



N.B.C.E.I.
National Bargaining Council For The
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INCORPORATION NUMBER LR2/6/6/128

TO ALL EMPLOYERS AND EMPLOYEES IN THE ELECTRICAL CONTRACTING INDUSTRY

10 March 2026

Dear Sir/ Madam

RISK CONTRIBUTIONS AND BENEFITS

Please be advised that the Council currently uses KeyProtect, that is underwritten by GuardRisk, as the service provider for risk benefits in Regions A, B, C and D risk only members.

Regions A & B Pension / Provident Fund members are covered by KeyProtect for GLA (death), PHI (disability) and funeral.

Region C Pension Fund members are covered by KeyProtect for PHI (disability) and funeral only. ***For GLA (death) the Fund members are insured through Hollard.***

Region D Pension / Provident Fund members are covered by Hollard Group (funeral cover) and Old Mutual for PHI and GLA (disability and death cover).

The National Pension Fund members are also covered by KeyProtect for GLA (death), PHI (disability) and funeral.

Please see below risk benefit contributions and benefits commencing 1 March 2025

Fund Members (Region A & B Pension / Provident Fund Members) - Costs	
Group Life (GLA)	2.45%
Disability (PHI) - Income Replacement Benefit	0.69%
Funeral	R4,62 per member per week

Fund Members (Region A & B Pension / Provident Fund Members) - Benefits	
Group Life (GLA)	3 X Annual Salary
Disability (PHI) - Income Replacement Benefit	55% of Salary, 15% waiver, 6 month waiting period, annual benefit increase at a rate of lesser of CPI (inflation index) and 5%
Funeral	R20 000 sliding scale for family members

As of 1 March 2026, if a member in the Regions A and B Funds turns 65 and stays a member of the Fund, the member will no longer be covered for Disability (PHI) but still be covered for Group Life (GLA) and Funeral up to the age of 70.

Fund Members (Region C Pension Fund Members) - Costs	
Group Life (GLA)	1.43%
Disability (PHI) - Income Replacement Benefit	0.69%
Funeral	R4,62 per member per week

Fund Members (Region C Pension Fund Members) - Benefits	
Group Life (GLA)	2 X Annual Salary
Disability (PHI) - Income Replacement Benefit	55% of Salary, 15% waiver, 6 month waiting period, annual benefit increase at a rate of lesser of CPI (inflation index) and 5%
Funeral	R20 000 sliding scale for family members

As of 1 March 2026, if a member in the Regions C Fund turns 65 and stays a member of the Fund, the member will no longer be covered for Disability (PHI) and Group Life (GLA) but will still be covered for Funeral up to the age of 70.

Fund Members (Region D Pension / Provident Fund Members) - Costs	
Group Life (GLA)	1.701%
Disability (PHI) - Income Replacement Benefit	1.253%
Funeral	R18.31 per month per member

Fund Members (Region D Pension / Provident Fund Members) - Benefits	
Group Life (GLA)	3 X Annual Salary
Disability (PHI) - Income Replacement Benefit	75% of Salary + 7.5% employer contribution, 6 month waiting period
Funeral	R20 000 sliding scale for family members

If a member in the Region D Funds turns 65 and stays a member of the Fund, the member will no longer be covered for Disability (PHI) but still be covered for Group Life (GLA) and Funeral up to the age of 70.

Risk Only Members (Regions A, B, C and D) - Costs	
Group Life (GLA)	1.64%
Temporary Disability Benefit (TTD)	0.24%
Funeral	R4,62 per member per week

Risk Only Members (Regions A, B, C and D) - Benefits	
Group Life (GLA)	2 X Annual Salary
Temporary Disability Benefit (TTD)	50% of Salary payable for maximum 2 years, 6 month waiting period, annual benefit increase at a rate of lesser of CPI (inflation index) and 5%
Funeral	R20 000 sliding scale for family members

As of 1 March 2026, all risk-only members who turn 65 and stays employed in the Industry will no longer be covered for Disability (PHI) but still be covered for Group Life (GLA) and Funeral up to the age of 70

National Pension Fund Members - Costs	
Group Life (GLA)	2.45%
Disability (PHI) - Income Replacement Benefit	0.69%
Funeral	R4,62 per member per week

National Pension Fund Members - Costs - Benefits	
Group Life (GLA)	3 X Annual Salary
Disability (PHI) - Income Replacement Benefit	55% of Salary, 15% waiver, 6 month waiting period, annual benefit increase at a rate of lesser of CPI (inflation index) and 5%
Funeral	R20 000 sliding scale for family members

As of 1 March 2026, if a member of the National Pension Fund turns 65 and stays a member of the Fund, the member will no longer be covered for Disability (PHI) but still be covered for Group Life (GLA) and Funeral up to the age of 70.

All claims can be submitted to your local NBCEISA office. The contact numbers for the offices are at the bottom of the newsletter.

Once all the paperwork required has been submitted to the NBCEISA, the NBCEISA will submit the claim for processing and approval to the appointed administrator (**KULA PARTNERS**). **KULA PARTNERS** may contact members, companies or beneficiaries for additional information. Rates are reviewed annually and therefore may change accordingly.

All firms will be notified if there is any annual risk premium rate adjustment and will be billed accordingly.

FOR AND ON BEHALF OF THE COUNCIL

Yours faithfully



Deon Van Deventer
General Secretary



Mark Mfikoe
General Secretary