

2021 PENSIONS INDUSTRY ANNUAL REPORT



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30 November 2022

Hon. Prof. M. Ncube

Minister of Finance and Economic Development
6th Floor Block B
Mgandani Dlodlo Building
Corner Samora Machel Avenue/ Simon Muzenda Street
Harare

Dear Honourable Minister

SUBMISSION OF THE 2021 ANNUAL REPORT PRODUCED IN TERMS OF SECTION 53 OF THE PENSION AND PROVIDENT FUNDS ACT [CHAPTER 24:32]

I have the honour to submit, in terms of section 53 of the Pension and Provident Funds Act [Chapter 24:32], the Commissioner's report for the year-ended 31 December 2021. The report has been compiled from returns lodged with the Commission in terms of the Pension and Provident Funds Act [Chapter 24:32].

Yours sincerely



Grace Muradzikwa

COMMISSIONER OF INSURANCE, PENSION AND PROVIDENT FUNDS

Acknowledgements

I wish to express my appreciation to pension funds, administrators and insurers for their submissions and cooperation in producing this report. Many thanks also go to the IPEC Board and our parent ministry, the Ministry of Finance and Economic Development, for invaluable support and guidance.

About the Insurance and Pensions Commission

The Insurance and Pensions Commission (IPEC) is a statutory body established in terms of the Insurance and Pensions Commission Act [Chapter 24:21] with the mandate to regulate and supervise insurance entities and private pension funds activities in Zimbabwe.

Vision

A safe, vibrant and sustainable insurance and pensions industry by 2025.

Mission

To regulate, supervise and develop the insurance and pensions industry for the protection of policyholders and pension scheme members through regulatory excellence.

Core Values

The organisational culture at IPEC is shaped by the following shared core values:-

1. Professionalism
2. Accountability
3. Fairness
4. Integrity
5. Excellence

The Commissioner and all staff have a unity of purpose in the core values that they each uphold, as individuals and as a team.

Corporate Information

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Independent Auditor:	Nolands Harare, Chartered Accountants
Lawyers:	Sawyer and Mkushi Legal Practitioners Muvingi and Mugadza Legal Practitioners Gill, Godlontons and Gerans Legal Practitioners
Bankers:	FBC Bank Limited and CBZ Bank Limited
Board of Directors:	Mr. A. Nduna (Board Chairperson) Mrs. A. Mashingaidze, (Vice Chairperson) Mrs. J. Rusike, Member Mr. D. Mureriwa, Member Mr. G. Nyengedza, Member Mr. C. Muzondo (Committee Member) Mrs. D. Shinya (Committee Member) Mrs. G. Muradzikwa (Ex-Officio – Commissioner)



Disclaimer

This reported has been produced using the 2021 audited historical figures comparing with the 2020 audited historical figures, as these figures are used to determine member liabilities. Readers are therefore, advised that comparative figures may differ significantly since the 2020 Pensions Annual Report was compiled using inflation-adjusted figures.

The report has been prepared by the Insurance and Pensions Commission for informative purposes to the pensions industry stakeholders.

1. Definition of Terms

Insured Funds – These are funds whose contributions are used to buy assets, which are registered in the name of the insurer managing the fund and not the pension fund itself.

Self-Administered Funds – For the purposes of this report, self-administered funds are those pension funds, which are managed by fund administrators or insurers, but their assets are registered in the respective names of the funds.

Stand-Alone Funds – These are self-administered funds, which own and control their administration structures by having own employees for managing the fund.

Inactive Fund – A fund that is not receiving contributions from the sponsoring employer(s) and/or members of the fund or a fund that is in paid-up status or undergoing dissolution.

Active Member – Member who is actively making contributions in terms of the fund rules and includes a member who is on contribution holiday for an agreed period of time.

Beneficiary – A person other than a contributing member of a fund who is entitled, in terms of the rules of the fund, to receive benefits from the fund upon the occurrence of a specific event and whose entitlement arises on account of a relation with the contributing member.

Deferred Pensioner – A member who is no longer eligible to make contributions to the fund on account of having left the employ of the participating employer(s) or who has ceased contributing to the fund prior to the date of entitlement to benefits specified in the rules of the fund and whose benefits are preserved within the fund until the member attains the retirement age.

Members with Unclaimed Benefits – Members of a fund who have not claimed their benefits when they were entitled to receive such benefits and cannot be located by the fund.

Pensioner – a person in receipt of pension benefits from a pension fund.

Pension Fund Member – in relation to a fund, means any person who is a member of that fund in terms of the rules thereof.

Suspended Pensioner – A pensioner whose pension benefits are withheld by the pension fund on account of not providing proof of existence.

Surplus – for the purpose of this report, it is defined as the difference between income and expenditure as reflected on the statement of comprehensive income.

Contribution Arrears – these are contributions, which have fallen due to the fund but not yet remitted by the sponsoring employer.



2. Executive Summary

- 2.1. A total of 985 private occupational pension schemes were reported as at 31 December 2021 against 967 reported in the prior year, following the registrations of new funds reported during the year under review.
- 2.2. The funds are administered under eight life assurers, six professional fund administrators and 14 in-house administrators of stand-alone pension funds.
- 2.3. Fund membership increased to 916,991 from the 881,336 reported as at 31 December 2020.
- 2.4. The increase in principal members arose primarily from the new entrants under already existing funds, and the newly registered schemes.
- 2.5. The number of beneficiaries as at 31 December 2021 increased to 27,170 from 23,374 reported in 2020. The total membership, for the industry, including beneficiaries, therefore, stood at 944,161.
- 2.6. The total membership for the industry, excluding principal pensioners and beneficiaries translated to a pension coverage ratio of 12% of Zimbabwe's estimated work force of 3.46 million¹ as at 31 December 2021.
- 2.7. The pensions industry asset base was ZW\$433.79 billion for 2021 compared to ZW\$318.96 billion reported in 2020.
- 2.8. This asset base translates to an average asset per member of ZW\$473,053. In 2020, the average assets per member were ZW\$187,860.
- 2.9. The growth in the asset base primarily emanated from the quoted equities and investment property asset classes, which constituted 42% and 40% , respectively of the total assets.
- 2.10. Pension penetration, measured as a percentage of industry assets to the country's estimated GDP, was 15.19% as at 31 December 2021 against 15.37% as at 31 December 2020. The slight decline was mainly attributable to the rise in GDP by 6% from the previous year, whereas the asset base increased by 36% from 2020 to 2021.
- 2.11. Total income was ZW\$198.35 billion and was mainly driven by revaluation gains, which constituted 40% of the industry's total income.
- 2.12. Total expenditure for the period under review was ZW\$14.78 billion. Of this, 67% was incurred towards pension benefits. A surplus of ZW\$183.58 billion was reported after deducting all expenses.

3. Regulatory Developments

- 3.1. A total of 21 applications were received for registration during the period under review. Of these, 10 were full registrations, eight provisional registrations, two being administrator license applications and one name change.

¹ World Bank Group Databank - [World Development Indicators | DataBank \(worldbank.org\)](https://data.worldbank.org/)

4. Capacitation of the Industry

4.1. In pursuit of its mandate to regulate and supervise activities within the pensions industry for the protection of fund members and their beneficiaries, the Commission conducted training workshops meant to better equip and inform industry on regulatory expectations.

4.2. Table 1 below shows the training workshops conducted during the year to 31 December 2021: -

Table 1: Training Workshops Conducted During Year 2021

Training Workshop Conducted	Emphasis on...
E-filing	How to file returns on the IPEC e-filing system
Trustees Training	Minimum expectations and pre-requisites required in performing fiduciary duty of pension fund administration.
Hyperinflationary reporting – IAS 29	Disclosures to be made to ensure uniformity of inflation-adjusted financials.
Risk-Based Supervision	Aspects to consider in early detection, identification and mitigation of risks.

The following regulatory Frameworks and/or Circulars were issued in 2021 to enhance financial soundness of the industry: -

Table 2: Circulars and Guidelines Issued

Document	Release date	Content
Circular 20 of 2021	04 June 2021	Preparation and Presentation of Financial Statements in Line With International Financial Reporting Standards (IFRS)
Circular 28 of 2021 Income Drawdown Framework	01 October 2021	Guidelines and Principles in the Development and Marketing of Income Drawdown Products
Circular 34 of 2021	11 November 2021	Directive for Dissolution of Inactive Funds; and Guideline for Smoothed Pooled Investments.
Circular 41 of 2021 Framework on Expenses	10 December 2021	Guideline on Prescribed Thresholds and Basis of Charging Expenses

5. Architecture of the Pensions Industry

5.1. The industry reported 985 registered pension funds as at 31 December 2021, up from 967 funds reported in the previous year.

5.2. The total number of funds and the membership under the three pension fund administration models is shown in table 3 below: -

Table 3: Pension Fund and Membership Statistics

Administration Model	Number of Pension Funds as at 31 December		Total Membership as at 31 December...	
	2021	2020	2021	2020
Insured	799	786	353,345	355,079
Self- Administered	171	166	148,246	118,860
Stand- Alone	15	15	415,400	407,397
Total	985	967	916,991	881,336

Note: The membership in the table above does not include beneficiaries.

Membership

5.3. Membership increased by 4%, bringing the total number of members within the pensions industry to 916,991 members as at 31 December 2021. The increase was largely on account of new entrants reported under the stand-alone and self-administered sub-sectors during the period under review.



5.4. The breakdown of membership as at 31 December 2021 and 31 December 2020 is shown in table 4 below: -

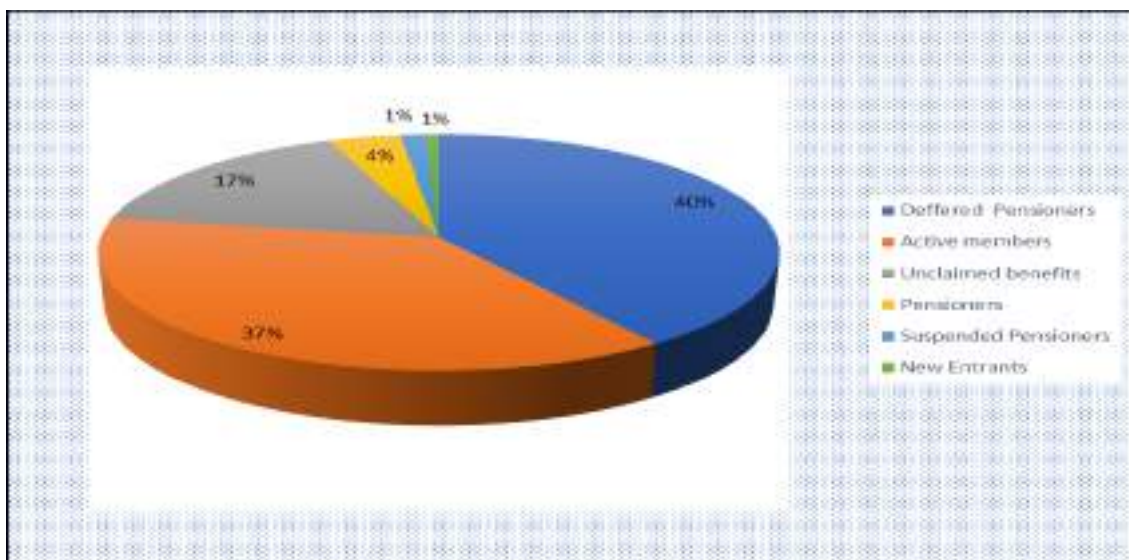
Table 4: Breakdown in Membership

Membership Class	Membership as at	
	31 December... 2021	2020
New Entrants	6,587	9,379
Active members (excluding new entrants)	342,556	316,576
Pensioners (Excluding beneficiaries)	35,569	33,208
Deferred Pensioners	368,933	350,537
Suspended Pensioners (Excluding beneficiaries)	12,093	12,773
Unclaimed benefits (number)	151,253	158,863
Total Members excluding beneficiaries	916,991	881,336
Total Number of beneficiaries	27,170	23,374
Total members including beneficiaries	944,161	904,710

5.5. Apart from the new entrants, the increase in membership also arose from reinstatement of members of funds undergoing dissolution who were previously excluded from membership. Members with unclaimed benefits declined from 158,863 to 151,253. The decline was attributed to the awareness efforts made via various platforms calling members to timely claim their benefits.

5.6. Pensioners receiving benefits constituted 4% of the total industry membership as shown in the membership distribution as shown in figure 1 below:

Figure 1: Membership Distribution per Class



6. Key Performance Indicators

6.1. The key performance indicators of the industry are shown in table 5 below: -

Table 5: Key Industry Performance Highlights

Indicator	Insured Funds	Self-Administered Funds	Stand Alone Funds	Total
Number of Funds	799	171	15	985
Members	353,345	148,246	415,400	916,991
Share of Total Membership	39%	16%	45%	100%
Total Income (ZW\$ millions)	106,454	78,645	13,252	198,351
Percentage of Total Income	53%	40%	7%	100%
Total Contributions (ZW\$ millions)	6,427	5,689	1,769	13,885
Rental Income (ZW\$ millions)	1,980	398	300	2,677
Investment Income (ZW\$ millions)	4,483	5,671	433	10,587
Investment Income over Total Assets	3%	5%	0.27%	2%
Total Expenditure (ZW\$ millions)	5,710	8,259	806	14,776
Total Benefits Incurred (ZW\$ millions)	3,654	5,844	414	9,912
Total Benefits per Pensioner (ZW\$ millions)	0.56	0.78	0.02	1.36
Expenses/ Contributions	89%	145%	46%	106%
Administrative Expenses (ZW\$ millions)	1,793	1,730	348	3,872
Expenses/ Total Income	5%	11%	6%	7%
Income Surplus / Deficit (ZW\$ millions)	100,744	70,386	12,446	183,576
Total Assets (ZW\$ millions)	155,165	115,520	163,101	433,150
Total Assets per Member (ZW\$ millions)	0.44	0.77	0.39	0.47
Percentage of Total Assets	36%	26%	38%	100%
Prescribed Assets (ZW\$ millions)	5,151	4,400	1,065	10,616
Prescribed Assets Ratio	3%	4%	1%	2.45%
Contribution Arrears (ZW\$ millions)	299	773	3,135	4,208

7. Assets

The industry had an asset base of ZW\$433.15 billion as at 31 December 2021, which was equivalent to US\$3.98 billion converted at the then prevailing interbank rate.

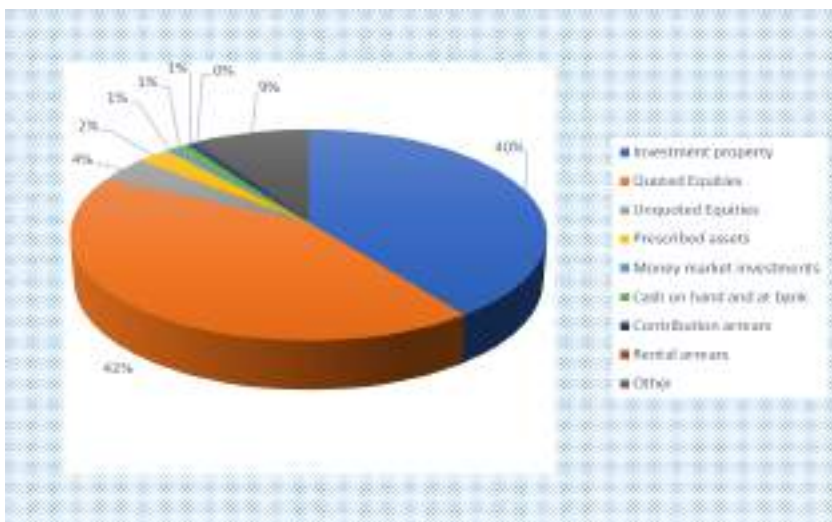
Whilst the industry reported a remarkable nominal growth of 165% from the US\$1.35 billion equivalent reported in the previous year due to revaluation gains, which constituted 40% of total income for the year to 31 December 2021, the industry in real terms shrank by 9.5% for the period under review

Forex business constituted 2% of total assets reported, with 67% of these being current asset investments, which were in cash and money market asset classes. Forex denominated contribution arrears constituted 16% of the total assets of forex business.

The total industry's asset base translates to a penetration ratio of 15.19%. The pensions industry continues to play a crucial role in the development of the economy despite the 0.18% decrease in the penetration rate from 15.37% reported in the previous year.

The total assets of the industry were invested as depicted in figure 2 below:

Figure 2: Distribution of Industry Assets



As shown in the graph above, the industry's assets are concentrated within two classes, namely, investment property and quoted equities. Investments in quoted equities for the industry, totalling ZW\$172.50 billion, for the period under review decreased from 54% to 42% of total assets while property investments, which were valued at ZW\$183.08 billion increased to 40% from 27% of total assets. The alternating preference between the two asset classes is an expression of confidence by the market as these assets track inflation.

On the other hand, prescribed asset compliance level continued to fall far below the regulatory minimum of 20%. As of 31 December 2021, the prescribed asset investments were ZW\$10.62 billion, translating to a ratio of 2% of total assets, down from 5% in the previous year. Despite the increase of instruments conferred prescribed asset status, uptake from the market remains low as the returns are considered unfavourable as these do not track inflation as do quoted equities and investment properties, which are frequently revalued.

The uptake, by the pensions industry, of the instruments conferred prescribed asset status during the period under review are shown in table 6 below.

Table 6: Industry Uptake on Approved Prescribed Assets for the Year 2021

Issuer	Issue Size	Sector	Industry % Uptake
First Mutual Microfinance	ZW\$200,000,000	Financial	36%
Silo Food Industry	ZW\$350,000,000	FMCG	0.28%
Sahwira Agriculture	USD20,000,000	Agricultural	7%
Mangwana Opportunities Private Limited	ZW\$500,000,000	Financial	28%
Cicada Debentures for winter crop	ZW\$300,000,000	Agricultural	64%
Tynwald	USD11,500,000	Infrastructure Development	100%
CBZ AMA Bills	ZW\$20,000,000,000	Agricultural	0.16%
Great Zimbabwe Hydro	USD5,009,950	Energy and Power	100%
Agrowth	ZW\$750,000,000	Agricultural	78%
Murombedzi Solar Park	USD8,000,000	Energy and Power	0%
Agribank - AMA Agrobills	ZW\$100,000,000	Agricultural	0%
Origen	USD5000000 + 100,000 metric toned of grains (Silo Certificates)	Agricultural	0%
Infrastructure Development Bank of Zimbabwe	USD100,000,000	Infrastructure Development	0%
Untu Capital	USD5,000,000	Financial	0%
NMB-Agrobills	ZW\$2,000,000,000	Agricultural	0%
Victory Tobacco	USD20,000,000	Agricultural	0%
Agricultural Finance Corporation	ZW\$13,500,000	Agricultural	21%
ESATF, Preference Shares	USD15-20 million per year for 12 yrs.	Financial	0%

Contribution arrears as of 31 December 2021 were ZW\$4.21 billion, constituting 1.5% of the industry total asset base from 2% reported in the prior year.

Contribution arrears relating to Stand-alone sector constituted the highest proportion of the industry arrears, contributing 74% to the industry's total arrears. The Commission, therefore, calls upon these funds to agree on payment plans with fund sponsors and religiously adhere to the agreements.

Furthermore, contribution arrears continue to lose value in the prevailing macroeconomic climate. As investment assets continue to appreciate to match inflation, contribution arrears do not track inflation accordingly. Though interest is charged on contribution arrears, these do not make up for the loss suffered.

8. Liabilities

Liabilities amounted to ZW\$392.79 billion as at 31 December 2021, with reserves and liabilities due to members amounting to ZW\$281.43 billion constituting 85% of the total liabilities.

There was an increase in unclaimed benefits, to ZW\$0.47 billion from ZW\$0.24 billion. The increase was largely influenced by the revaluation of the supporting assets. On the other hand, funds are required, in line with pension's regulations, to remit any unclaimed benefits, which have been held for at least five years, to the Guardian Fund.

The industry had arrear pension benefits of ZWL\$1.09 billion as at 31 December 2021, of which 82% were attributable to Stand-Alone pension funds.

9. Earnings

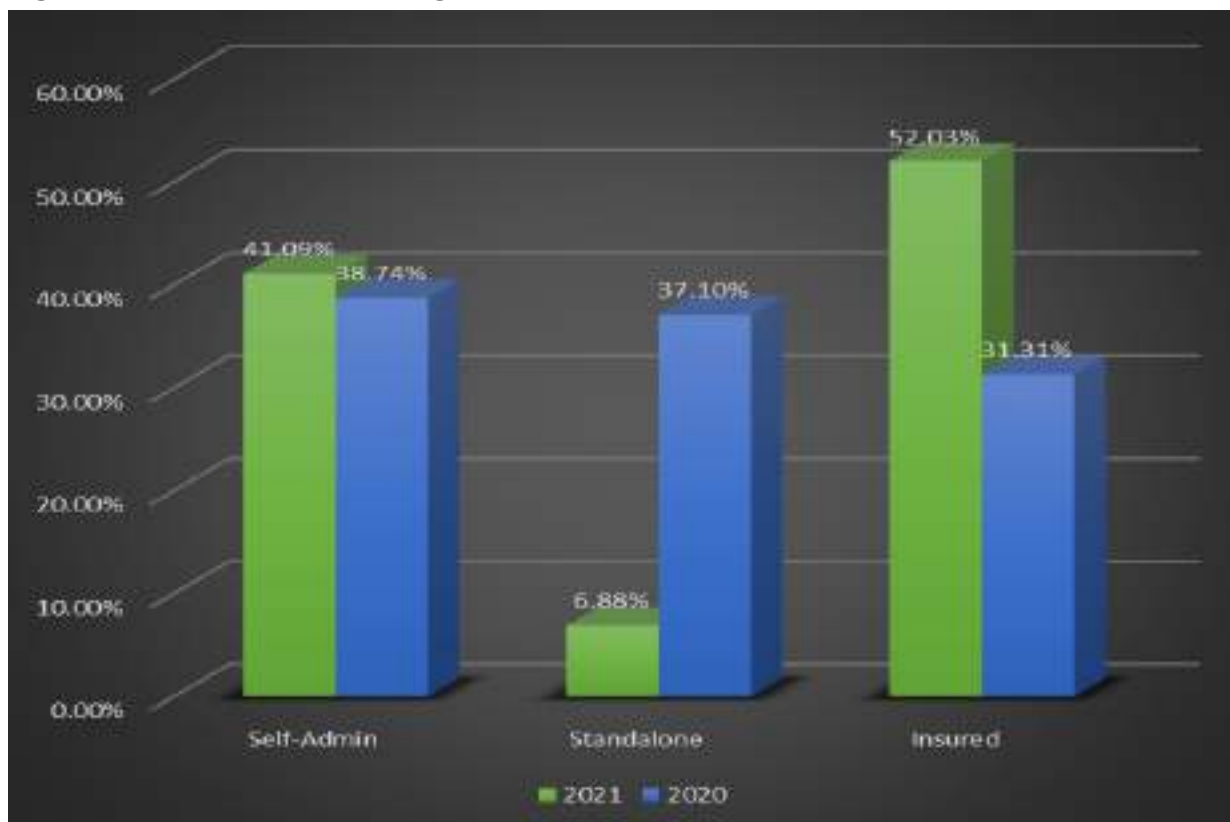
Total income for the period under review was ZW\$198.35 billion, representing an increment of 51% over the ZW\$131.22 billion reported the previous year. Just as in 2020, the primary sources of income were realised gains on sale of investments of ZW\$88.72 billion and unrealised fair value gain on financial assets of ZW\$75.3 billion, which accounted for 45% and 38% of total



income, respectively. Forex business constituted 0.06% of the industry's total income, with the contributions being the primary source of income earned for the forex related business, with a contribution of 98%. As a percentage of total income, contributions received for the accounts rose from 4% in 2020 to 7% as of December 31, 2021.

The forex business account had a total of ZW\$32.18 million of benefits converted at interbank rate, equating to 0.3% of the industry's total benefits. Forex contributions earned for the year constituted 0.7% of total industry contributions while forex related investment income represented 0.02% of investment income earned from the industry.

Figure 3: Sectorial Percentage Contribution of Total Income



It is worth noting that insured funds contributed 52% of the industry's total income as at 31 December 2021. Stand-Alone funds contributed 7% of the total income, while self-administered funds contributed 41%. However, self-administered funds contributed 59% of income under forex business.

The difference was due to a significant increase in realised gains on the sale and unrealised fair value gain on financial assets for the insured and self-administered funds. Stand-Alone funds reported a significant decline from 37% to 7% due to a decrease in contributions received as well as other sources of income such as realised gain on sale and unrealised fair value gain on financial assets, which are the major drivers of total income in 2021.

Total expenditure was ZW\$14.78 billion, from a historical total of ZW\$4.03 billion reported in 2020. Benefit payments contributed 67% towards total expenditure. Administration expenses had a total of ZW\$9.91 billion and of these, investment expenses contributed 47% of the total administration expenses and, in turn, 12% of the total expenses.

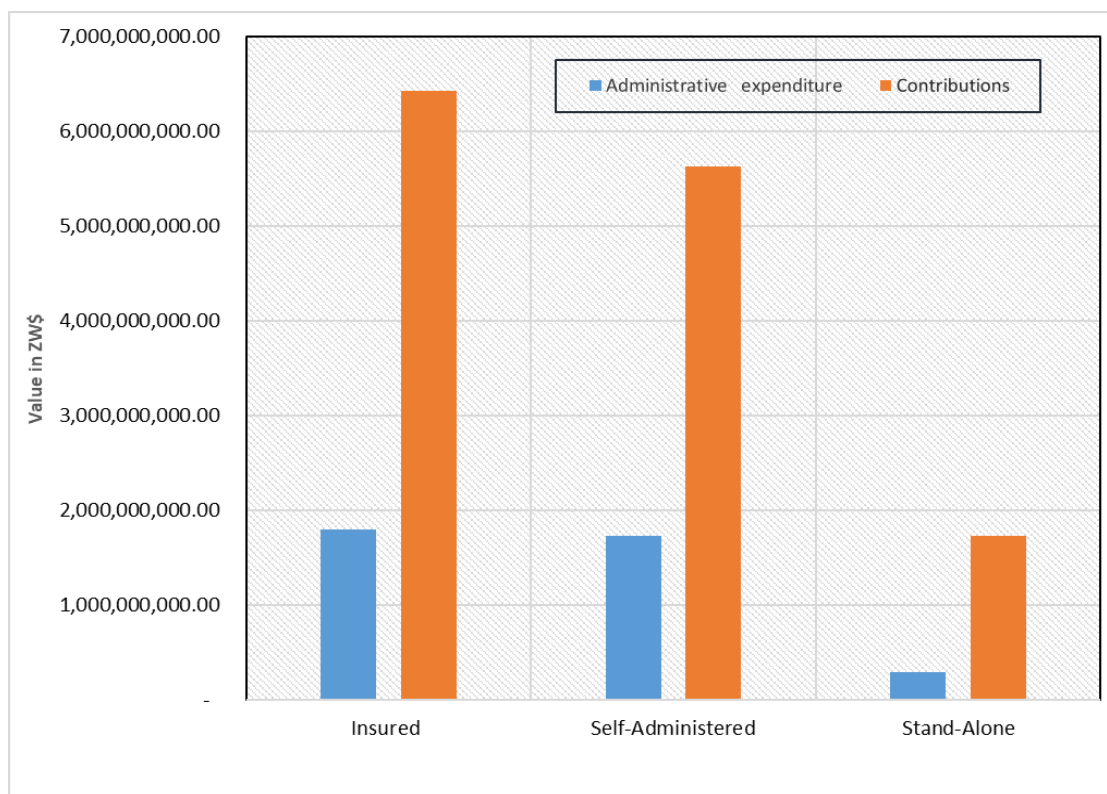
The greater portion of expenditure within the industry emanated from the self-administered sector, which contributed 58% of the pensions industry's total expenditure, while the insured and stand-alone sectors, contributed 37% and 5%, respectively. The ratio of administration expenses to income, per sector is shown in table 7 below: -

Table 7: Ratio of Administration Expenses to Contributions Per Sector

Insured	Self-Administered Funds	Stand Alone Funds
28%	30%	20%

Figure 4 below shows and compares the level of administration expenses to contributions earned in 2021.

Figure 4: Administration Expenses to Contributions



The Commission issued an Expenses Framework, which set limits to items of expenditure levied against pension funds in an effort to minimise costs while preserving value for pension fund members. This framework, however, becomes applicable from year 2022. The forex business administration expenses amounted to ZW\$6 million, accounting for 0.17% of total expenses while benefits were ZW\$32.18 million.

10. Challenges and Regulatory Concerns in the Pensions Industry

- Compensation for the loss of value of pension benefits suffered following the 2009 and 2019 currency reforms remained unaddressed despite efforts to provide an equitable basis to settle the loss suffered. However, IPEC, through the US\$400,000 Kuvimba Mining House dividend declared in June 2021 was mandated by Government to compensate the affected private occupational pensioners following the 2019 currency reforms. Implementation of the compensation exercise from the US\$400,000 Kuvimba Mining House dividend was due to start beginning of 2022.
- Volatile environment, which erodes the value and meaning of pension and offering of products, which are incompatible with the current environment. An income drawdown framework was drafted, adding to the basket of pension products within the Zimbabwean environment and the principles to be adhered to in the administration of income drawdown arrangements.
- The low and worrisome 2% compliance level with the prescribed assets requirements against a regulatory limit of 20% of total assets. The compliance level continued on a downward trend as the level dropped from 5% reported in the prior period despite the increase in availability of prescribed asset instruments.
- In line with its mandate of protecting the interests of fund members and beneficiaries, the Commission issued a dissolution directive to the industry having observed that some fund administrators continued administering dormant funds.
- Inconsistencies and data integrity challenges particularly with membership records.



Annexure 1: INDUSTRY CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2021

	INSURED				SELF-ADMINISTERED				STAND-ALONE				TOTALS			
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
	Inflation Adjusted (ZWS million)		Historical (ZWS million)		Inflation Adjusted (ZWS million)		Historical (ZWS million)		Inflation Adjusted (ZWS million)		Historical (ZWS million)		Inflation Adjusted (ZWS million)		Historical (ZWS million)	
Income																
Contributions																
by members:																
(a) Normal	2,785	1,296	2,414	613	2,374	1,331	1,916	590	724	296	581	120	5,883	2,923	4,911	1,324
(b) Voluntary	18	7	14	4	39	8	32	3	-	-	-	-	57	15	46	7
by employers	-	-	-	-	1	0	1	0	-	-	-	-	1	0	1	0
(a) Normal	5,062	1,988	3,998	1,060	4,096	2,253	3,316	1,053	1,554	590	1,251	242	10,712	4,832	8,565	2,356
(b) Special	-	-	-	-	456	213	362	120	-	-	-	-	456	213	362	120
GLA premiums	346	202	274	82	55	34	43	14	-	0	-	0	401	236	317	96
Interest on contribution areas	1	-	1	-	47	14	40	6	188	100	144	42	236	114	185	48
Amounts transferred from other funds	3,110	546	2,454	209	899	304	742	128	-	-	-	-	4,010	850	3,196	337
Amounts received on life insurance claims	0	1	4	1	79	28	58	13	-	-	-	-	79	29	62	14
Investment income	110	26	95	13	29	27	24	12	-	-	-	-	139	53	119	25
Interest	784	310	956	552	5,519	4,465	4,298	2,122	59	16	51	6	6,362	4,792	5,305	2,680
Dividends	1,705	1,606	1,452	856	1,132	731	949	354	103	40	85	21	2,940	2,376	2,486	1,230
Rent	2,511	1,813	1,980	794	538	390	398	175	380	294	300	128	3,429	2,496	2,677	1,098
Gain on re-measurement of property	231	(1)	743	672	480	859	524	710	906	784	1,964	1,596	1,617	1,642	3,231	2,979
Unrealised fair value gain on financial assets	6,820	5,173	7,161	4,216	56,191	38,393	59,158	25,650	3,721	1,076	5,746	2,406	66,732	44,642	72,065	32,272
Realised gain on sale/redemption of investments	104,654	58,175	82,513	36,162	4,915	3,688	4,496	1,921	2,091	1,938	1,709	1,083	111,660	63,802	88,719	39,166
Net monetary gain	2,190	4	-	-	1,644	1,584	189	114	2,407	-	0	-	6,242	1,588	189	114
Other income	2,164	4,402	1,706	1,748	566	402	641	149	6	17	5	8	2,735	4,821	2,353	1,905
Other income	690	742	690	461	1,336	1,829	1,196	836	1,814	2,199	1,425	794	3,840	4,770	3,310	2,090
Other income	-	-	-	-	1	202	164	104	2	6	1	2	3	207	166	106
Other income	-	-	-	-	70	132	79	77	9	2	9	1	79	134	87	78
Other income	-	-	-	-	0	0	0	0	-	-	-	-	0	0	0	0
Total Income	133,182	76,290	106,454	47,443	80,468	56,887	78,626	34,152	13,962	7,358	13,271	6,449	227,612	140,535	198,351	88,044
Expenses																
Benefits	399	179	352	67	1,182	893	1,315	329	-	-	-	-	1,581	1,072	1,668	396
Pensions	-	-	-	-	249	149	203	54	9	1	10	1	257	150	213	55
to members	753	423	594	160	790	495	651	210	212	151	176	74	1,756	1,070	1,420	444
to surviving spouse	326	103	257	40	10	2	9	1	132	79	110	38	469	184	375	79
to children and other dependants	27	44	22	17	22	1	18	0	12	7	10	4	61	53	50	21
One third commutation	1,592	778	1,258	205	703	163	556	70	6	8	5	5	2,302	949	1,818	279
Lump sum awards on death	326	78	259	34	398	205	314	111	25	5	22	1	749	288	594	147
Lump sum awards on withdrawal/resignation	1,046	731	831	166	1,727	858	1,334	303	76	16	67	5	2,848	1,605	2,231	474
Lump sum awards on retirement and retrenchment	43	14	34	6	1,813	1,087	1,375	389	56	4	46	3	1,913	1,106	1,454	398
Lump sum award on life cover	32	15	27	12	35	29	29	14	-	0	-	0	67	45	56	27
Ex gratia payments	60	56	21	16	15	11	12	5	-	-	-	-	75	67	32	21
GLA Premiums paid	326	201	257	79	402	247	322	111	8	-	7	0	736	448	586	191
Fines and Penalties	9	5	6	4	1	2	1	1	-	-	0	-	10	7	7	5
Administration expenditure	75	571	100	175	3	1	2	1	-	-	15	3	78	572	117	179
Staff costs	9	5	8	5	16	7	12	3	117	74	94	32	141	86	114	40
Administration expenses	351	218	363	80	425	240	356	111	63	39	56	15	840	497	775	206
Investment expenses	1,572	927	1,239	384	671	331	543	141	25	9	20	4	2,268	1,267	1,802	529
Property expenses	36	12	31	5	113	90	99	39	69	45	55	15	218	147	185	59
Actuarial fees	0	0	0	0	70	57	58	26	9	8	8	4	80	65	66	30
Audit fees	0	0	0	0	91	76	80	29	7	6	5	2	98	82	85	31
Board expenses	4	2	4	3	17	8	12	3	14	11	12	5	36	20	28	11
IPEC levies	55	17	44	4	45	21	37	9	9	4	8	2	110	42	88	14
Bank charges	5	4	4	1	42	22	33	8	22	10	19	5	68	36	55	14
Custodial fees	-	-	-	-	42	19	35	8	0	-	0	-	42	19	35	8
Legal fees	-	-	-	-	5	4	4	2	1	2	1	1	7	5	5	2
Other administration expenses	-	-	-	-	634	450	456	257	70	41	58	17	704	491	514	274
Amounts transferred to other funds	-	-	-	-	9	18	7	9	0	14	0	12	9	32	7	21
Realised loss on sale/redemption of assets	-	-	-	-	3	2	2	1	-	-	-	-	3	2	2	1
Loss on re-measurement of investment property	-	10	-	-	245	283	52	1	-	-	-	-	245	293	52	1
Unrealised fair value loss on financial assets	-	-	-	-	99	21	8	-	-	-	-	-	99	21	8	-
Amortisation, depreciation and impairment of assets	-	-	-	-	15,945	16,873	15	10	7	4	5	1	15,952	16,877	21	11
Net monetary loss	51,684	30,517	-	-	2,884	4,164	1	1	425	2,026	-	-	54,992	36,707	1	1
Taxes	-	-	-	-	7	3	6	2	-	-	-	-	7	3	6	2
Provision for actuarial liabilities	-	-	-	-	58	45	2	1	-	-	-	-	58	45	2	1
Provisions for impairment loss on debtors:																
Provisions for impairment loss on debtors:	-	-	-	-	13	4	13	2	-	-	-	-	13	4	13	2
Provisions for impairment loss on debtors:	-	-	-	-	13	20	12	11	0	-	0	-	13	20	12	11
Provisions for impairment loss on debtors:	-	-	-	-	3	3	5	2	0	-	0	-	3	3	5	2
Provisions for impairment loss on debtors:	-	-	-	-	15	6	14	3	-	-	-	-	15	6	14	3
Other expenses	-	-	-	-	101	138	41	7	-	-	-	-	101	138	41	7
Other expenses	0	0	0	0	155	112	150	26	0	-	0	-	155	112	150	26
Other expenses	-	-	-	-	66	18	64	9	-	-	-	-	66	18	64	9
Other expenses	-	-	-	-	7	8	2	1	-	-	-	-	7	8	2	1
Other expenses	-	-	-	-	49	51	29	28	-	-	-	-	49	51	29	28
Total Expenses	58,733	34,908	5,710	1,466	29,144	27,188	8,256	2,320	1,374	2,543	809	247	89,251	64,659	14,776	4,033
Surplus/ Deficit	74,449	41,383	100,744	45,977	51,323	29,699	70,370	31,832	12,588	4,795	12,462	6,202	138,360	75,876	183,576	84,011

Annexure 2: INDUSTRY CONSOLIDATED STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 31 DECEMBER 2021

	INSURED				SELF-ADMINISTERED				STAND-ALONE				TOTALS			
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
	Inflation Adjusted (ZWS million)		Historical (ZWS million)		Inflation Adjusted (ZWS million)		Historical (ZWS million)		Inflation Adjusted (ZWS million)		Historical (ZWS million)		Inflation Adjusted (ZWS million)		Historical (ZWS million)	
Assets																
Operating Assets																
Property	-	-	-	-	920	1,167	920	726	791	630	757	381	1,711	1,797	1,677	1,107
Motor vehicles	-	-	-	-	2	2	2	1	227	76	155	25	228	78	156	26
Furniture and equipment	-	-	-	-	-	-	-	-	51	32	17	7	51	32	17	7
Computer systems and hardware	-	-	-	-	-	-	-	-	109	87	33	14	109	87	33	14
Other	-	-	-	-	101	40	101	-	-	-	-	-	101	40	101	-
Other	-	-	-	-	311	138	310	86	13	9	6	2	324	147	316	87
Total Operating assets	-	-	-	-	1,333	1,347	1,333	813	1,191	834	968	429	2,524	2,181	2,301	1,242
Non-current Investments																
Investment property	59,153	42,115	55,232	25,877	24,012	21,575	24,012	13,416	93,256	67,661	93,256	42,386	176,422	131,350	172,500	81,679
Equities	-	-	-	-	211	67	211	42	140	50	140	70	-	-	-	-
quoted:	77,343	26,378	77,343	16,408	63,626	24,345	63,626	14,641	42,111	15,729	42,111	9,931	183,080	66,452	183,080	40,980
unquoted	14,342	7,566	14,361	4,717	526	603	526	834	2,311	1,790	2,311	1,114	17,179	9,960	17,198	6,665
Prescribed assets	-	-	-	-	477	134	477	83	160	3	158	2	-	-	-	-
government bonds	-	-	-	-	309	209	309	141	191	177	191	110	500	386	500	251
other prescribed assets	5,151	7,205	5,151	4,482	4,193	3,556	4,193	2,212	575	428	575	267	9,919	11,189	9,919	6,961
Bonds	0	157	0	98	162	32	162	20	3,585	3,936	3,585	2,448	3,747	4,125	3,747	2,566
Loans and mortgages on property	-	-	-	-	29	4	29	3	200	67	200	42	229	71	229	44
Staff loans and mortgages	-	-	-	-	53	62	53	38	54	42	54	26	106	103	106	64
Long term deposits	-	-	-	-	387	95	387	59	-	-	-	-	387	95	387	59
Other	-	-	-	-	107	50	107	31	-	-	-	-	107	50	107	31
Other	143	197	84	86	6,554	4,670	6,554	2,943	12,759	14,762	12,759	9,145	19,456	19,629	19,397	12,174
Other	-	-	-	-	5,986	3,537	5,986	2,200	93	94	93	58	6,079	3,631	6,079	2,259
Other	-	-	-	-	1,316	683	1,257	425	137	56	137	35	1,454	739	1,395	460
Total Non current investment assets	156,133	83,618	152,171	51,669	107,948	59,624	107,888	37,087	155,573	104,793	155,571	65,633	418,665	247,781	414,644	154,193
Current assets																
Prescribed assets	-	-	-	-	-	-	-	-	0	9	0	6	-	-	-	-
government bonds	-	-	-	-	4	29	4	16	-	-	-	-	4	29	4	16
treasury bills	-	-	-	-	-	0	-	0	-	20	-	13	-	20	-	13
other prescribed assets	-	-	-	-	53	34	53	21	140	30	140	19	193	64	193	40
Staff loans and mortgages	-	-	-	-	0	0	0	0	5	17	5	11	5	18	5	11
Money market investments	1,126	193	1,126	120	491	170	484	106	1,116	383	1,118	238	2,733	747	2,729	465
Cash on hand and at bank	1,332	2,564	1,332	1,595	2,114	1,583	2,120	981	1,201	512	1,201	318	4,647	4,658	4,653	2,894
Other	-	-	-	-	1	4	1	2	-	-	-	-	1	4	1	2
Other	97	32	97	20	152	139	152	86	316	184	32	17	566	355	281	123
Other	-	-	-	-	2,411	890	2,411	554	169	54	167	34	2,579	944	2,578	587
Other	-	-	-	-	1	6	1	4	-	-	-	-	1	6	1	4
Total current assets	2,555	2,789	2,554	1,735	5,227	2,856	5,226	1,771	2,947	1,210	2,664	655	10,729	6,845	10,444	4,155
SUNDRY DEBTORS																
Contribution arrears	299	210	299	130	767	371	767	230	3,271	2,200	3,142	1,366	4,338	2,782	4,208	1,726
Rental arrears	4	5	4	2	48	46	48	28	465	357	465	222	517	408	517	252
Investment income receivable	-	-	-	-	38	10	38	6	4	1	4	1	42	11	42	7
Other	7	0	7	0	2	0	2	0	2	2	2	1	12	2	12	1
Other	129	65	129	40	66	39	66	24	267	152	267	99	461	256	461	163
Other	-	-	-	-	23	32	23	20	70	29	70	18	93	61	93	38
Other	-	-	-	-	76	76	76	47	0	-	0	-	76	76	76	47
Total sundry debtors	439	280	439	172	1,020	574	1,020	356	4,080	2,742	3,950	1,707	5,539	3,597	5,409	2,235
Total assets	159,127	86,687	155,165	53,576	115,528	64,401	115,447	40,028	163,791	109,579	163,153	68,424	437,456	260,405	432,798	161,825
Reserves and liabilities																
Reserves																
Stabilisation/ Bonus Smoothing Reserve	31	(0)	31	(0)	3,529	10,786	3,525	882	3,179	4,002	2,892	2,375	6,739	14,787	6,448	3,257
Tenants deposit	-	-	-	-	-	-	-	-	5	1	6	0	5	1	6	0
Any other reserves:	-	-	-	-	99	36	99	22	1,630	1,411	1,630	872	1,730	1,447	1,730	894
Any other reserves:	15,071	7,873	11,191	4,606	70,097	40,812	70,702	25,716	(13,624)	5,279	(13,744)	3,843	71,544	53,964	68,149	34,165
Any other reserves:	-	-	-	-	4,881	2,593	4,273	1,275	22,961	6,490	22,729	4,030	27,841	9,083	27,002	5,305
Total reserves	15,102	7,873	11,222	4,606	78,606	54,226	78,599	27,895	14,152	17,181	13,514	11,120	107,859	79,281	103,335	43,422
Liabilities																
Active members	83,738	31,210	83,738	19,352	33,601	17,819	33,608	11,088	74,254	41,118	74,254	25,581	191,593	90,147	191,600	56,022
Pensioners	16,659	6,792	16,659	4,225	107	38	107	24	51,392	35,235	51,392	21,921	68,158	42,065	68,158	26,169
Deferred pensioners	3,156	9,821	3,156	6,080	487	146	487	90	9,501	7,250	9,501	4,511	13,144	17,217	13,144	10,681
Pending exits	-	150	-	90	984	717	984	446	163	45	163	28	1,147	912	1,147	563
Unclaimed benefits	230	182	230	113	132	89	132	55	111	121	111	75	474	393	474	244
Suspended pensioners	2,826	3,705	2,826	2,305	0	1	0	0	2,832	1,483	2,832	923	5,658	5,189	5,658	3,228
Arrear pension benefits	-	0	-	0	240	45	239	28	1,011	756	1,011	290	1,251	801	1,250	318
Current tax	13	9	13	5	1	4	1	2	-	-	-	-	14	12	14	8
Deferred tax	0	-	1	-	-	-	-	-	-	-	-	-	0	-	1	-
Provisions	-	-	-	-	1	0	1	0	1	2	1	1	2	2	2	1
Provisions	189	457	189	369	149	159	149	99	6,133	2,470	6,133	1,537	6,471	3,086	6,471	2,005
Provisions	0	-	0	-	31	23	31	14	527	307	527	191	558	329	558	205
Provisions	-	-	-	-	77	25	77	16	145	82	145	51	222	107	222	67
Other	-	-	-	-	99	8	99	6	6	1	6	1	105	9	105	7
Other	37,244	26,806	37,142	16,615	792	357	792	221	2,435	2,966	2,435	1,845	40,471	30,129	40,370	18,681
Other	0	-	0	-	96	28	96	17	961	483	961	301	1,058	512	1,058	318
Other	1	-	1	-	129	134	129	83	139	79	139	49	269	213	269	132
Total liabilities	144,057	79,133	143,955	49,155	36,928	19,592	36,933	12,191	149,611	92,398	149,611	57,304	330,595	191,123	330,499	118,649
Total reserves and Liabilities	159,158	87,006	155,177	53,761	115,533	73,818	115,532	40,086	163,742	109,579	163,124	68,424	438,454	270,404	433,834	162,271