



PPS MEMBER MAGAZINE

THE PROFESSIONAL

OCTOBER 2020
EDITION ONE



FROM THE CEO'S DESK

You might be asking: What is this publication in my inbox? It is the first edition of our new PPS member magazine with a selection of articles to suit every taste and interest.

Bespoke member communications, such as *Talking Points* for clients of our investment business, will continue. But these will have a business-unit-specific flavour, and even more so than before. *The Professional* will have more general content.

You, dear reader, are not only a customer or client because you make use of a PPS product solution of the various PPS Group businesses. You have passed an eligibility test and became a member. It is more special than a regular financial services relationship: we are

a community. This means that as a management team we promote this sense of community by continuously challenging ourselves to add greater value to our members beyond the product benefits. This member publication supports this: as a means of dialogue and creating awareness of all that PPS has to offer.

Having served professionals for almost 80 years, I can confidently declare that we understand this market segment. And one of the things that we certainly know about professionals is that they are time-deprived. We touch on this in the article around essentialism on page 31. *The Professional* will not add to the noise and clutter, we cannot afford that. Conscious of this, *The Professional* has

a high standard to attain, be relevant and add value. It should not provide more news, there is enough of that out there; it should provide context, there is a need for that. In addition, it should stimulate interest and educate - continuous development is part of the ethos of any true profession. And, it should entertain.

I realise that our members are not always aware of all PPS offers. PPS has outgrown the illness-benefit focus it had at the turn of the millennium and is today a fully-fledged financial services provider covering life, short-term insurance, investments, medical aid, and more. The ethos of mutual-ity guides us in providing a product or service that is also available elsewhere, our product or service must

be an improvement for our members to derive optimum benefit from. This is because we are not driven by profits to appease shareholders – PPS has no shareholders. We only get involved in something new when we are convinced that our value proposition for our member is better than they might find elsewhere. Often it is to return to our members the market's profit margin. Our experience has shown that our members are generally not aware of all these solutions available to them. In this, *The Professional* can assist.

One such article on page 6 looks at the often-misunderstood role of a professional financial adviser. At PPS we are privileged to have many of South Africa's top financial advisers as business

partners or colleagues, as is to be expected in the market we serve. We will tap into their knowledge to share on these pages.

Another regular feature will be profiles of some of our members who have done extraordinary things. Turn to page 9 to read about Prof Tshifularo – a world-renowned surgeon who performed the first middle-ear bone transplant using 3-D printing technology. There will be recipes and book reviews such as this edition's critical appraisal of Hans Rosling's ***Factfulness***. In these unprecedented times fact-based decision-making is important.

One such fact is that the pandemic has made us all very aware of the significance

of essential services professionals. I commend you all for supporting so many of us during these times: your bravery, commitment and dedication is an example to all humanity. At PPS we always remind ourselves how fortunate we are to serve this very special professional market segment. It is a privilege and a huge responsibility.

I trust that you will find *The Professional* enjoyable and valuable.



PPS Group Executive

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Do our crossword, laugh at our dad joke and take our poll



Profit with PRO-FiT: an interactive digital platform for professionals

Added value – something we all want. PPS is providing this through the enhancements of PPS PRO-FiT - an interactive digital engagement platform to help with financial planning.

As part of the company's proposition to provide maximum return on investment to professionals who are time-starved, technology-savvy and health conscious, PPS has partnered with USN, UCOOK and AdvantageLearn.com in which PPS members can qualify for certain discounts.

The platform already has a number of other unique benefits. All PPS products can be viewed in one place. This includes insurance, investments, short-term insurance and Profmed medical aid. PRO-FiT allows for the

management of a member's current product portfolio or a request can be sent for PPS to make contact to share more information about new products. Personal details can be amended and details of a member's PPS intermediary can be accessed.

PRO-FiT also includes a Profit-Share calculator called the PLAYZONE, which enables users to explore various scenarios that will help them optimise their profit-share, and access their latest profit-share statement. Using PLAYZONE, members will be able to project their profit-share at the time of retirement, allowing them to identify how they can fund needs such as post-retirement medical care. The platform is constantly evolving with

new features that will ultimately enable users to enjoy great rewards, including lifestyle discounts, and enhance interaction via virtual meetings and online applications.

[Click here to register for PPS PRO-FiT](#)



The Often Misunderstood Role of the Financial Adviser

The role of the financial adviser, especially when it comes to serving professionals, is often misunderstood. There are some that argue that modern technology will eventually make most financial advisers obsolete. “I am comfortable with technology and smart enough to do many things that advisers used to do; I do not need one.” Others believe that the sole job of a financial adviser is to direct them to the fund or stock that will have record returns over the next few years. **At PPS we disagree.**

It is certainly true that there are many tools nowadays that enable professionals to get information, do research and calculations, populate application forms, and much more that in the past only financial advisers could do. And many professionals are smart enough by virtue of their professions as accountants, economists, actuaries, and other disciplines, to do certain aspects of the job of a competent financial adviser.

However, we are of the view that most, if not all,

professionals can do with a good dose of financial mentoring from time to time, and for many reasons.

Firstly, a top-notch financial adviser often injects some necessary discipline into the system. Most of us know that financial planning is a balancing act between enjoying the fruits of our labour today (instant gratification) and caring for our future tomorrow (delayed gratification). It is tempting to stray from the plan and succumb to the persuasive power of advertising.



We would much rather spend money now than save it, or hedge against catastrophes that we hope never happen. But knowing that our adviser is waiting for us at the next portfolio review session makes us think twice - it is embarrassing to be seen as ill-disciplined and impetuous!

A good financial adviser also protects us from our emotions, fears and downright stupidity. It is easier to be objective and rational when you advise somebody else on his/her portfolio than when it's your own money.

Benjamin Graham, Warren Buffet's mentor, said that the biggest investment risk of all is the person in the mirror. That person is very vulnerable to fear and greed, and needs a rational voice at times. An objective and rational adviser has a balanced perspective. Compared against a possible loss of say 10% or 20% of a portfolio when greed or fear had led to silly decisions, an annual fee of a few basis points does not seem so high.

The third point is that a good adviser asks good questions.

Sometimes it is about things that we do not really want to think about. Those what-if scenarios. A good adviser might see what waits around the next corner. They then follow through with the actions to address those possible scenarios. But some questions are also about good things, like: "How do you want to live your life in your seventies?" which will be followed by "OK, let's plan to make that happen!".

A good financial adviser introduces professionals to his/her own network of

The Often Misunderstood Role of the Financial Adviser (Cont.)

experts. The field of personal financial planning is extraordinarily wide, and one person cannot be a master of all the aspects related to personal finance.

There are tax advisers, bankers, fiduciary specialists, overseas investment specialists, lawyers, and many more. Clients of such an adviser, like patients of a trusted medical general practitioner, have peace of mind when they use these experts, because they have looked into the eyes of their trusted adviser who referred them.

A good adviser also gives assurance to a spouse and a family, because if anything happens he/she is a port of call who is on top of it all.

Finally, most professionals are time-deprived. Time is a scarce commodity in their busy lives. They could do some of those jobs

themselves, sure, but personal administration and planning often drop to the bottom of the priority list and get neglected. How many professionals really want to do personal financial administration in their precious free time? It is often better to leave it in the capable hands of an adviser or his/her assistant to mop up the admin.

At PPS the professionals who have taken up our financial solutions are not only clients. They are members of our mutual eco-system. We have created solutions to assist them and their advisers in covering the full spectrum of financial planning. An example is our Specialised Support Services (S³) unit, that works with our members' financial advisers.

What makes this team unique is that they are not allowed to implement advice. That

is the job of our members' trusted financial advisers. We have created an environment (1) where professionals can talk to professionals, and (2) which is void of any sales pressure, as these consultants are not remunerated for the solutions they offer. In other words, they do not replace our members' trusted advisers, they support them. It is a unique value proposition in the financial services industry, a solution that is arguably only possible in a mutual context.

At PPS we are blessed to be associated with thousands of South Africa's top financial advisers. It is our privilege to assist them with our S³ unit, because even the very best cannot be experts in everything. And the ultimate winners are our members.



In conversation with...

Professor Mashudu Tshifularo



The Professional was fortunate to speak with world-renowned **Professor Mashudu Tshifularo**: South Africa's 3D-printing transplant pioneer; Ear, Nose & Throat (ENT) specialist; Head of the Department of Otorhinolaryngology in the Faculty of Health Sciences at the University of Pretoria.

Professor Tshifularo who performed the world's first middle-ear transplant using 3D printed bones in 2019 shares with us why he is excited about the future of medicine.

Do you believe in miracles?

Yes. My innovation comes from spiritual inspiration and I believe there are many more to come.

You were a herdsman in Mbahela outside Thohoyandou: did that teach you anything about the medical profession?

Yes, medicine was learnt already as a herdsman because I had to see to the health, injuries and pregnant domesticated animals. Also, I learnt about discipline, obedience, patience and care which plays a crucial role as a doctor and innovator.

Any other plans for the use of 3D printing in your work?

I plan to take sabbatical leave in 2021 to focus on my clinical trial and research. I am working on eight to ten patented medical devices including three bones in the middle-ear; middle-ear grommets; instrumentation used in surgeries; laryngeal blades; and male and female 3D condoms, to mention some.

Why did you become an ENT specialist?

I believe that it was my destiny to become a ground-breaking black ENT specialist and the third in South Africa. My motive was to serve communities in need of an ENT doctor.

What would you tell your younger self?

Believe in yourself irrespective of what the opposition does. Even though I had to climb so many mountains to get to this point, I believe that I am on the right track and I can bring more change to medicine. Be determined and remind yourself about your ambition.

What's the most interesting thing about you that people don't know?

I am one of South Africa's most pioneering inventors, a birdwatcher, an eco-freak, saxophonist, author of seven books and musician.

What is the one investment you wish you had made, or made earlier?

Establishment of an African Centre of Excellence that concentrates on curing deafness and hearing-loss rehabilitation.

I also have a charity fund called Professor Mashudu Tshifularo Foundation (Hear Foundation) that aims to provide cochlear implants (costs about R300k per device) to at least five hundred children and to restore hearing in an African child.



Get perspective on productivity

The revolution to a new digitally driven work environment has happened. So what now? How do we cope? How do we manage our days? Why is time so important? And, why do you sometimes wake up feeling unmotivated and the challenge of being productive such a big ask?

First of all, what's your take on your level of productivity and how do you know if you are being effective? Is it quality versus quantity? Whichever one it is, or an ever-changing balance of the two, what matters is that you get the job done. Your colleagues, clients, patients and family are depending on you.

Here are some ideas that will help you get perspective and hack productivity:

Make lists that state goals (big & small)

Use project management tools like Asana or Trello, or plain old pen and paper - whatever works for you.



Separate the lists into:

- Deep work (focused work that requires concentration with no distractions)
- Busy-work (this can be admin like filing, synching or clearing out your inbox)
- Housework (something physical and immediately rewarding, like doing some dishes or taking out the trash)
- Homework (this can be your kids' homework or your own preparation for tomorrow's tasks)
- You-work (like being in nature, being mindful or getting some exercise)

Avoid multitasking

"Divided attention" is a myth anyway. Your brain can only truly focus on one thing at a time. At the start of your day, block off times for items from each list – and make sure there's a healthy mix. Be mindful of your own rhythms; if you concentrate better in the morning, schedule that time for deep work, then taper off with items from the other lists as the day goes on.

Set the scene

Define your workspace. During the pandemic that may well be a space in your home. Arrange a spot that's just for working – and then optimise it for comfort. Keep a healthy snack on hand and some fresh, cold water. If you work at a desk, remind yourself to sit up straight or stand up and pace every hour or so. Slouching is for slouches. If you're working remotely, you no longer have the regular morning commute to get yourself geared up for work. Traffic may be frustrating, but it gives you some much-needed alone-time to prepare for your day. Replace the commute with a start-of-day ritual and an end-of-day ritual, like sitting outside and having a cup of tea before you plunge into work.

Don't lose touch with yourself

It can be hard to hold that line between work and your own needs. This is especially true if you're working from home most or all of the time.

The added stress of needing to socially distance means there are some very basic human needs already not being met. You are a complex living system – every part interacts with and profoundly affects the others. It's been a rough 2020 and your brain is dealing with a lot right now. Resist the urge to get frustrated if you feel more fatigued than usual. This is normal. To achieve

that after-work glowy satisfaction that makes you feel better about life, the trick is to set small, achievable goals that build your confidence incrementally throughout the day. Like making your bed – if you achieve nothing today, you've at least done this one thing.

Listen to your body's needs. Eat when you're hungry. Get up when you're stiff. Take a break when you're distracted. Ignoring your body can have dire consequences for your stamina and resilience to stress.

Make a habit of asking yourself 'Why?' What is the purpose of the task you are working on? Who benefits from this? These questions will help you to organise tasks in terms of importance, urgency and personal satisfaction. They have the added benefit of keeping you 'present' in your task – mindful and focused, instead of anxious and demotivated.

Being a pitiless taskmaster used to be the way things got done, but that's no way to treat yourself. Numerous studies have shown that blind will is actually less productive than mindful, focused work.

Frantically pushing yourself to achieve the impossible actually makes you less likely to succeed and far more likely to burn out.

Remember: every step gets you closer to where you want to be.

Continues on Page 12

Getting digitally savvy as we ride out COVID-19



ACADEMY

The pandemic has accelerated digital transformation for many organisations. The move to online platforms to provide services accelerated and with it the need for everyone to be digitally savvy.

The PPS Academy recommends a number of courses that were designed to help you gain the digital skills necessary to engage in a digital economy and improve your business and livelihood post COVID-19:

Microsoft Digital Literacy Course – want to know how to effectively use devices, software, and the internet to collaborate with others and discover, use, and create information? Then this course is for you.

Digital Workplace Trends – this course will further your understanding how digital technology is influencing how we live and work. It is offered with the Institute of Coding and the University of Leeds.

Artificial Intelligence – the concept is the stuff of futuristic nightmares: remember the Terminator movies? Here you will learn more about the past,

present and future of artificial intelligence and explore its potential in the workplace.

Create a Professional Online Presence – you'll explore the various elements that make up your professional online presence and learn how to exist online without affecting your employability

Thriving in the Digital Workplace – learn how you can harness technology at work and build the digital skills and adaptability to create a career that's future-proof.

Introduction to Cyber Security – once you've completed this course, scammers and hackers beware. You'll learn how to recognise online security threats that could harm you and explore the steps you can take to minimise your risk.

Digital literacy: succeeding in a digital world – the course explores a range of digital skills and practices, including digital identity, digital well-being, staying safe and legal, finding and using information and online tools, and dealing with information overload.

Intro to Digital Wellbeing – are you constantly reminded to switch off in a world that is always on? Here you'll learn

about the different tools to help you develop and maintain healthy tech habits.

Leading the Digital Enterprise – if you need a little help in developing the ability to manage the impact of digital transformation on your business, look no further. This course also teaches practical approaches to integrating technology, people and processes to increase productivity and engagement.

Digital Footprint – what is it and how can you use it? With this course you'll learn how to make a digital footprint work for you, whether you want to be more private online, or are looking to create a more effective and impactful presence.





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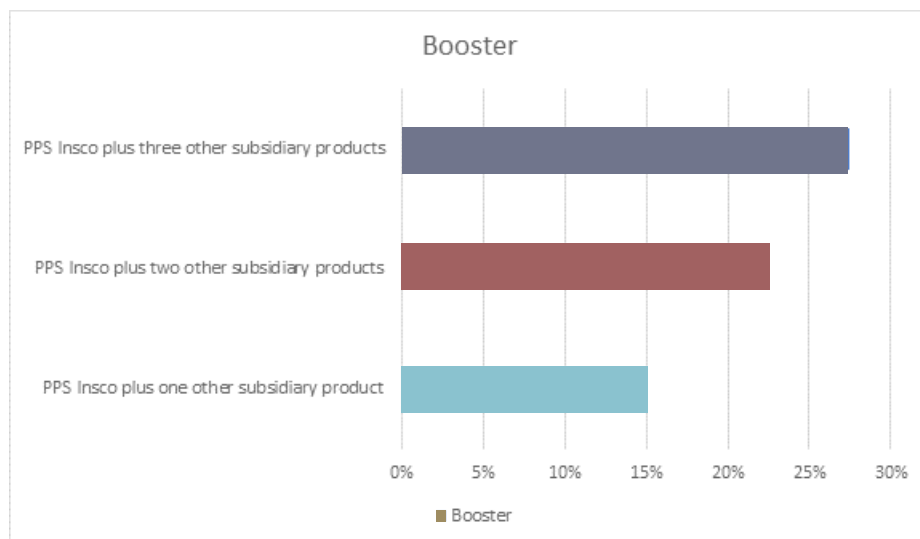
More means more

With global economic contraction, job losses and a third consecutive quarter of economic decline in South Africa, getting fair value is increasingly important. This is why PPS is excited to introduce the Profit-Share cross-holdings booster. The Profit-Share cross-holdings booster is our way of rewarding members for holding a bouquet of qualifying profit-share products with us.

This will see members with qualifying products who hold up to three subsidiary products getting extra booster benefits on their existing profit-share earnings from PPS's annual operating profits and investment returns. More really does mean more.

What is it?

In the illustrations of the cross-holdings booster, the following tiers of booster percentages are used:



To aid the illustration of how allocations are made to individual members, consider a member who had the following holdings during a year:

- Life risk products held right through the year (January to December) with a monthly premium of R3 000 per month which attracts an

Apportionment Account allocation of 15% of premiums paid during the year.

- PPS Investments products with a R1 000 per month recurring investment that commenced in April and was still in-force at the end of the year, and which attracts

an Apportionment Account allocation of R30 per R1 000 average market value over the year.

- Profmed membership since the start of the year at a monthly contribution of R5 000, but that ceased at the end of August and which attracts an Apportionment Account allocation of 4% of contributions made during the year.
- PPS Short-Term Insurance policy with R1 500 monthly premium taken out in July and still in-force at the end of the year, and which attracts an Apportionment Account allocation of 2% of premiums paid during the year.

The pop-up tables show the normal Apportionment Account allocations that this member receives at the end of the year. It is important to note that since this member has an active Profit-Share Account (PSA) at the end of the year, (s)he will still receive Profmed bonus allocations based on contributions made during the year, even though Scheme membership ceased before the end of the year. This is in line with current practice for PPS Investments as well, and how PPS Short-Term Insurance allocations are intended to be applied.

[View Table >](#)



The following pop-up table shows the Booster tier and % the member participates in for each month, based on the number of holdings the member has across the Group each month. For example, should a member hold products in all four subsidiaries, they would qualify for a top Booster tier (27.5%).

[View Table >](#)

The next pop-up table explains the additional Booster allocations this member receives every month. This member received a 27.5% Booster, in July and August, on top of his/her normal Apportionment Account allocation which is effectively a weighting of his/her contribution sizes to each subsidiary and the time for which (s)he held these products.

[View Table >](#)

Unlocking the benefits

At PPS, we embrace mutuality and believe that success is better shared. Up until 2019, 6 804 PPS members accumulated more than R1 million in their Profit-Share Accounts. While in 2019, R4.2 billion in total profits was allocated to members' PSA. This is achieved by applying for Profit-Share linked PPS Provider products across our business lines.

Funds accumulated in a members' PSA vests at retirement (tax free), on death (tax free) or on policy cancellation (after forfeitures). An additional benefit is that from the age of 55, members have the option to select the investment strategy of their PPS PSA retirement plan.

The more qualifying products a member has, the greater the benefit to building a strong PSA that takes advantage of the full range of opportunities provided through PPS.

DISCLAIMER: Please remember that **past performance** may **not** be **indicative of future performance or results**

BOOK REVIEW: —— Fact or fiction

When Bill Gates says: “This is one of the most important books I have ever read,” you need to pay attention! The book is *Factfulness* by Hans Rosling where he explains why we are frequently wrong about the world, and more importantly, why things are often better than we think.

Rosling – who sadly passed away due to pancreatic cancer in 2017 – describes how he posed hundreds of factual questions about poverty, population growth, education, gender, violence, energy, the environment, and more to thousands of people over many decades. The questions were simple and none of them were trick questions. Yet most people fared extremely badly.

In the same manner he questioned participants at the World Economic Forum in Davos – central bankers, heads of state, captains of industry. They fared even worse. Each question had three possible answers: A, B or C. Rosling says that had he gone to the zoo and thrown bananas marked A, B or C to the chimpanzees and noted their answers according to

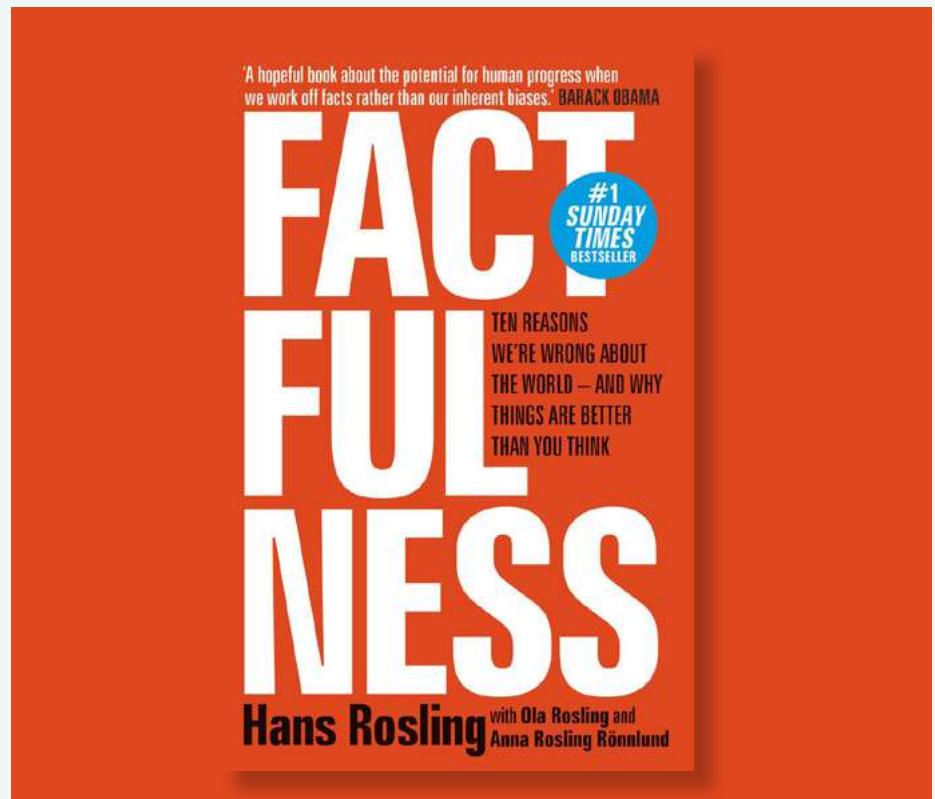
which banana they ate next, you would expect them to score about 33%. The participants in Davos usually only got about 12%! In fact, every group of people completing the tests thinks the world is more frightening, violent, dangerous, hopeless and dramatic than it really is.

How can so many people be so wrong about so much?

As humans we have a defect: our brains are hard-wired with instincts that helped our ancestors survive. It jumps to swift conclusions; it generalises and responds melodramatically. This was useful thousands of years ago, but today we need to control our dramatic instincts because it prevents us from

seeing the world as it is, which can lead us terribly astray to very bad decisions.

The media capitalises on these instincts. Bad news sells and good news is not really news at all. We are continuously subjected to a never-ending stream of negative news from across the planet: war, famine, recession, tax hikes, diseases, unemployment, stock market crashes, crime, acts of terror, natural disasters. Journalists reporting on flights that did not crash or crops that succeeded would quickly be out of a job. And in South Africa there is more than enough material to fuel our fears and preconceived notions to keep the media gainfully employed. We need to dig





deep for some good news in the local media!.

But, Rosling says, before we blame journalists too much, let us remember that it is not their job to deliver a fact-based view. It is their job to sell newspapers. They must compete for our attention or lose their jobs. It is not them. It is us.

It is unrealistic to expect the media to provide us with a better and unbiased reflection of reality. Reflecting reality is not the media's job. It is up to us to figure it out.

The COVID-19 pandemic underlined how important it is to have the facts and to act on those facts. Unfortunately there is still much that we do not know about the pandemic yet, which is vital in terms of policies and decision-making. With so many scientists working on a better understanding of the virus, we will hopefully increase our knowledge and understanding in time.

On the positive side, perhaps the pandemic has prompted us to be more factful in life, in general.

Here are a few tips from *Factfulness*:

- *A statistic on its own is often meaningless. Always consider it in relation to exposure. In other words, divide by something – actuaries call it “exposed to risk”.*
- *Remember that good news is usually not news and does not get reported. So, news is almost always bad; the more bad news is often only due to better surveillance of suffering, and not due to a worsening world.*
- *Humans find it difficult to project and think in a geometric way. We tend to overestimate the short-term impact and under-estimate the long-term impact. And we usually project linearly into the distant future. Don't assume straight lines. Trends usually curve up or down.*

Here are two examples of positive developments in the world:

1. Two centuries ago, 85% of the world lived in extreme poverty. Children had to work to eat, with the average child starting to work at age ten. Until 1966, the majority of the world still lived in extreme poverty. Today? Only 9% and this percentage keeps decreasing. Most humans on the planet have escaped hell.
2. Two centuries ago when many still starved to death and British children worked in coal mines, life expectancy was roughly thirty years globally. Today? Seventy-two, and rising. Over these two centuries, the percentage of children dying before their fifth birthday has reduced from 44% to 4%.

In many respects the world is becoming a better place, but slowly. Factfulness prompts the reader to avoid the drama and to be more factful. One understands why Bill Gates recommends it.

Added services, added value



So much to do, so little time to get it all done. Wouldn't it be nice to have some help every now and again? Someone like a concierge you get at those high-end hotels who assist guests by making restaurant reservations, arranging for spa treatments, recommending night life hot spots, booking transportation and more.

This is exactly the offering from PPS Short-Term Insurance but for car and home policies. This component of the short-term mobile app is an **intuitive user experience**, bringing efficiency and protection to members and their families.

The Concierge Services component provides the following benefits:



Licence Assist – offers you a convenient channel to get your vehicle licence renewed and delivered directly to your door to save you time and to avoid penalty fees for expired licence discs.



Fine Assist – a proactive notification of fines posted on www.paycity.co.za and other fine databases. We will process the payment of fines on your behalf and, where possible, negotiate a reduction in the amount with the authorities.



Protect Me – a mobile panic button that can be activated when you feel threatened and a security guard will be dispatched to your location. It can also be used by family members who live with you.



ID Protect – will alert you of possible fraudulent activity associated with your identity information, which empowers you to take early action (e.g. when someone tries to obtain credit using your ID).



Road Assistance – offers 24/7 towing, jump-starting and tyre-change services, as well as fuel delivery in case you run out on the way to your destination.



Chauffeur and Home Drive Assist – drives you home or gets you safely from point A to point B.



Home Assistance – for plumbing and electrical issues and damages.



Medical Assistance – for 24-hour emergency advice.

Download the PPS Short-Term Insurance App



Hedging your risk without breaking the bank

Insurance: a necessary risk mitigator. But you need to have the right insurance in place to protect everything you are working hard for. Here are seven ways to save on your premiums:

- 1. Adjust your excess:** the excess you choose affects the premium you pay. The higher the excess the lower the premium.
- 2. Make a considered car choice:** choose a lower powered, lower value and low risk vehicle as they more often than not mean lower insurance premiums.
- 3. Safety first:** whether at home or at the office, ensure that your car is safely stowed away from greedy eyes as a safer car means a lower risk which translates into lower premiums. And, invest in a safe to stow away jewellery and important documents at home – it is cheaper than insurance.
- 4. Your behaviour counts:** many insurers give discounts for good driver behaviour. Adhering to the rules of the road will improve your bottom line.
- 5. Know your assets:** with household insurance it will be worth your while to list your assets annually. Inform your insurance provider of any changes. This could affect your premium, but will definitely protect you from the shock of having your claim denied based on non-disclosure.
- 6. And know your assets' current value:** grandfather's stamp collection increases in value every year. Make sure that it is insured at replacement value. That and all your other household assets.
- 7. Consolidate:** some insurance companies will reward you with lower premiums just for keeping multiple policies under the same roof. If you can't find a better rate with another insurance company, bundling

your policies together might be a quick way to shave 15 - 20% off your monthly premiums.



Some more great news for our members...

PPS has expanded its Profit-Share benefits to short-term insurance personal products for members with qualifying products. The benefit, which is unique to the short-term insurance industry comes

into effect for the financial period starting 1 January 2020.

A further advantage is that the claims experience with PPS Short-Term Insurance will not have an impact on the profit-share allocated to them.



Make your lunch count

Food does not only fill your stomach; it also fuels each cell in your body to function optimally. All food contains a vast variety of macro-nutrients (such as carbohydrates, proteins and fats) and micro-nutrients (such as vitamins, minerals, superfoods and many other beneficial supplements). Your body needs them collectively, and in different quantities.

This is why it is so important to have a wholesome and varied diet. You cannot eat only bread and steak, and expect to feel full of energy and focus; similarly, you cannot only eat kale and turmeric and expect to feel great. Variation is key and eating the colours of the rainbow is a great rule to follow.

Try some of our recipes and make your lunch count.

Lauren Todd,
nutritionist at UCOOK.

Recipes by Lauren Todd - in-house nutritionist at UCOOK - and the woman behind the new nutritional information and allergens found on the recipe cards. In addition to her food science and nutritional expertise,

Lauren also designs some of the delicious (and nutritious) dishes found on UCOOK's menu each week. This nature-loving member of UCOOK's creative food team, has also taken the initiative to expand her daily duties

to make the UCOOK experience even better for home chefs by getting involved in analysing dish data and meal success rates, in order to bring users even better meals.

#EATTHERAINBOW



Ingredients:

- Whole-wheat pasta (approx. 120g dry pasta per person)
- 3-4 garlic cloves peeled and crushed
- 2 diced onions
- 20ml vegetable stock diluted with 300ml boiling water
- 2 tbsp mixed herbs
- 2 tins of lentils, drained and rinsed
- 2 tins of chopped tomatoes
- 2 - 3 grated carrots
- A handful or two of spinach or kale - rinsed and shredded
- 200ml red wine or sherry (optional)

Groovy Lentil Bolognese

Lentils are a powerhouse of macro- and micro-nutrients: a perfect plant-based protein source that even meat-eaters will love! High in protein, fibre and iron you cannot go wrong with this recipe. The grated carrots and shredded spinach are also a great way to sneak in extra veggies. If only eating lentils is a bit too far for the carnivores, you can still incorporate meat into this dish – add a grilled, sliced chicken breast or oven-roasted bacon strips when dishing up.

Instructions

1. Heat a drizzle of olive oil in a deep saucepan over medium heat. Fry the diced onion and grated carrot for 5 - 6 minutes until soft, stirring regularly. Add garlic and mixed herbs. Fry for 1 or 2 minutes until fragrant while stirring. Add tomatoes, lentils, red wine/sherry (if using) and stock. Stir through and bring to the boil. Reduce to a low-medium heat and simmer for 15 - 20 minutes until

reduced and sticky, stirring occasionally.

2. When the sauce has 10 minutes to go, place a pot of salted water for the pasta over a high heat and bring to a rapid boil. Add the pasta and cook for for 8 to 10 minutes until al dente. Reserve a cup of the pasta water and drain the rest. Toss some oil through the pasta to prevent sticking. Season to taste and set aside.
3. Add the pasta water to the lentil mixture if it is too thick in 20ml increments until you reach the desired consistency. Add salt and pepper, and a sweetener of choice to taste (optional). Remove the pan from the heat.

Dish up a generous bowl of pasta and smother with the sticky lentil Bolognese. Garnish with fresh herbs, grated parmesan cheese, crumbly feta and a sprinkle of fresh chilli. Scrumptious, Chef!



Register on PRO-FiT to enjoy discounts on UCOOK and other value enhancing partners.



Kombucha kick

Benefits

Kombucha is naturally probiotic-rich. Pro = “for”; biotic = “life”. Probiotics are the 400-500 different species of micro-organisms that live in your gut. The benefits of these microbes are to ward off viruses, keep the colon and bowels regular and healthy, protect against infection and environmental toxins, make essential vitamins and fatty acids, and increase the number of immunity cells.

Some other benefits:

- Antioxidant properties, and high in polyphenols
- Improves digestion
- Improved gut health
- Anti-microbial effects
- Anti-inflammatory effects
- Hydration benefits
- Immune boosting effects

Equipment:

- Large pot
- Large sterilised glass jar
- Clean cloth or kitchen towel
- Sieve/clean cheese cloth (optional)
- Clean, sterilised glass bottles
- Clean funnel

Instructions:

When making kombucha always make sure that you

use clean sterilised equipment. Wash with soapy water, then plunge into a large pot of boiling water for 10 minutes, or heat in a 120°C oven for 15 minutes – take care not to burn yourself. A bonus, optional step is to then run them through a hot cycle in a dishwasher. Allow to dry and cool to room temperature before filling them.

1. Place the pot over high heat with the filtered water and cane sugar. Allow the sugar to dissolve while the water comes to a boil. Once boiled, remove from heat, drop in the 4 teabags and put the lid on the pot. Set aside, allowing it to cool down to room temperature, while the tea bags infuse.
2. After about 1-2 hours, when the sweet tea is cool, remove the teabags. Pour the sweet tea into the large sterilised glass jar, along with the scoby (known as the mother scoby) and 2 cups of kombucha from a previous batch.
3. Cover the top of the jar with a clean tea towel or cloth, and secure with an elastic band - this allows the kombucha to breath,

Recipe

Ingredients:

- 1,5l filtered water
- 4 teabags of choice such as black, green or rooibos tea
- cup cane sugar (organic, brown or white)
- 500ml of kombucha from a previous brew, or unprocessed, raw, unflavoured store-bought variety
- 1 scoby *

without anything getting in.

4. Place your jar in a warm dark place, out of direct sunlight. Leave it there, undisturbed. After 3 to 4 days you should notice that the mother scoby has sunk down into the liquid and that a new thin scoby is starting to form on top.
5. After 6 to 10 days, check your kombucha again. The new scoby or daughter scoby will appear thicker and the tea will have a slightly sourer aroma. Do a taste test using a clean spoon. If too sweet, allow your kombucha to ferment a bit longer. If you are happy with the balance of sweet and
6. You can leave your kombucha to brew up to a month, until you get your perfect flavour balance.
7. Remove both scoby's and set aside. Remove 2 cups of kombucha to use for your next batch of kombucha. Decant your kombucha into sterilised bottles, or filter it through a sieve or cheese cloth to remove any strands of scoby.
8. Keep refrigerated in tightly closed bottles for up to a month. Enjoy chilled, flavoured with fresh fruit or mint.

tangy, then it's time to bottle.

* Scoby = Symbiotic Culture of Bacteria and Yeast. A scoby is a jelly-like film that forms during kombucha production, and is needed for further kombucha production. Ask a friend for a scoby, or try to hunt for one in the supermarket – look for a floating/sunken brownish mass in an unprocessed, raw, unflavoured store-bought kombucha and use that. Using a small scoby from a store bought kombucha might need some extra care and perhaps an extra round of the kombucha process before you can get yourself a healthy, big scoby (i.e. daughter scoby). A healthy scoby is mostly opaque, light beige to warm brown, can have some darker strands or splodges, has smooth but nobbily sections and is somewhat spongy but jelly-like.



Where there's a will, there — should be an estate plan

Roy McMurchie, Head of Fiduciary Services at PPS



We often look to financial advisers for a financial needs analysis, but often we fail to address the whole picture. A holistic view of your financial and investment well-being includes an estate-planning needs analysis.

Your estate plan aims to preserve, increase and protect your assets during your lifetime, and to ensure the effective distribution thereof at your death, in accordance with your wishes through your Will.

Estate planning is crucial to reduce uncertainties over the administration of your estate and to maximise

its value. It is important to reduce complexity and plan ahead to help facilitate the devolution of your assets upon your death.

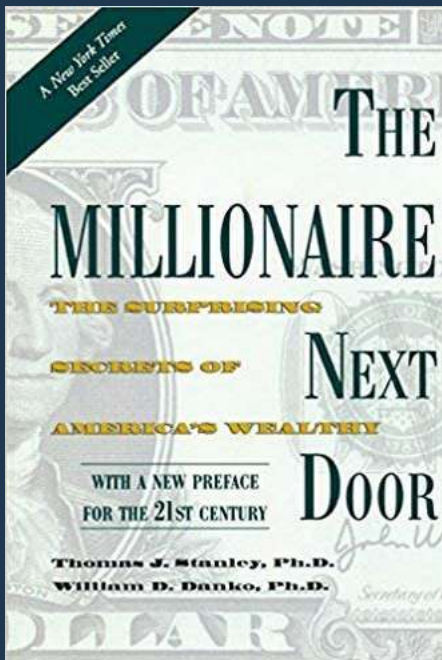
Your estate plan should be examined and addressed on an ongoing basis, particularly after a major life event such as marriage, the birth of children and grandchildren, divorce or retirement. Any change in your personal financial circumstances should prompt a revision of your financial and estate plan.

Start with a Will discussion. The sooner you look at this aspect, the greater

the benefit to you and your beneficiaries. We all work so hard to build up an asset base to ensure a comfortable retirement and to leave a legacy in line with our wishes.

We encourage you to take this time to address your estate planning and Will. Speak to your financial adviser for more information and guidance on your estate plan.

**Call me back for
a Will discussion**



In their book, *The Millionaire Next Door: The Surprising Secrets of America's Wealthy*, Thomas J. Stanley and William D. Danko give handy guidelines from affluent parents on how they raise their children to appreciate and understand wealth.

Here are some:

1. Never tell your children that you're wealthy
2. No matter how wealthy you are, teach your children discipline and frugality
3. Assure that your children won't realise you're affluent until after they have established a mature, disciplined, and adult lifestyle and profession
4. Minimise discussions of the items that each child and grandchild will inherit or receive as gifts
5. Never give cash or other significant gifts to your adult children as part of a negotiation strategy
6. Stay out of your adult children's family matters
7. Don't try to compete with your children
8. Always remember that your children are individuals
9. Emphasise your children's achievements, no matter how small, not their or your symbols of success
10. Tell your children that there are a lot of things more valuable than money.

It's virtually —— possible



Online learning was a growing trend before COVID-19. It has since exploded. Parents who would never have considered home-schooling had no choice when lockdown hit. The suddenly unemployed found the need to reskill using online tools.

So, what are the advantages of this form of education?

#1 - You can still live your life

You can actually weave in an entire university degree between raising children, holding down a full-time job and caring for an elderly parent. Or you can travel the world and not fall behind in your studies.

#2 - Gamified learning

One of the great aspects of learning using technology is that your course content is often gamified. Teachers are increasingly integrating

content in online courses into online games. Games not only make learning fun, they also help you to measure your progress.

#3 - You learn at your own pace

While some deadlines are firmly set on any online course, there is a massive amount of flexibility how you deliver on them. You may be a night owl and do your best writing at 1am. Or you're a convert to the 5am club and will have almost all your work done by 10am. You decide.

#4 - You can take advantage of new learning technologies

Online courses are increasingly becoming integrated with mobile technologies so you can do your course while watching TV or sitting on the bus. Lectures are also increasingly being replaced by podcasts and videos, making learning more student-centred and ensuring you can learn in your own time and space.

#5 - You will develop a digital skill set

When you complete an online course or a degree, you will have experience using online learning tools such as Google Docs, Canvas, Blackboard, Webinars, Group Wikis and Forums. You can make this part of your CV as it shows potential employers that you're a future-facing, technology-enabled digitally capable employee.

But nothing is perfect and online learning has some distinct disadvantages such as:

#1 - Statistically you're more likely to quit

Multiple studies have highlighted that online students are more likely to quit than

full-time, on-campus students. This is largely due to the lack of social constructs and the need for self-discipline and self-motivation in online learning. How to persist? Set small, progressive goals to strive towards week-in and week-out.

#2 - Your study time and personal time clash

Without set class times, you'll find that you're often interrupted while studying. Your child may have a 'quick' question, or you have to take a meeting with a client that runs over the set time. The distinction between personal and work time is blurred. When you have the freedom to study from home, you also have the added issue of needing to juggle, separate and divide work time from personal time. Allocate time in your diary to study – and do not waver from these times.

#3 - You will have regular tech Issues

If Windows is not suddenly updating, or Eskom announces stage 4 load shedding, or your laptop crashes in the middle of an assignment that you have not saved..... Technology issues will arise. Be prepared. Do you have a partner whose laptop you

can use? Are your lectures recorded for later viewing? Are you comfortable with learning how to use basic online technologies like Google Docs and Canvas or Blackboard learning management systems? You don't need to know how to use them right now but you need the confidence to be able to learn how to use these tools in the short-term future.

These are not the only pros and cons. Of importance is that no education solution is perfect. You need to find the one that suits your lifestyle and personality best.

The kids will be OK

Parents take their children's education seriously. It is the foundation for their futures. Losing even a few months of school due to lockdown or closures because of a positive case of COVID-19 is too much. Is online schooling an option?

Online schooling offers a solution which is often affordable, and there are several companies offering different options. You need, however, to ensure the company is registered with the South African Comprehensive Assessment Institute (Sakai), which monitors education providers who adhere to the Department of Basic Education's CAPS curriculum.

Here are some of the current options:

Curro Online is a recent offering by the country's biggest private school group. It is not a home-schooling model requiring parents to teach and supervise. Instead, teachers are present online during each lesson, and parents need only check homework.

Virtual Schools offers Grade 1 to Grade 12 by using a "blended" schooling method. Learners access tutors and lessons online and use textbooks and study guides. The lessons are set out according to a timeline and there is no need for parental assistance because learners can call a tutor when needed.

Brainline has been offering distance learning for more than 30 years. The school offers Grade R to 12 to a couple of thousand learners all over the world. They follow the CAPS curriculum. Brainline makes use of live classes, webinars and recorded lessons. In addition, parents can buy textbooks, because physical books are often more comfortable for children to use for long periods of time.

Impaq offers online education to over 18 000 students and has been operating since 2002. It follows the CAPS curriculum and lessons are offered using webinars and textbooks. Learners are supported by over 1200

experienced and qualified tutors.

Think Digital College has been operating since 2016, and aims to replicate the schooling environment online by using recorded lessons and offering learners access to a tutor portal. The school sends parents a weekly report of their children's website activities, tests and assessments. They make use of private tutors, so that it is easier for parents. The school offers the CAPS curriculum for Grade R to 12 learners, as well as the R to A levels of the British schooling system supported by the Cambridge curriculum.

Die Wolkskool is targeted at Afrikaans learners from Grade 1 to 12. The school is part of trade union Solidariteit's school-support centre. It was originally started as an online tool to assist learners and teachers, but is now a fully functioning online school. They teach all primary school subjects and 12 high school subjects by using video lessons on demand.

TOP PICK FOR PPS MEMBERS

Advantage Learn and PPS have teamed up to help give you peace of mind when it comes to your child's education. Through this partnership, PPS members' children can apply to the exclusive Advantage Learn online Academy and receive

a 25% discount on tuition for the 2021 school year. The Academy is designed for Grade 8 to 12 learners who want to excel in Mathematics, Physical Sciences, IEB Advanced Programme (AP) Mathematics and Physics. PPS is also offering free

access to Advantage Learn's Maths Online teaching videos, normally valued at a price of R300 per month, for Grade 8 - 12 to all PPS members and their families until **31 December 2020**. More information is available on the PRO-FiT dashboard.



Doctor's —— visit or not

Seismic. One word that captures the impact the coronavirus pandemic has had on our worlds. Not only did we need to adopt new ways of working, but the healthcare profession had to adapt to a whole new way of consulting. Fortunately the Health Professions Council of South Africa (HPCSA) was there for it and opened the way for telemedicine which had not been permitted before the pandemic - and therefore excluded from the benefits by most medical aids.

Telehealth is a new-ish concept offering a convenient mechanism for patients to consult with healthcare practitioners they may never have consulted before. “Over the past months we have

found that psychiatry has had the fastest uptake compared to other disciplines. For the most part, though, patients still are reliant on face-to-face consultations,” says Zukie Lekgothoane, Executive Manager of Stakeholder Relations at PPS Healthcare Administrators. PPS Healthcare Administrators administer medical aid schemes.

“We believe that in the coming months and with the emphasis on social distancing there will be more members making use of telehealth services to minimise exposure of themselves and their families,” she adds.

So, what is a telehealth consultation? It is quite simply a telephonic or online consultation between a

doctor and a patient using technology such as Zoom or Google Hangouts.

Telehealth consultations work the same as a physical appointment. You make an appointment and pay for the service once you have “seen” the doctor. Make sure that you discuss the payment options at the time of setting the appointment and check with your medical aid if this service is covered by its benefit structure before proceeding.

Here’s what you need to know when preparing for your telehealth consultation:

- Make a list of your health issues you want to discuss. Also have any other information you

need to provide to the doctor on hand e.g. if you were asked to track symptoms or readings such as blood pressure, blood sugar etc.

- Take photos related to your condition such as a skin lesion.
- Have a list of the medication and dosage that you are currently taking and any other information such as side-effects.
- This is a private appointment. Choose a quiet room where you will not be disturbed.
- Make sure that you have a clear on-screen image and that it is not distorted by light.
- You will need a working web camera or built-in camera and reliable microphone and speakers. Test these before your consultation.
- Make sure you have enough data for the video call and that your computer battery is fully charged or connected to a power outlet.
- Set a reminder to notify you that your consultation is about to commence and connect five minutes earlier.
- Dress appropriately as the healthcare professional will see you on video.

The **HPCSA** has provided guidelines for consulting and servicing healthcare practitioners on telehealth.

Most importantly, practitioners must be registered either with the HPCSA if the practice is in South Africa or an equivalent regulatory body in the country where the servicing healthcare practitioner is based (if outside South Africa).



Simplicity and Essentialism: —— the Pursuit of Less in a World of More

By Izak Smit

Years ago a young man studied law in England. Coming from a wealthy family, his future looked bright. He took the opportunity to travel the world ... and that changed everything. He saw oppression and found a higher purpose: the liberation of the oppressed. With this singular purpose, he eliminated clutter from his life. He dressed in homespun cloth. He spent years not reading the news as he found it introduced non-essential confusion. He simplified his diet. And when he died, he owned less than ten things.

His name was Mohandas Gandhi. He became an example of someone who eschewed consumerism and lived a life of utmost simplicity and essentialism, devoted to a cause. And causes do not come much bigger than the one he pursued – he helped the people of India gain independence, becoming the “Father of the Nation”. On his passing, General George Marshall, the then US Secretary of State, said: “Mahatma Gandhi made humility and simple truth more powerful than empires.” Albert Einstein added: “Generations to come will scarce believe that such a one ever in flesh and blood walked upon this earth.”

History provides us with extreme examples of essentialism, the stripping of clutter. It has deep roots in many religions. Gautama Buddha left his life as a prince to seek the ascetic life. Moses also left the life of a prince in Egypt to go into the wilderness as a shepherd. John the Baptist lived in the desert wearing camel hair clothes and living off the land. Jesus was a carpenter and ministered without material possessions. The Prophet Muhammad mended his own shoes and milked his own goats.

We can also see the philosophy of “less is better” at play in the lives of many other notable and diverse figures: Warren Buffet, Steve Jobs, Anton Rupert, Nelson Mandela, Mother Teresa, Jan Smuts. People who have lived simple, unmaterial and happy lives are among the most successful in every profession or human endeavour. We do not need to copy the extreme examples, but we can probably all do with a healthy dose of editing and purging some non-essential clutter from our lives, living more frugally, yet living with greater meaning, purpose and happiness.

The COVID-19 pandemic has forced many of us to appreciate simple things more,

because we were unable to travel for work or pleasure. Our choices were limited. We had to pay attention and interact with life in a different way, using our senses, enjoying bits of beauty and little treasures that are offered to us in abundance every day. Our busy lives have made us become unconscious of these gifts. It was Socrates who said: “Beware the barrenness of a busy life.” Or: take time to smell the roses. If we are too busy, we will not see as much of the beauty that we are walking through: the smell of coffee, a beautiful sunrise or sunset, warm sunrays on the skin, children’s laughter in a (locked-down) house, the sound of birdsong, or just... silence. The list is virtually endless.

In this article I’ll focus on two elements: firstly, material things. And something even more precious, especially for professionals: time.

For much of human history, it was a struggle to meet our basic needs – that bottom layer in Maslow’s pyramid. Between the time homo sapiens left our African cradle about 70 000 years ago, until the dawn of the industrial era in the late 18th century, the vast majority of humans lived in extreme poverty. And then it changed. In

Continues on Page 32



that earth-shaking year of 1776, the year in which the American Declaration of Independence was signed, the year in which the Scottish economist Adam Smith published his *Wealth of Nations*, and the year James Cook embarked on his third and last voyage, James Watt demonstrated his new steam engine at a coal mine outside Birmingham. Muscle power was replaced by steam power, which profoundly changed our relationship with our planet. This, with many other innovations (stock companies to organise business endeavours, patents to encourage innovation, fertiliser in agriculture and the diffusion of scientific knowledge through educational institutions), kickstarted an extraordinary increase in human wealth per capita. By 1776, social development had clawed its way up by only about 50% since

our Ice Age hunter-gatherer forefathers prowled the earth in search of a meal.

The transformation over the next quarter of a millennium beggared belief: a 50-fold increase in wealth. It was nothing short of a miracle.

Our prosperity was, however, tightly coupled with taking resources from the earth. As we became more numerous and prosperous, we took more: fossil fuels, land, water, minerals. We used extraordinarily powerful tools and, sadly, we plundered, polluted and befouled the earth. We imposed ourselves on nature.

Perhaps the most clear-cut way to see this is to look at changes in biomass (the total worldwide weight) of mammals. As recently as two thousand years ago, at the time of Christ, all humans on

earth weighed only about two-thirds as much as all the bison in North America, and less than one-eighth of the combined weight of elephants in Africa. But due to our population explosion and, more significantly, our killing of bison and elephant on a nightmarishly industrial scale, the balance shifted. At present, we humans weigh more than 350 times as much as all bison and elephant put together. In fact, we weigh more than ten times as much as all the earth's wild mammals combined. And if we add in all the animals we've domesticated (like dogs, cattle, sheep and horses), the comparison becomes ridiculous: we and our tamed animals now represent 97% of the earth's mammalian biomass.

The numerical and technological success of *homo sapiens* wiped out thousands

of species. The most famous of all animal extinctions caused by us is probably that of the passenger pigeon: once flying over North America in truly enormous numbers, pigeon flocks blocked out the noonday sun for days. But they were wiped out by hunting and deforestation. The very last one, a female named Martha, died in a Cincinnati zoo in 1914.

Can we stop our consumption growth? Will we ever reach a point where most of our desires are met? Where we do not feel the urge to keep consuming more and more, year after year? After all, we can only eat so many meals, wear so many items of clothing, live in so many houses, drive so many cars, take so many holidays.

Not so, says Alfred Marshall, one of the world's greatest economists. In his *Principles of Economics*, published in 1890, he argued that reaching a saturation point in what we want is not how humans are configured. He wrote: "The uncivilised man indeed has not many more wants and desires than the brute animal; but every step in his progress upwards increases the variety of his needs. He desires not merely larger quantities of the things he has been accustomed to consuming, but better quality of those things." Or as the Rolling Stones sing: "We





can't get no satisfaction." We might not even know what we desire next, but be sure that some clever innovator or entrepreneur is going to tell us what we're missing out on!

Yet our planet's resources are finite. Is there a way through this problem? Yes, and it has much to do with technological progress, public awareness and a free market economy. Parts of the solution include regulation, recycling and dematerialisation. Dematerialisation happens when things we used to use become obsolete or miniaturised. The classic example is the smartphone – the consumer goods and services now available on the average smartphone include: cameras, video recorders, radios, televisions, web browsers, recording studios, GPS navigators, word processors,

flashlights, board and video games, medical devices, atlases, encyclopaedias, translators, textbooks, and much more. In the very recent past, all these dematerialised goods and services required significant natural resources to produce.

Still, the best solution is to keep our desires and wants in check. Because happiness consists not in having ever more, but in wanting less. Happier people are not preoccupied with what is lacking. They need less because they experience abundance through their senses, deriving pleasure from the simple delights that are in abundance all around.

Of all our possessions, the most valuable is something that cannot be touched: our time. When it is lost, it is gone forever. You cannot

turn back time. The number of hours in our days, and the number of days in our lives, is finite. Our respect for the privilege of living is visible in how we utilise our time. Time is precious, irreversible, unrecyclable. Hence we need to live by design, not by default.

What we choose to do with our time is exactly that: a matter of choice. Things can be taken away, but our ability to choose, our free will, can never be taken away from us. Our ability to choose is what makes us human. It cannot be given away; it can only be forgotten. We do not have to accept the hand that has been dealt to us. Few grasp this fully. It is often easier to blame a situation on someone or something else (parents, education, the government, an employer, society, a spouse) than

taking responsibility for how we fill our time.

It boils down to priorities. If we do not prioritise things in our lives, somebody else will. Technology has also lowered the barrier for others to influence what we should be focusing on. We often need space to escape, in order to discern the essential few from the trivial many. Unfortunately, in our busy worlds, we do not get that space by default, only by design. Pablo Picasso once said: "Without great solitude, no serious work is possible." Most professionals would agree.

A trap that most of us often fall into is to take on too much, thinking that we can

"have it all or do it all". We have to accept that this is a dangerous premise. We can do anything, but we cannot do everything. Jim Collins, author of classics like *Good to Great* and *Built to Last*, was once advised by Peter Drucker, the father of modern management thinking, that he could either build a great company, or build great ideas, but not both. Jim chose ideas. The result? His business still only has three full-time employees, but his ideas have touched tens of millions.

May one of the positives that we take from the COVID-19 lockdown experience be a commitment to lead simpler and more fulfilling lives. We were artificially forced to

experiment with that. May we retain some of the lessons learned.





You don't need to be rich —— if you've got Family Network

Building family wealth is not the exclusive domain of the wealthy. It can be achieved by any family unit, regardless of their net worth.

Comedian Chris Rock put it best: "Wealth is not about having a lot of money; it's about having a lot of options." Building intergenerational wealth starts with fostering a family culture of saving.

Hugo Malherbe, Executive of Product Development at PPS Investments, says: "It can be challenging to strike the right balance between meeting immediate family needs and building future financial security."

PPS Investments Family Network provides an opportunity to benefit from

reduced administration fees. By investing in the PPS Select range of funds, you have access to our competitive sliding fee scale, where reduced annual platform administration fees apply to your investments. The sliding scale below will be applied on your total assets invested on our platform.

PPS Investments administration fee scale

Value of total investments with PPS Investments	Applicable administration fees (excluding VAT)
The first R1.5 million	0.50%
The next R3.5 million	0.20%
Amounts above R5 million	0.10%

Investments in the PPS Enhanced Yield Fund and Allan Gray Money Market Fund are excluded from the investment amount when applying the above sliding scale. An annual platform administration charge of 0.40% (excluding VAT) is charged on investments in the PPS Enhanced Yield Fund and Allan Gray Money Market Fund.



By connecting each family member's investments, the total family market value is applied to our administration fee scale. This establishes the family administration fee that will apply to each family member.

Therefore, the more you and your family invest with us, the more everyone benefits. This is illustrated in the example, where the administration fee sliding scale applied to the total family market value of the Smith family resulted in a 0.16% saving in fees for all the connected family members.

Some of the ways that the Family Network enables all connected family members to benefit from reduced administration fees include:

- Parents and parents-in-law will enjoy longer-lasting post-retirement savings due to **reduced** fees.
- As the core investor, you and your spouse also benefit from lower

fees – savings that you can use to **boost your retirement investment**. This helps you **achieve your retirement goals**, which means you will not burden your children when you retire, repeating the cycle of the 'sandwich generation' – where middle-aged adults find themselves raising dependent children and caring for ageing parents who don't have adequate retirement provision.

- Your children can reap the benefits with a PPS Investment Account, from **as little as R200 per month** (minimum for children under the age of 30), which is connected to your Family Network and qualifies for the reduced family administration fee. Helping your child to **achieve financial independence** is the best gift you can give them.

Your family members do not need to be PPS Members to connect to a Family Network, however, as a PPS member, you'll be able to **earn profit-share** from your and your family's assets by linking their OPN investments to your membership number.

*"Investing as a family can provide benefits on an individual and collective basis, while engendering a family culture of investing in **future long-term wealth**. The incremental savings that compound over the long-term can contribute substantially to your growth potential, ultimately helping you and your family reach **your investment goals**," Hugo says.*

At PPS Investments, we're geared to providing you with options and opportunities that will engender a culture of saving in your family, while building intergenerational wealth.

Visit www.pps.co.za/familynetwork, or speak to your financial adviser for more information.



The Zen —— of giving back

The unprecedented humanitarian and economic crises of COVID-19 have plunged millions of people into despair, unemployment and poverty. Never before have the social injustices rooted deep in our societies been laid so bare for so many. If you would like to make a difference, here are some of the worthiest causes to which you can donate for those worst affected by the pandemic:

Gift of the Givers has been providing disaster relief since 1992. They have set up a campaign with Vula Mobile

to help medical workers identify areas that need the most support. Make a financial donation, which will help buy equipment and medical supplies for care facilities in South Africa – including PPE, ventilation and intubation equipment. Donate [here](#).

CoronaCare for South Africa is a “match-making platform” that started in March 2020 specifically to connect people with organisations on the ground supporting those in need during the pandemic. You can make a financial contribution [here](#) or contact them directly at

donate@coronacare.live to make a donation of bulk goods such as food and other necessities.

Feed SA runs programmes to feed, educate and help develop underprivileged communities. They’ve been at it since 2000 and you can check out their targeted COVID-19 Action Plan and make a direct financial donation [here](#).

PPS Foundation nurturing potential through education



PPS Foundation is committed to making positive change in the lives of university students by uplifting previously disadvantaged students and providing universities with the tools they need to deliver world-class education.

Our greatest motivation is to continue creating and maintaining the partnerships that enable our work to be done, and we continue to call on others to join the circle of mutuality.

We are grateful for all the partners and stakeholders who have collaborated with us on our vision and mission. You are a true reflection of 'strength in numbers', the essence of mutuality.

The PPS Foundation has made the idea of "paying it forward" easier for members of the public who would like to contribute to the development of university students and graduates in South Africa, by establishing a secure and user-friendly **online donation platform** that is accessible from the PPS website.

This platform allows PPS members, staff and the public to offer financial assistance, while being able to take advantage of tax benefits through the receipt of a Section 18A certificate.



Continues on Page 36



Some highlights of our work in 2019

- Through the bursary programme more than 60 students received comprehensive funding across various universities and institutes of technology.
- Twenty-five graduates who were placed in various positions within the business, successfully completed their 12-month Graduate Internship Development Programme.
- Our partnership with Rise Against Hunger Africa saw us supply more than 100 000 meals that were packaged by PPS staff members and university students as part of the Employee Volunteerism and University Support Programme.
- More than 1 000 students from various academic institutions were provided with skills, tools and mechanisms to allow them to transition smoothly to the work environment. This was done through the Learned, Engaged, Accelerated, Professionals (LEAP) work-readiness programme.
- The development and launch of the PPS Young Leadership Forum (YLF), a platform where 12 talented employees under the age of 35 were selected to undergo a 12-month leadership programme and provide strategic input on specific projects and business challenges.
- We built on a partnership that was formulated in 2018 with the Thabo Mbeki African Leadership Institute (TMALI), by enrolling our graduate interns of the Graduate Internship Development Programme and the Young Leadership Forum. We also had the privilege of hosting former president Thabo Mbeki at our Head Office in Johannesburg.
- Our collaboration with GetReadySkills, an innovative case study-based mentorship programme, has continued successfully.

For more information on the PPS Foundation and its work, read the 2019 Annual Report



Days to note

November

- 02 - 08** Domestic Worker's Week
- 07** National Children's Day
- 14** Diwali
- 19** World Humanitarian Day
- 25** Start of 16 Days of Activism

December

- 01** World AIDS Day
- 10 - 18** Channukah
- 16** Day of Reconciliation
- 25** Christmas Day
- 26** Day of Goodwill
- 31** New Year's Eve

Go ahead – take our poll!

Do you know that PPS recently launched a PPS Profit-Share Cross-Holdings Booster which allows you to share in more profits of PPS?

- Yes. I just read about it – where can I sign up?
- No. Tell me more!
- I'm not so sure it's for me...

Dad Joke

“

Patient: “I broke my arm in three places!”

Doctor: “Well, don't go to those places.”

#socialdistancing



It's a puzzler

Try our crossword – the answers are easy to find if you look around...

Get in touch!

We'd love to get to know you better – what you liked or loathed about *The Professional*; what you'd like to read more or less about. Share your jokes, recipes, story ideas, podcasts, photographs and whatever tickles your fancy with us by emailing theprofessional@pps.co.za or tweeting and posting to our social media.

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