



December 2025

*Moving towards a better future **together***

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Festive Season wishes

As we reach the end of another busy year on the road, the Transport Sector Retirement Fund would like to take a moment to say thank you.

Thank you for the long hours, the early mornings, and the late nights you've spent keeping South Africa moving. Whether you're behind the wheel, managing a fleet, or supporting our transport industry in other ways. You are the heartbeat of our economy.

This Festive Season, we wish you and your loved ones peace, joy, and safe travels wherever the road takes you. May you find time to rest, recharge, and celebrate the simple moments that matter most.

Please remember:

- ✓ **Stay alert and drive safely:** Your life and your family's happiness are precious.
- ✓ **Take care of your health and your finances:** Your retirement journey is part of your success story.
- ✓ And know that your Fund remains committed to **protecting your future**, every kilometre of the way.

From all of us at the Transport Sector Retirement Fund, Happy Holidays and a Prosperous New Year

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If you are promoted, you can remain an active member of the TSRF

Congratulations on your promotion! You have worked hard, and your efforts have been recognised. But there is no reason for you to consider joining another fund. The Rules of the TSRF have been amended to accommodate you!

If you are an eligible Employee, and work in the industry and you have been promoted into a position that is not determined by the collective agreement negotiated at the Road Freight and Logistics Bargaining Council, you can continue your membership in the TSRF and you do not have to exit the Fund.

You can elect to remain in the Fund as an active member and will still be covered for death, disability and funeral benefits. Your retirement savings will continue to grow until you retire.

Actions taken against non-compliant employers

Your Employer has a responsibility to provide clear, concise and detailed contribution schedules and to make payment of your contributions to the Fund regularly and on time. A non-compliant employer faces serious consequences. The Fund actively takes steps against non-compliant Employers to protect members' interests.

Section 13A of the Pension Funds Act

The Pension Funds Act ("the Act") sets two obligations on employers in relation to payment of contributions. The obligations are as follows:

- A participating employer is obliged to pay contributions in terms of the rules of the Fund into the Fund's bank account not later than 20 days after the end of the month for which such contributions are payable; and
- A participating employer further has to provide contribution schedules to the Fund not later than 20 days after the end of the month in respect of which the payment was made to ensure that the contributions are allocated to the correct members.

Types of non-compliance on the Fund:

1. Employers who do not deduct contributions from their employees;
2. Employers who deduct contributions from their employees but do not pay them over to the Fund;
3. Employers who deduct contributions and pay them to the Fund but do not submit schedules to the Fund, the Fund can therefore not allocate the contributions to the members;
4. Employers who are under declaring.

What the Fund is doing

The compliance team sends section 13A letters to the employers to advise them of the non-compliance and to get them to become compliant;

- The Fund legal team sends letters of demand to the employers;
- Members receive a sms to inform them of non-payment of contributions;
- The Fund charges Employers late payment interest (LPI) on the outstanding contributions from the 1st day of the month following the expiry of the 7-day period in respect of which the contributions had to be paid, up to the date that the contributions are in fact paid. Interest on late payments are charged at the prime rate plus 2 percent;
- The Fund reports the employers to the Pension Funds Adjudicator (PFA); and
- Publish the name of the Employer on the Financial Sector Conduct Authorities ("FSCA") website for public notice in terms of FSCA Communication 17 of 2022 (RF) of 9 June 2022.

Consequences of non-compliance

If the non-compliance continues for a period of 90 days after the 20th day of the month the Principal Officer must report the matter to the South African Police Services "SAPS". The Fund has opened cases for some employers with the SAPS in an effort to get employers to become compliant.

A person (or persons) who contravenes or fails to comply with the provisions of Section 13A of the Act is guilty of an offence and is liable, on conviction, to a fine not exceeding R10 million, or imprisonment for a period not exceeding 10 years, or both (such a fine and such imprisonment).

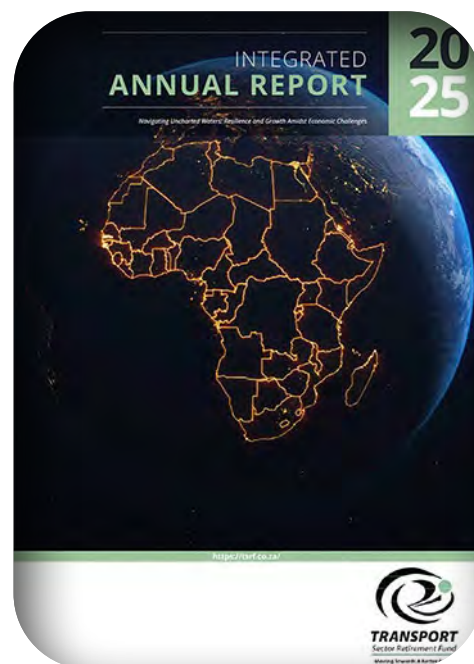
You are encouraged to visit any of the Fund offices or contact the Call Centre to check the compliance status of your Employer, as it impacts on your provident fund and risk benefits.

The Fund's Integrated Annual Report now available online

Visit the Fund's website to read the 2025 Integrated Annual Report.

To read more:

 [Click Here](#) 



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At the heart of our resilience and forefront of our 2025 strategy lies effective, transparent, and timely TSRF communication.

We recognise that in times of uncertainty, members need more than just financial performance they need clear information, reliable service, and genuine support.

We believe that financial education is not just a service but a right, and a critical tool for empowerment.

Tips on how to manage your annual bonus rather than wasting it

Before you rush to splurge on a holiday or the latest gadget, consider how to make your year-end bonus truly count. ***From wiping out debt to building a solid financial foundation, these practical tips will help set you up for a stronger 2026.*** If you weren't disciplined with your money during the year, this holiday season might call for a few changes and a firm commitment to getting your finances in better shape in 2025. ***Here are some tips on how to handle a bonus or 13th cheque:***

- **Spoil yourself (responsibly):**

You've worked hard for your money, so it's okay to treat yourself a bit. Just don't go overboard, especially if you're in debt. So keep your bonus spending under 10% and, generally, aim to invest at least 10% of your monthly after-tax income.

- **Tackle short-term debt:**

Pay off personal loans, credit card debt, and store credit as soon as possible. These are the most expensive debts, so getting rid of them will improve your financial health. Use a "sizeable portion of your bonus to pay off debts, especially those with a high interest rate".

- **Build an emergency fund:**

Save at least six months' income in a money market fund for emergencies only. This fund will help you avoid dipping into your retirement savings or taking on expensive credit in case of unexpected expenses. Capitec proposes splitting your bonus into three portions: a car deposit, holiday and emergency fund. Also, if you're paid early in December, remember the curse of having to make your money stretch until the end of January.

- **Invest in a retirement annuity:**

Consider investing up to 27.5% of your taxable income (up to R350,000 per year) in a low-cost retirement annuity. Do this at the end of the tax year (February) and use any tax refund to pay off long-term debt or invest further.

- **Max out your tax-free savings account (TFSA):**

Invest up to the annual limit of R36,000 in a TFSA. These accounts are great for saving towards specific goals or supplementing retirement savings, as they aren't subject to income or capital gains tax.

- **Pay down long-term debt:**

Use any remaining funds to reduce long-term debt, like your home loan. This will ease your monthly financial burden, especially with rising interest rates. If you have an access home loan facility, consider this extra contribution part of your emergency fund.



Good to know

English

If you are still one of the lucky ones to receive a year-end bonus or 13th cheque ***make sure you think carefully before just spending this money.***

Ngiyathokoza ukwazi

Zulu

Uma usengomunye wababe nenhlanhla yokuthola ibhonasi yokuphela konyaka noma isheke lika-13 ***qiniseka ukuthi ucabangisisa ngaphambi kokusebenzisa le mali.***

Ho monate ho tseba

Sesotho

Haeba u ntse u le e mong oa ba lehlohonolo ho fumana bonase ea pheletso ea selemo kapa cheke ea bo13 ***etsa bonnete ba hore u nahana ka hloko pele u sebelisa chelete ena.***

I swinene ku swi tiva

Tsonga

Loko wa ha ri un'wana wa lava nga na nkateko wo kuma bonasi ya makumu ya lembe kumbe cheke ya vu 13 ***tiyisisa leswaku u ehleketa kahle u nga si tirhisa mali leyi ntse.***

All you need to know about AARTO

The **AARTO** system (**Administrative Adjudication of Road Traffic Offences**) is a major change in how traffic offences are handled in South Africa. Instead of simply being fined, drivers will now face demerit points for traffic infringements, and repeated bad driving behaviour may lead to license suspensions or cancellation.

For the transport sector (especially truck drivers), this means that the way you drive, how often you commit infringements, and how quickly you deal with them will increasingly affect your licence status and your ability to keep driving. **The intention is to reduce crashes (since research shows human error is behind over 80% of road accidents) and to improve safety for everyone on the road.**

When will it be implemented?

Because the system is complex, it is being rolled out in phases, not all at once. **Here are the key dates you should know:**

- The first wave: For 69 municipalities, the system will begin from **1 October 2025**.
- A next wave: For the remaining 144 municipalities, the start is expected in early 2026 (some sources say **1 February 2026**, others say **1 April 2026**).
- The full demerit-points portion (i.e., when your license will really start being affected by points) is expected by **1 September 2026** for all areas.

So, if you are driving now, you must be extra careful and diligent. **The AARTO system will be applicable to every driver, including truck drivers.**

How will it work?

- For **traffic offences** you will get **a fine** as well as **points** against your licence.
- **Every driver starts at 0 points.**
- Each offence adds points depending on how serious it is:
 - **Minor offence** (e.g. small speeding fine): **1–2 points**
 - **Serious offence** (e.g. reckless driving): **4–6 points**
- **15 points = licence suspension for 3 months.**
- Get suspended 3 times, and your **licence may be cancelled.**
- If you drive safely for a while, your **points will go down again.**

For truck drivers and transport companies

- Your **licence, operator card**, and even your **company vehicle** can be affected.
- If your licence is suspended, you **cannot drive legally or work.**
- Companies may face penalties if their vehicles or drivers keep breaking the rules.
- Keep your driving record clean — it helps **you and your employer.**



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What this means for you and for your livelihood

Since many members of the Fund are truck drivers, here are the key implications:

- **License risk:**
Your license is your tool of the trade. Under AARTO, frequent infringements may result in suspensions → you cannot drive → you cannot work.
- **Employer risk:**
If you are driving under an operator card, or for a transport employer, the employer may monitor your driving record. If you build up demerit points, it may affect your job or the company's ability to operate.
- **Financial risk:**
Beyond fines, a license suspension means loss of earnings; insurance premiums may increase; logistical delays may occur.
- **Professionalism:** This system encourages drivers to drive responsibly, maintain a clean record, and for companies to support drivers with training, safe practices, vehicle maintenance.
- **Competitive advantage:** Drivers with clean records may be more desirable for employers/fleets; companies with fewer driver infringements may face fewer challenges.



In Summary

- **AARTO** is the new system for traffic offences: **fines + demerit points**.
- Rollout phases start **late 2025**, with full demerit point enforcement by around **September 2026**.
- **Every driver** begins at zero points; accumulate 15 points and you risk license suspension.
- **For truck drivers and transport operators:** license + vehicle + operator card all matter.
- **Check your details, settle fines, drive safely:** Your job depends on it.

Your Fund's contact information



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for Member enquiries



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for Two-Pot System enquiries



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[transportsectorretirementfund](https://www.instagram.com/transportsectorretirementfund)



WhatsApp "Hi" to: 087 240 7004

TSRF Benefit Counselling Tool



TSRF Client Contact Centres:



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Samro Place, 8th Floor
20 De Korte Street, Braamfontein



Cape Town/Bellville

Suite 2, Edward building 1,
116 Edward Street, Oakdale, Belville



Durban

1 Dorothy Nyembe Street,
The Marine, Durban Central, Durban

Fund no: 12/8/37811

Disclaimer: In cases where communication and Fund rules differ, the TSRF rules will apply.