



THE BUILDING INDUSTRY PENSION SCHEME (W.P.) FSB Registration No.12/8/7361  
THE BUILDING INDUSTRY PROVIDENT FUND (W.P.) FSB Registration No.12/8/35555

November, 2025

## Employer's Section

### A. Welcome to New Employers

A very warm welcome to all new employers who have registered since our last newsletter in August 2025.

Newsletters are sent out periodically to the industry to share important changes in employee benefit processes and information relating to the Building Industry Pension Scheme.

Older newsletters are archived and can be accessed on the BIBC website at [www.bibc.co.za](http://www.bibc.co.za) under the 'News' tab

### B. Senior Responsible Person/Director(s)

If you are a payroll administrator or consultant receiving this communication, it is important that you share all communications and messaging from the Building Industry Pension Scheme with the appropriate senior staff member and business director(s).

### C. Section 13A of the Pension Funds Act: Non-Payment of Retirement Fund Contributions

The purpose of this notification is to remind you that employee retirement contributions to the BIBC are due on or before the 7<sup>th</sup> of every month.

The following potential consequences can result from a continued failure to make payment of the required contribution amount:

- a) the non-payment or late payment of contributions by an employer could result in personal liability for certain individuals within the employer and constitute a criminal offence; and
- b) any person who contravenes or fails to comply with section 13A of the Pension Funds Act is guilty of an offence and liable on conviction to a fine not exceeding R10 million or imprisonment for a period not exceeding 10 years, or to both such fine and such imprisonment.

#### **BOARD OF TRUSTEES-RETIREMENT FUND**

Bodill A, Ndayi S, Kirsten S, Jonkers L, Mgqamqo L, Mtyenele M, Uys D, Richards G, Vorster W  
Matthews J **Chairman**, Crisp DR **Independent Trustee**

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# Employee's Section

## D. Two Pot Retirement System

The two-pot retirement system has changed the way fund members can access their retirement funds and aims to have two objectives:

1. To allow members of retirement funds access to a portion of their fund value in times of financial stress.
2. To improve members' long-term preservation of their fund values until they retire from their employment.

Take note that our offices will be closed for the builders' holiday. The last day of work in 2025 will be Friday 12 December and we will open for business at 09h00 on Monday 12 January 2026.

You will not be able to make a withdrawal on the Sanlam App if your bank details are not loaded.

If you need to **update or change your banking details** to claim funds from your Two-Pot Benefit Account, you will have to inform the Retirement Fund Helpdesk by **no later than 10 December 2025**. A **bank confirmation letter** as well as a **copy of your identification document** will have to be submitted as supporting documentation.

Kindly email the required information to: [twopot@bibc.co.za](mailto:twopot@bibc.co.za)

The link below will help you to navigate through the online process of submitting claims during the builder's holiday period.

<https://youtube.com/watch?v=h0IFUfz4X9Y&si=bfPDuDe2Q1VFzsRD>

## E. Funeral Benefit Eligibility After Retirement

A member who has retired at the age of 60 and subsequently rejoins the industry after retirement will not be covered for funeral benefits. This exclusion also applies to the member's spouse and children.

### Normal Retirement Age

The normal retirement age is defined as 60 years.

### Continuation of Funeral Benefits

Funeral benefits for a member and their eligible family members only continue after reaching the normal retirement age if the member remains in active service.

- In other words, if a member continues working beyond age 60 without retiring, the funeral benefit cover will remain in force.



## Waiver of Premium (WOP) Certificate

Should the member retire as an active member of the Fund, the member will be issued with a Waiver of Premium (WOP) certificate

- If a member who has received a WOP certificate rejoins the industry, the funeral benefits for the member, their qualifying spouse, and children will remain in force without any further premium payments.
- The funeral cover will continue until the member attains (or would have attained) the age of 70 years.

This policy is available on the BIBC website at [www.bibc.co.za](http://www.bibc.co.za)

## F. Retirement Fund Update

Below please find important information relating to nomination of beneficiaries for both Retirement Funds and Funeral Policies.

### Nomination of Beneficiaries

In the building industry, where employees often work in physically demanding and high-risk environments, ensuring that members of the retirement fund nominate their beneficiaries is crucial for several reasons. Here's why it's so important for employers to emphasise this to their staff:

#### 1. Ensuring Financial Security for Loved Ones

If a retirement fund member passes away unexpectedly, the benefits from the retirement fund can provide vital financial support to their loved ones. However, without a nominated beneficiary, the process of disbursing these benefits can be complicated, lengthy, and uncertain. Proper nomination ensures that the benefits are distributed according to the member's wishes, helping their family receive financial support quickly.

#### 2. Avoiding Legal Delays and Complications

When there's no clear beneficiary nomination, the benefits may have to go through a lengthy legal process, such as the estate being wound up. This can delay payments to the deceased member's dependents for months or even years. By having a nominated beneficiary, the funds can be disbursed more efficiently and avoid unnecessary legal complications.

#### 3. Reducing Workplace Stress and Disruption

In the unfortunate event of an employee's death, the impact on the workplace can be significant. Ensuring that retirement fund nominations are in place can reduce stress and uncertainty for the deceased member's colleagues, who might otherwise be concerned about the financial well-being of their late colleague's family. This can help the workplace remain focused and stable, especially after such a difficult event.

#### 4. Complying with Regulatory Requirements

Retirement funds have specific regulations that require employers and trustees to ensure that beneficiary



nominations are up to date. Employers who encourage employees to make these nominations demonstrate compliance with these rules, reducing the risk of disputes and liabilities for the company.

#### **5. Promoting Employee Well-being and Trust**

Encouraging employees to nominate beneficiaries shows that the employer is genuinely concerned about their long-term welfare and that of their families. This fosters a sense of trust and loyalty among the workforce, which can improve job satisfaction, retention rates, and overall morale.

#### **6. Minimizing Potential Disputes Among Family Members**

Without a clear beneficiary nomination, disputes may arise among surviving family members over who are entitled to the benefits. These disputes can be emotionally draining and costly. By making it a standard practice to nominate beneficiaries, employers help prevent conflicts and ensure that benefits go to the intended recipients.

### **Conclusion**

For employers in the building industry, where workers face unique risks, ensuring that employees nominate beneficiaries for their retirement funds is not just a matter of compliance but also an act of care and support. It ensures that employees' hard-earned savings are directed to the right people, avoids legal complications, and promotes a positive workplace culture.

Encouraging and assisting employees to complete and regularly update their beneficiary nominations is a simple but essential step that can make a significant difference in the lives of their families.

Herewith the links to the necessary documents:

[\*\*Funeral Policy Beneficiary Nomination Form\*\*](#)

[\*\*Retirement Fund Beneficiary Nomination Form\*\*](#)

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Building Industry Provident Fund

