCHMARK SURVEY
Investments		
Default investment portfolio	Life stage portfolio	Life stage portfolio
Growth portfolio (younger than age 50)	Allan Gray Global Balanced Fund	Information not available
From age 50 to 59 years the fund credit will be moved to the Capital Protection Portfolio in 10 instalments	Investec Managed Fund	
	Coronation Balanced Houseview Portfolio	
Capital Protection Portfolio (from age 59)	Momentum Multi-Manager Smooth Growth Fund Global	
Money market portfolio	Investec Money Market	

**Taking care of your employees makes good business sense. Choosing Thacsa to look after your employees' needs is the first step in that journey.**



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## FUND CONTACT DETAILS

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