

GTUCCU PENSION SCHEME

POLICY

1. Preamble

In her continuous drive to cater for the financial needs of teachers in the Gambia and to ensure that all members have easy access to financial services while in active service and on retirement. Gambia Teachers Union Cooperative Credit Union is introducing a pension scheme dedicated to all members of the credit union. This scheme shall be a reliable source for members financial stability after retirement.

Subscribed members shall contribute funds that shall be invested in profitable ventures by the institution, any return generated from the investments shall be paid as dividend to each subscriber.

Retirement is statutory and life after retirement calls for care giving and comfort, and this requires capital. Saving for retirement is an assurance that makes life better after retirement and this is the opportunity GTUCCU is offering to its esteemed members.

2. Name of the scheme

The scheme shall be referred to as the GTUCCU pension savings scheme.

3. Eligibility criteria

The applicant must fulfil the criteria below.

- To be eligible for this scheme the individual must be a member of GTUCCU/ICCUG.

4. Subscription

- It is simple, meaning the subscriber can open the account anytime by visiting any branch of GTUCCU across the country.
- The minimum subscription amount is GMD 200 per month.
- Members can increase/decrease their subscription whenever they want to.

5. Pronouncements

The following are the pronouncements of the GTUCCU pension savings scheme.

- The contributions made to this scheme shall be invested into profitable ventures and returns on investment shall be paid to each subscriber as dividend.
- The pension scheme matures at the retirement age of 60 years old for each member.
- The dividends paid on member subscriptions shall be determined by the board in consultation with management.
- As a retirement scheme, it is mandatory to contribute until 60 years of age. However, partial withdrawals are allowed after 60 months from the date of opening the account.
- The subscribers can withdraw up to 30% of the total contribution made.
- This scheme is voluntary, meaning the subscriber can contribute anytime during the year and can change the amount he/she wants to contribute every year.
- Where a deceased or bad debtor owes GTUCCU a loan, the pension balance shall be used to offset the outstanding loan.

6. Benefits

The benefits of this pension scheme are as follows:

- When a member, after 10 years closes his/her GTUCCU account, shall be entitled to 95% of total contributions. The other 5% shall be retained to cover for operational expenses.
- When a member, before 10 years closes his/her account, shall be entitled to 90% of total contributions.
- Members can claim the entirety of their contribution with minimal paper work and processing time, be it statutory or voluntary retirement.
- Members subscribing to the scheme would be gaining more as their savings would attract dividend annually.
- In case of death of subscriber, the total funds shall be paid to the beneficiaries of the subscriber.

7. Criteria for claims

Members subscribing to this scheme are under obligation to contribute until they reach the retirement age of 60 years. However, members have the right to claim for their contributions under specific conditions.

To claim for partial withdrawal of contributions towards the scheme, members shall follow the following procedures.

- Fill in the partial pension withdrawal form and submitted to the accounts department for vetting.
- After vetting of the form by the accounts department, the form shall be submitted to the office of the General Manager for approval or rejection.
- After approval or rejection, the member shall be notified on the status of her/his application.
- If application is approved, accounts department shall prepare a payment voucher to process the transaction.
- After payment is done, transaction details shall be properly filed.
- The duration of application process shall last for a maximum of one week and minimum one day.

NB: claims can be interpreted in the table below

Claim percentage

RANGE	PERCENTAGE CLAIM
0 – 9 years	0%
10 – 15 years	25%
15 – 25 years	30%
25 – 30 years	35%
30 – 59 years	40%
Retirement	100%

- Premature withdrawal is once every 10 years, unless there is an emergency as stated in the pronouncements.

Annex

Criteria defining disaster recovery

- Fire outbreak
- Rain disaster
- floods

Criteria defining medical emergency

- Medical complications (domestic & international treatment)
- Accidents

NB: all claims for disaster recovery and medical emergency shall be verified by GTUCCU before disbursement of funds.