



# MEMBER NEWS

February 2026

Moving towards a better future **together**

**Start the year strong: review, reset and refocus**

Page 2

**Seven steps to effectively manage and reduce your debt**

Page 2

**Employers are now subject to enforcement under both labour legislation and the Pension Funds Act**

Page 3

**How to manage stress**

Page 4

**Follow the Fund's Social Media pages**

Page 4

## Welcome to the first edition of the Member News for 2026

As we begin 2026, we wish you a happy, healthy and successful year ahead. Your retirement fund plays an important role in securing your future, and there's no better time than now to take an interest in your benefits, review your goals, and make informed financial decisions.

“

*Small actions today can make a meaningful difference tomorrow.*

We encourage you to stay engaged with your Fund, use the available resources, especially the **Member online portal, the Fund's website and social media pages**. All these contact details are shown on the right side of this page.

**Make 2026 a year of confident and proactive financial planning.**

## Your Fund's contact information



**Member enquiries Call:**  
**087 405 6377**



**Two-Pot System enquiries Call:**  
**087 405 6376**



**Email the Fund**  
[members@tsrf.salteb.co.za](mailto:members@tsrf.salteb.co.za)



**Visit the Fund's Website:**  
[www.tsrf.co.za](http://www.tsrf.co.za)



**Visit the Fund's Facebook page:**  
[@TransportSectorRetirementFund](https://www.facebook.com/TransportSectorRetirementFund)



**Visit the Fund's Instagram page:**  
[transportsectorretirementfund](https://www.instagram.com/transportsectorretirementfund)



**Stage engaged with the Fund's online Member Portal:**  
**WhatsApp "Hi" to:**  
**087 240 7004**

TSRF Benefit Counselling Tool

### TSRF Client Contact Centres:



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



**Cape Town/Bellville**  
Suite 2, Edward building 1,  
116 Edward Street,  
Oakdale, Bellville



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

## Starting the year strong: review, reset and refocus

The start of a new year is the perfect opportunity to reset, refocus and take small but meaningful steps toward a more secure financial future. As a member of the TSRF, February is an ideal time to review your financial position and ensure you're starting the year on strong footing.

**Step 1:** A good first step is to review your retirement fund contributions. Even a small increase can make a significant difference over time, thanks to the power of compound growth. If you've received a salary increase or adjusted your spending habits, consider directing a portion of that extra income toward your retirement savings by making additional voluntary contributions to the Fund. Speak to your employer about deducting additional contributions from your salary.

**Step 2:** February is also a great time to check your personal and beneficiary details. Life changes—such as marriage, divorce, or the birth of a child—can affect who should benefit from your retirement savings. Ensuring your information is up to date helps give you peace of mind that your death benefits from the Fund (both approved and unapproved) will be paid without undue delay.

**Step 3:** Another key foundation for a strong year is a working budget. A clear, realistic budget helps you understand where your money is going, identify areas of overspending, and free up funds for savings or debt reduction. Budgeting isn't about restriction—it's about control and confidence.

**Step 4:** Finally, take a fresh look at your debt. Reducing high-interest debt can improve your monthly cash flow and lower financial stress. Even small additional payments can shorten repayment periods and save on interest over time.

### Good to know:

Starting strong doesn't require drastic changes. **Small, intentional actions taken to specifically reduce your level of debt** early in the year can set the tone for better financial wellbeing, both now and in retirement.

## Seven steps to effectively manage and reduce your debt

To manage your debt more effectively, you may want to consider these seven steps:

### 1. Take stock of all your accounts:

First things first: Make a list of all your outstanding debts. Include the interest rate on each so you'll be able to determine which ones are causing you the most financial pain.

### 2. Check your credit report:

Request a free copy of your credit report from one or more of the three credit-reporting agencies. This will help you make sure you haven't forgotten about an outstanding debt. Plus, it's always a good idea to make sure there aren't accounts on there you don't recognize. If you want to find out your credit score, check with your bank or credit card company to see if they can provide you with your score at no cost.

### 3. Look for opportunities to consolidate your debt:

If you have multiple high-interest loans, can you consolidate them into one loan with a lower interest rate? Do you have access to a low-interest personal loan that you could take out to pay off high-interest credit card balances?

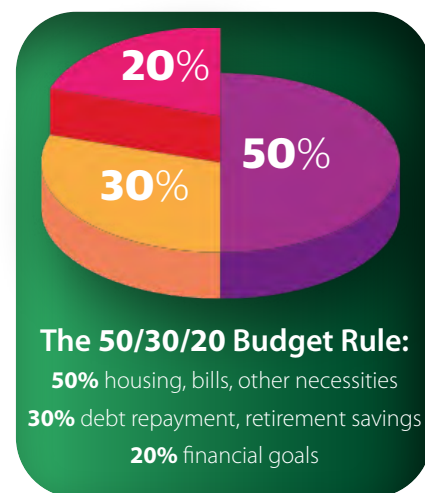
### 4. Be honest about your spending:

If your debt feels overwhelming, it's worth taking an honest look at what you're spending each month. Are there expenses you can cut back on or eliminate? Part of reducing your debt is limiting the additional debt you take on.

### 5. Determine how much you have to (must) pay:

The next step is to determine how much you have to pay each month by noting the minimum payments and adding these amounts to your budget. If the amount is more than you can manage in your budget, you may need to contact lenders to see about arranging different terms.

Building a budget isn't about limiting yourself to only spending money on essentials. Instead, it's about allocating your money in the way that makes sense for you. Think about your financial priorities and goals, as well as what makes you happy. Once you see how much you're spending on certain things, you might want to try adjusting your spending habits to increase your savings.



### 6. Figure out how much extra you can budget:

Once you have the baseline of how much you have to pay each month in your budget, determine how much extra from your budget you can devote to debt reduction.

### 7. Determine your debt-reduction strategy:

How you attack your debt is up to you. The two most popular strategies are to pay off balances with the highest interest rates first or to pay off the lowest balances first. The former will save you more money over the long run, but the latter can help you keep momentum and see progress. Either way, you're taking steps in the right direction, so stick with your plan!

### Please also consider the following:

- Don't avoid calls from your creditors. Deal with this problem head on and make a payment plan to pay them. Even if it's a small amount;
- Try to pay more than the minimum amount due;
- Create a payment plan and stick to it;
- Review all of your options;
- Prioritise paying off debt in your budget;
- Try to negotiate better interest rates with your current credit providers;
- Don't always say yes to debt when it is offered to you;
- Take all store and retail cards out of your wallet so you are not tempted to use them for future purchases;
- Obtain regular credit reports;
- Don't miss monthly payments as this impacts negatively on your credit score; and
- Don't be scared to ask for help from a qualified debt counsellor.

English

## Good to know:

If you're looking for a better way to manage your debt, with a goal of eliminating most or all of it, you have already taken a step in the right direction. As you prepare to move forward, remember too much debt, or the wrong kinds, such as high-interest credit card debt, can hamper your ability to pursue other financial goals.

Zulu

## Ngiyathokoza ukwazi:

Uma ufuna indlela engcono yokuphatha isikweletu sakho, unomgomo wokuqeda okuningi noma konke, usuvele uthathe isinyathelo esibheke endleleni efanele. Njengoba ulungiselela ukuqhubekela phambili, khumbula izikweletu eziningi kakhulu, noma izinhlobo ezingalungile, njengesikweletu sekhadhi lesikweletu elinenzalo enkulu, zingaphazamisa ikhono lakho lokuphishekela eminye imigomo yezezimali.

Sesotho

## Ho monate ho tseba:

Haeba u batla mokhoa o betere oa ho laola sekoloto sa hau, ka sephoe sa ho felisa boholo ba sona kapa kaofela, u se u nkile mohato o lebileng tseleng e nepahetseng. Ha u ntse u itokisetsa ho hatela pele, hopola likoloto tse ngata haholo, kapa mefuta e fosahetseng, e kang sekoloto sa karete ea ho reka ka mokitlane e nang le tsola e phahameng, e ka sitisa bokhoni ba hao ba ho hahamalla lipakane tse ling tsa lichelete.

Tsonga

## I swinene ku swi tiva:

Loko u lava ndlela yo antswa yo lawula xikweletu xa wena, hi xikongomelo xo herisa vunyingi kumbe hinkwaswo, se u teke goza leri yaka eka ndlela leyinene. Loko u ri karhi u lunghiselela ku ya emahlweni, tsundzuka swikweletu swo tala, kumbe mixaka leyi hoxeke, yo tanihi xikweletu xa khadi ra xikweletu lexi nga ni ntswalo lowukulu, swi nga kavanyeta vuswikoti bya wena byo fikelela tipakani tin'wana ta timali.



## Employers are now subject to enforcement under both labour legislation and the Pension Funds Act

**Good news for members is that Employers are now subject to enforcement under both labour legislation and the Pension Funds Act, reinforcing accountability and improving the protection of members of funds.**

Employers need to comply with the provisions of Section 13A of the Act and Conduct Standard 1 of 2022 (CS 1 of 2022) and deduct and pay over any contributions in terms of the Rules of the Fund governing your participation in the Fund as well as provide certain minimum personal information of their employees to the Fund's Administrator, Salt Employee Benefits. Section 13A of the Act makes it a statutory obligation for an Employer to pay over any contributions which, in terms of the Rules of the Fund, are to be deducted from the member's salary or for which the employer is liable.

Good news is that the Department of Employment and Labour withdrew a 2003 variation notice that had long exempted employers from Section 34A of the Basic Conditions of Employment Act (BCEA) regarding the payment of employee benefit fund contributions. According to the Department's 22 January 2026 statement, labour inspectors are now legally empowered to verify whether employers have paid pension, provident fund, retirement and medical aid contributions – deducted from workers' salaries – into the correct funds. They can also request proof of payment and contribution schedules and take enforcement action if they come across non-compliance.

## What are the consequences of not being compliant?

Employers need to understand that failure to comply with the Funds Rules, Section 13A of the Act and related legislation is in fact a criminal offence with serious consequences. It is therefore critically important that Employers ensure strict compliance.

**The following are some of the consequences that Employers may be held liable for in the event of non-compliance:**

- **The Fund is obligated to** directly inform members, in writing, of the Employer's failure to pay over contributions and therefore that contributions are in arrears.
- **Lodging of a criminal complaint** at the South African Police Services ("SAPS") against the persons personally responsible at the Employer for compliance. 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).
- **The implication of** not receiving contributions payable by the Employer before the 15th, is that late payment interest (LPI) will be payable on the outstanding contributions from the 1st day of the month following the expiry of the 15th-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 will be charged at the prime rate plus 2 percent.
- **Publishing 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.





English

## Good to know

The FSCA CS 1 of 2022 is a prescriptive law which requires all Employers to comply. Trustees must report Employers that do not comply with Sections 13A(2)(b) or 13A(3) (a) of the Act for 90 consecutive days to the SAPS and inform the FSCA.

Zulu

## Ngiyathokoza ukwazi

I-FSCA CS 1 ka-2022 ingumthetho odinga ukuthi bonke Abaqashi bawuthobeke. Abaphathiswa kufanele babike Abaqashi abangathobeli iSigaba 13A(2)(b) noma 13A(3)(a) soMthetho izinsuku ezingama-90 zilandelana kwa-SAPS futhi bazise iFSCA.

Sesotho

## Ho monate ho tseba

FSCA CS 1 ea 2022 ke molao o laelang o hlohang hore Bahiri bohle ba o mamele. Bahlokomeli ba tlameha ho tlaleha Bahiri ba sa ikobeleng Karolo ea 13A(2) (b) kapa 13A(3)(a) ea Molao ka matsatsi a 90 a latellanang ho SAPS le ho tsebisa FSCA.

Tsonga

## I swinene ku swi tiva

FSCA CS 1 ya 2022 i nawu lowu nga na swileriso lowu lavaka leswaku Vathori hinkwavo va landzelela. Vahlayisi va fanele ku vika Vathori lava nga landzeleriki Swiyenge swa 13A(2)(b) kumbe 13A(3)(a) swa Nawu ku ringana masiku ya 90 hi ku landzelelana eka SAPS na ku tivisa FSCA.

## How to manage stress

Stress is a normal part of life, especially in the transport sector where long hours, tight schedules, traffic conditions, and physical demands are part of the job. While some stress can help keep us alert and focused, too much of it over time can affect our health, work performance, and overall quality of life. The good news is that there are simple, practical ways to manage stress effectively.

### Recognise the signs:

Stress shows up differently for everyone. Common signs include feeling constantly tired, headaches, muscle tension, irritability, difficulty sleeping, or trouble concentrating. Being aware of these signs is the first step toward taking action.

**Look after your body:** Your physical health plays a big role in how well you cope with stress. **Try to:**

- Get enough rest and aim for regular sleep patterns
- Eat balanced meals and avoid skipping meals
- Stay hydrated, especially during long shifts
- Include some form of physical activity, such as walking or stretching, whenever possible

*Even small improvements can make a noticeable difference.*

**Take short breaks and breathe:** When work feels overwhelming, a few minutes can help reset your mind. Deep breathing, stretching, or simply stepping away for a moment can reduce tension and help you refocus. Slow, deep breaths signal your body to calm down.

**Talk about it:** Stress can feel heavier when you carry it alone. Talking to a trusted colleague, friend, or family member can help you gain perspective and feel supported. If stress becomes unmanageable, consider speaking to a healthcare professional or counsellor.

**Plan and prioritise:** Feeling out of control often increases stress. Where possible, plan your day, set realistic goals, and focus on one task at a time. Accept that not everything can be controlled, especially on the road, and concentrate on what you can influence.

**Think long term:** Managing stress isn't just about today. Looking after your health, finances, and future retirement can bring peace of mind. Being informed about your retirement fund and planning ahead can reduce worry and help you feel more secure. Stress is part of life, but it doesn't have to take over.

*By making small, consistent changes and asking for support when needed, you can protect your wellbeing and enjoy a healthier, more balanced life, both now and in retirement.*

## Follow the Fund's social media pages

The Fund has a **Facebook page** with more than 9600 followers. The Fund also launched a **Instagram page**, for younger members in April 2025. **Make sure you visit these pages and follow us.**

The Fund produces **regular informative Reels** for Instagram on all the important aspects of the Fund - make sure you don't miss out - visit Instagram today!



[Click here](#)

or find us using the Instagram name:

**transportsectorretirementfund**



“

We need to understand that greatness exists in all of us. We just need to learn how to apply it.