



RETIREMENT WELLNESS SA  
WEALTH MANAGEMENT

# COMPLAINTS MANAGEMENT FRAMEWORK

For

RETIREMENT WELLNESS SA CC

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## 1. PURPOSE

The FAIS General Code of Conduct requires that a financial services provider (FSP) must establish, maintain, and operate an adequate and effective complaints management framework to ensure the effective resolution of complaints and the fair treatment of complainants.

Treating Customers Fairly (TCF) Outcome 6 provides that “Customers do not face unreasonable post-sale barriers imposed by firms to change a product, switch providers, submit a claim or lodge a complaint”.

This document provides a complaints procedure in conformance with legislative expectations and sets out the process that RETIREMENT WELLNESS SA CC will follow in order to resolve the complaint.

## 2. OBJECTIVES

The objectives and key principles of RETIREMENT WELLNESS SA CC Complaints Management Framework is:

- That Dhevan Naicker as the Key Individual and representative at RETIREMENT WELLNESS SA CC is taking to manage complaints to mitigate business and client risks and to achieve compliance with the FAIS Act and subordinate legislation.
- RETIREMENT WELLNESS SA CC is committed to ensure that appropriate measures are in place to enable this FSP to investigate and resolve any complaints received with due regard to the fair treatment of customers.
- The Complaints Management Framework aims to assist the business and staff (if applicable) to apply a consistent, high-quality, fair, and accountable response to complaints.
- All complaints will be treated in line with the overall regulatory requirements and Treating Customer Fairly outcomes.

## 3. KEY DEFINITIONS

The definitions relating to Complaints Management as defined in the FAIS General Code of Conduct as amended on 26 June 2020 are listed in **Annexure A**.

## 4. COMPONENTS

RETIREMENT WELLNESS SA CC has a positive attitude towards any feedback/complaints received from clients to continuously improve our services delivery. RETIREMENT WELLNESS SA CC values any feedback and are committed to resolving all complaints quickly, fairly, efficiently, and courteously.

RETIREMENT WELLNESS SA CC Complaints Management Framework will

- enable complaints to be considered after taking reasonable steps to gather and investigate all relevant and appropriate information and circumstances, with due regard to the fair treatment of complainants (clients); and

- not impose unreasonable barriers to complainants (clients).

The Components of the Complaints Management Framework are the following as prescribed by the General Code of Conduct:

- 1) Requirements for complaints management framework.
- 2) Allocation of responsibilities.
- 3) Categorisation of complaints.
- 4) Complaint's escalation and review process.
- 5) Decisions relating to complaints.
- 6) Record Keeping, monitoring and analysis of complaints.
- 7) Communication with complaints.
- 8) Engaging with OMBUD/designated authority and reporting.

Other components:

- Education and training.
- Robust advice process.
- Client feedback process

## **5. REVIEW**

RETIREMENT WELLNESS SA CC undertakes to review its Complaints Management Framework and document the changes thereto on an annual basis, alternatively whenever there are changes in the business that impact the Complaints Management Framework. A Review Register is set out in Annexure B.

Dhevan Naicker is responsible for reviewing and updating the Complaints Management Framework.

## **6. PERFORMANCE STANDARDS**

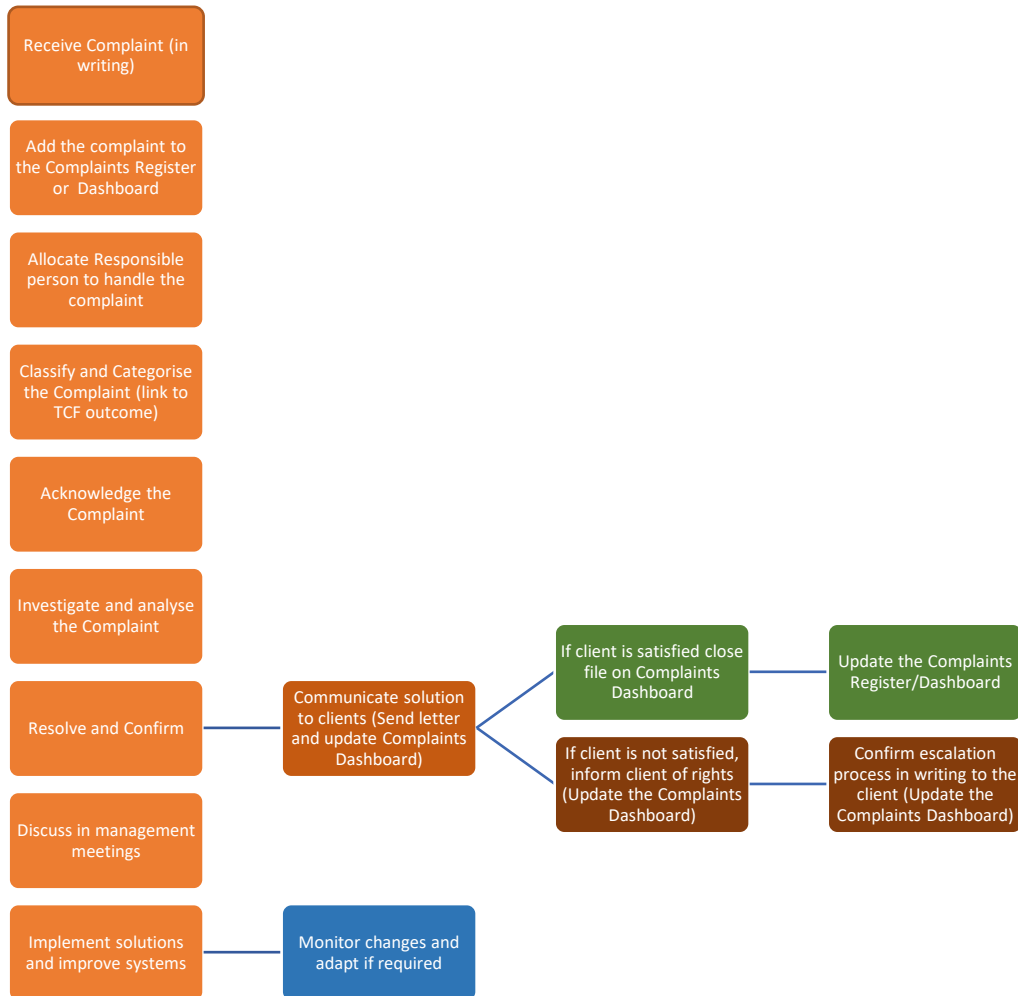
In order to ensure objectivity and impartiality, Dhevan Naicker has no performance standards and remuneration and reward strategies for complaints management (These are applicable internally and where any functions are outsourced):

The Complaints Management Register will assist with the standard of performance in terms of all Complaints.

- There is a drive for service excellence at RETIREMENT WELLNESS SA CC .
- RETIREMENT WELLNESS SA CC has not had any complaints as yet and would like to keep this as part of the service delivery with clients.
- The annual review of the clients' portfolios will assist to ensure the performance standards are upheld.

## 7. COMPLAINTS PROCESS OVERVIEW

The diagram below is an overview of the Complaints process.



## 8. ALLOCATION OF RESPONSIBILITIES

RETIREMENT WELLNESS SA CC has identified his responsibilities of the Complaints process below:

### 8.1 COMPLAINTS MANAGEMENT

The key individual, Dhevan Naicker of this FSP is responsible for the effective complaints management and must:

- approve and oversee the effectiveness of the implementation of the business complaints management framework.

## 8.2 DECISION MAKING

Dhevan Naicker, who is also the Key Individual and Representative of the FSP, is responsible for making decisions or recommendations in respect of complaints received within RETIREMENT WELLNESS SA CC and will ensure;

- he understands the process,
- being the responsible person that he has the appropriate mix of experience, knowledge, and skills in complaints handling, fair treatment of customers, the subject matter of the complaints concerned and relevant legal and regulatory matters,
- the compliant is not subject to a conflict of interest, and
- be in a situation to ensure impartial decisions or recommendations are made.

## 9. CATEGORISATION OF COMPLAINTS

RETIREMENT WELLNESS SA CC will categorise the reportable complaints in the Complaints register which forms part of the prescribed minimum categories that must be used to categorise complaints. These categories are relevant to the FSP's business model, financial products, financial services, and client base and will support the effectiveness of the complaints management framework in managing conduct risks and effecting improved outcomes and processes for its clients.

RETIREMENT WELLNESS SA CC will categorise, record and report on reportable complaints by identifying the categories to which a complaint most closely relates and group complaints accordingly.

### 9.1 PRESCRIBED MINIMUM CATEGORIES

At a minimum, the following categories will be used to categorise complaints:

Complaints relating to -

- the design of a financial product, financial service, or related service, including the fees, premiums or other charges related to that financial product or financial service,
- information provided to clients,
- advice,
- financial product or financial service performance,
- a service to clients, including complaints relating to premium or investment contribution collection or lapsing of a financial product;
- financial product accessibility, changes or switches, including complaints relating to redemptions of Investments,
- complaints handling,
- insurance risk claims, including non -payment of claims,
- other complaints.

## 9.2 ADDITIONAL CATEGORIES

Dhevan Naicker has identified no additional categories of complaints that is relevant to the FSP's business model, financial products, financial services and client base but will be added if applicable when necessary.

## 9.3 PROCEDURE

Dhevan Naicker will follow the process below as well in accordance with Annexure C for the appropriate classification and categorisation of complaints.

### 9.3.1 CLASSIFICATION (Number 4 in Annexure C)

All complaints will be prioritised as follows:

Risk 1 - These are routine complaints with potentially low business impact:

- 15 working days turnaround time.

Risk 2 - These complaints are urgent and can have a serious business impact:

- 10 working days turnaround time.

Risk 3 - These are urgent official complaints received from Authorities e.g. FAIS Ombud:

- 5 days turnaround or as per the deadlines provided.

### 9.3.2 CATEGORISATION (Number 5 in Annexure C)

RETIREMENT WELLNESS SA CC will:

- Categorise, record, and report on reportable complaints by identifying the category to which a complaint closely relates and group complaints accordingly.
- Narrow down the categories to the impact on clients
- Measure the impact of the complaint by further categorising it according to the TCF Outcomes.

## 10. COMPLAINTS RESOLUTION PROCESS

A detailed process that will be followed for all customer complaints within the business is set out as in Annexure C. This Complaints Resolution Process will and may also be provided to Clients to inform them of the process followed.

10.1. Dhevan Naicker will follow the steps below for all complaints received:

- The client is to submit the complaint to RETIREMENT WELLNESS SA CC **in writing** to the contact details that appear in the Complaints Management Framework.

The complaint can be submitted by:

- Hand
- Email

(If a complaint is submitted telephonically, RETIREMENT WELLNESS SA CC will send the client an email to request the relevant details regarding the complaint. The client needs to respond and provide the requested information in writing (e.g. hand or email).

- The client must submit sufficient detail of the complaint, this includes their:
  - Name and surname
  - Policy number
  - ID number
  - Postal address
  - Financial Advisor
  - Product Supplier
  - Product Type: Risk, Investment, Short term, Endowment, Employee Benefits, Disability, Medical Aid, Unit Trust, Wills etc.
  - Complaint Category: Product features and charges; Information Disclosures; Advice; Product performance; Client Services; Access; Changes or Switches; Complaints Handling; Claims; or Other complaints.
  - Brief detail of the complaint

10.2. Upon receipt of a complaint, Dhevan Naicker will take the following action:

RETIREMENT WELLNESS SA CC will:

- Acknowledge all complaints within 24 hours of receipt.
- Clearly and transparently communicate the availability and contact details of the relevant Ombud services to complainants (clients) at all relevant stages of the relationship with a client, including at the start of the relationship and in relevant periodic communications.
- Ensure all communication with a complainant is in plain language.
- Provide, wherever feasible, clients with a single point of contact for submitting complaints.
- Promptly inform a complainant of the process to be followed in handling the complaint, including-
  - Contact details of the person or department that will be handling the complaint;
  - indicative and, where applicable, prescribed timelines for addressing the complaint;
  - details of the internal complaints escalation and review process if the complainant is not satisfied with the outcome of a complaint;
  - details of escalation of complaints to the office of a relevant Ombud and any applicable timeline; and
  - details of the duties of the provider and rights of the complainant as set out in the rules applicable to the relevant Ombud
- Follow up telephonic acknowledgments with a written response either by SMS or email.
- Despatch a complaint reference number to the complainant on the acknowledgment of the complaint.
- Disclose to the client:
  - the type of information required from a complainant;
  - where, how, and to whom a complaint and related information must be submitted;
  - expected turnaround times concerning complaints; and



- any other relevant responsibilities of a complainant.

Despatch the details of the person allocated to the complaint to the complainant within 48 hours from receipt.

10.3. Upon receipt of a complaint, Dhevan Naicker will be assigned to analyse the complaint.

10.4. Dhevan Naicker will use the following process to determine whether the complaint received is indeed a complaint or whether it is a routine query:

RETIREMENT WELLNESS SA CC will:

- Ensure that all potential issues are captured and classified for escalation, review, and action, as required
- Reduce any complaint, issue or negative client interaction to writing then log and classify for action
- Where a third party is acting on behalf of a complainant, RETIREMENT WELLNESS SA CC will ensure that such third party delivers a certified or original consent or power of attorney to act on behalf of a complainant:
  - no further dealings will be pursued with such a third party until the proper authority is obtained, however
  - the complaint will be taken up directly with the complainant on whose behalf the complaint is made
- Formally log all complaints using a relevant process / Complaints Register (whether manual or via computer database system)

## **Risk**

All complaints will be prioritised as follows:

Risk 1 - These are routine complaints with potentially low business impact.

Routine complaints:

- require a response to the client within 15 working days
- have the potential of becoming serious or official complaints if disregarded or ignored by the FSP
- require staff to review the complaint and its priority with the Complaints Manager/Key Individual before proceeding to the next step
- requires the Complaints Manager/Key Individual to decide on the appropriate person(s) to carry out subsequent steps, including the investigation

Risk 2 - These complaints are urgent and can have a serious business impact.

Serious complaints:

- require a response to the client within 5 - 10 working days
- are logged on media platforms, received from Legal Advisors or immediately evidence contravention of legislation requirements such as failure to conduct a proper Needs Analysis
- can cause reputational harm to a business and/or may cause financial loss to a client

- need to be handled by the Complaints Manager/Key Individual or a suitable senior person delegated to the task by the Complaints Manager/Key Individual Dhevan Naicker
- Complaints received from third parties and/or Legal Advisors will be responded to within 24 hours:
  - acknowledge receipt of the complaint
  - further requesting authority to act on the complainant's behalf such as a power of attorney or consent by the complainant to deal with the complaint on the complainant's behalf

No information will be divulged to a third party who does not have the proper authority to act on a complainant's behalf.

Risk 3 - These are urgent official complaints received from Authorities e.g. FAIS Ombud.

Urgent official complaints:

- are handled by the Complaints Manager/Key Individual Dhevan Naicker
- Alternatively, the investigation of the complaint may be delegated to a suitable senior person selected by the Complaints Manager/Key Individual
- The required draft response and attachments will be collated by such senior person
- The Complaints Manager/Key Individual is responsible for compiling the response to the Authority
- The response to the Authority will be made within the stipulated turnaround time stated on the official correspondence

10.5. Once identified as a complaint, Dhevan Naicker will use the following approach to analyse the complaint in relation to linking it to the identified TCF outcome:

**RETIREMENT WELLNESS SA CC will categorise reportable complaints as per the following minimum categories:**

- The design of a financial product, financial service, or related service, including the fees, premiums, or other charges related to that financial product or financial service;
- Information provided to clients;
- Advice;
- Financial product or financial service performance;
- Service to clients, including those relating to premium or investment contribution collection or lapsing of a financial product;
- Complaints handling;
- Insurance risk claims which include non-payment of claims; and
- Other complaints which can be additional categories relevant to the FSPs chosen business model, financial products, financial services, and client base that will support the effectiveness of its Complaints Management Framework in managing conduct risks and effecting improved outcomes and processes for its clients

### **Group the Complaints**

RETIREMENT WELLNESS SA CC will thereafter:

- Categorise, record, and report on reportable complaints by identifying the category to which a complaint closely relates and group complaints accordingly.
- Narrow down the categories to the impact on clients

- Measure the impact of the complaint by further categorising it according to the following TCF Outcomes

#### TCF Outcome 1

Includes complaints:

- other complaints relating to management issues

#### TCF Outcome 2

Includes complaints:

- relating to the design of a product/service
- relating to product features and charges that affect this TCF outcome

#### TCF Outcome 3

Includes complaints:

- relating to unsuitable or inaccurate, misleading, confusing, or unclear information provided to a client throughout the life cycle of a product
- FSP to include the Conflict of Interest disclosures required by the FAIS General Code of Conduct (Code); Section 4 and 5 of the Code or any other disclosure requirements in terms of the Code or any other legislation in these disclosures

#### TCF Outcome 4

Includes complaints:

- relating to the advice given to a client by an Advisor which was misleading, inappropriate, and/or tainted with conflicts of interest which were not disclosed
- concerning inappropriate advice given as a result of lack of knowledge, skill, or experience on the part of the Advisor of the product/service being rendered
- regarding failure to conduct a Needs Analysis and to consider the clients' financial position, goals, or life stage

#### TCF Outcome 5

Includes complaints:

- about product performance and service-related issues
- relating to a client's disappointment with limitations in a product/service performance of which they were unaware
- relating to the inability of a product to meet a client's expectations
- related to a Product Supplier's exercise of a right to terminate a product or amend its terms

#### TCF Outcome 6

Includes complaints:

- relating to product accessibility, changes or switches
- relating to handling and complaints relating to claims

10.6. The following timelines will apply to complaints that need to be addressed and resolved:

All complaints will be prioritised as follows:

Risk 1 - These are routine complaints with potentially low business impact:

- 15 working days turnaround time.

Risk 2 - These complaints are urgent and can have a serious business impact:

- 10 working days turnaround time.

Risk 3 - These are urgent official complaints received from Authorities e.g. FAIS Ombud:

- 5 days turnaround or as per the deadlines provided.

10.7. Dhevan Naicker will use the following process when breaking down the complaint to analyse the root cause of the complaint and any possible trend that can be identified:

RETIREMENT WELLNESS SA CC will:

- Analyse the root cause of the complaint to enable the complaint to be appropriately dealt with and avoid, if possible, its re-occurrence
- Identify and clarify internal and external key facts.
- Escalate complaints relating to product features or services handled solely by a Product Supplier.
- Whenever a complaint is escalated or reviewed ensure that:
  - A balanced approach is followed, bearing in mind the legitimate interests of all parties involved including the fair treatment of clients
  - Internal escalation of complex or unusual complaints at the instance of the initial complaint handler is provided for;
  - Clients may escalate complaints not resolved to their satisfaction
  - the escalation is allocated to an impartial, senior functionary within the provider or appointed by the provider for managing the escalation or review process of the provider.
- Ensure that procedures within the complaints escalation and review process are not overly complicated or impose unduly burdensome paperwork or other administrative requirements on complainants (clients)
- Document all areas of interaction and communication.
- Ensure accurate, efficient, and secure recording of complaints and complaints-related information
- In respect of each reportable complaint, keep a record of:
  - All relevant details of the complainant and the subject matter of the complaint
  - Copies of all relevant evidence, correspondence, and decisions
  - The complaint categorisation
  - The progress and status of the complaint, including whether such progress is within or outside any set timelines
- Concerning reportable complaints categorised on an ongoing basis record the number of complaints:
  - Received,
  - Upheld,
  - Rejected and their reasoning,

- Escalated by complainants (clients) to the internal complaints escalation process,
- Referred to an Ombud and their outcomes;
- and amounts of Compensation payments made,
- and amounts of goodwill payments made,
- the total number of complaints outstanding.
- Ensure complaints information recorded is scrutinised and analysed on an ongoing basis and utilised to manage conduct risks and effect improved outcomes and processes for clients, and to prevent recurrences of poor outcomes and errors
- Obtain consent from the complainant to ensure that no personal information is divulged or processed without the complainant's knowledge or consent.
- Keep the complainant appropriately updated on the progress of the investigation.

10.8. Dhevan Naicker will in giving attention of complaints received at the FSP, will:

- Ensure the complaint process is accessible through channels that are appropriate to the FSP's clients
- Ensure there are no charges for making use of the complaint process
- Ensure communication is in plain language
- Clearly explain the details of the findings and proposed resolution to the client - within the agreed timeframes.
- Where a complaint is upheld, if there has been any commitment by RETIREMENT WELLNESS SA CC to make a compensation payment, goodwill payment, or to take any other action ensure it is carried out without undue delay and within the agreed timeframes
- Where a complaint is rejected, the complainant must be provided with clear and adequate reasons for the decision and must be informed of any applicable escalation or review processes, including how to use them and any relevant time limits.
- Send a written acknowledgment of the complaint to the complainant, with contact details of the FAIS Ombud, if the complaint cannot be addressed within three weeks and a single point of contact for submitting complaints.

If within six weeks of receipt of a complaint RETIREMENT WELLNESS SA CC has been unable to resolve the complaint to the satisfaction of a complainant, the complainant may:

- refer the complaint to the Office of the FAIS Ombud if he/she wishes to pursue the matter; and
- the complainant must do so within six months of receipt of such notification.

Appropriate processes for engagement with the Ombud

10.9. Dhevan Naicker will:

- Diarise complaints to ensure it remains within the appropriate turnaround times.
- Keep complainant appropriately informed of the progress of their complaint,
- Keep complainant appropriately informed of causes of any delay in the finalisation of a complaint and revised timelines, should a complaint exceed the turnaround time due to unforeseen and reasonable circumstances.

- Keep complainant appropriately informed throughout the complaints process of the resolution being sought.
- Conduct a follow-up on the resolution of the complaint, to ascertain whether the client was satisfied with the complaints-handling process and the resolution sought and whether the resolution was proper and fair.

Action any negative responses in the review of complaints

10.10. Dhevan Naicker will use the approach below to implement the processes, monitoring plan and solutions identified. Dhevan Naicker will also implement any process change or updates that need to be applied to the Complaints Management Framework:

RETIREMENT WELLNESS SA CC will:

- Ensure that the proposed resolution meets the Treating Customers Fairly Outcomes, does not prejudice RETIREMENT WELLNESS SA CC or complainant, and does not involve any unnecessary legal or financial implications.
- Document and assess the proposed action agreed upon.
- Discuss and review the signed off resolution with the complainant to ensure fairness and clarity and to further ensure that the resolution deals with the root cause of the complaint.
- Include recognition and documentation of any underlying issues that have contributed to the complaint and recommendations for actions to prevent the further occurrence in the review.

RETIREMENT WELLNESS SA CC will:

- Ensure they have access to the Complaints Management Framework.
- Ensure the oversees the effectiveness of the implementation of the Complaints Management Framework.
- Ensure the responsible person, Dhevan Naicker , making a decision or recommendation is keeps up to date with the adequate understanding, has an appropriate mix of experience, knowledge, and skills in complaints handling, fair treatment of customers, subject matter concerned, relevant legal and regulatory matters also not subject to conflict of interest and be adequately empowered to make impartial decisions or recommendations.
- Ensure clients will be made aware of the Complaints Management Framework and will have access to the manual upon request.
- All complaints will be reviewed **monthly** and will be used as TCF Management Information to improve overall TCF outcomes.
- Action all complaints to prevent re-occurrence of poor outcomes and errors, where feasible.
- Ensure complaints are scrutinised and analysed on an ongoing basis
- Ensure complaints are utilised to manage conduct risks
- Ensure complaints effect improved outcomes and processes for its clients
- Update the Complaints Register.
- Ensure compliance with any prescribed requirements for reporting complaints information to any relevant designated authority or the public as may be required by the Registrar.
- Close the matter.

## **11. REPRESENTATIVES AND SUPPLIERS**

Dhevan Naicker will follow the process below for managing complaints relating to representatives and service suppliers:

- 1) Dhevan Naicker will ensure that their Complaints Management Framework will remain relevant to the FSP. All complaints will follow the normal complaints process in accordance with Annexure C.
- 2) Dhevan Naicker will ensure that all service suppliers have adequate complaints management systems in place and will contact services suppliers if not evident from their website.
- 3) The contact person at services suppliers will be contacted to refer complaints to them.
- 4) Complaints received by Dhevan Naicker and service suppliers directly and aggregated to RETIREMENT WELLNESS SA CC will be kept record of to identify trends.
- 5) Record will be kept of all aggregated complaints data in relation to complaints received by its representatives and service suppliers and their outcomes in the Complaints folder.

## **12. DECISIONS RELATING TO COMPLAINTS**

RETIREMENT WELLNESS SA CC undertakes to ensure that:

- where a complaint is upheld, any commitment by RETIREMENT WELLNESS SA CC to make a compensation payment, goodwill payment or to take any other action will be carried out without undue delay and within any agreed timeframes.
- where a complaint is rejected, RETIREMENT WELLNESS SA CC will provide the complainant with clear and adequate reasons for the decision and inform the complainant of any applicable escalation or review processes, including how to use them and any relevant time limits.

## **13. COMPLAINTS ESCALATION AND REVIEW PROCESS**

13.1. The Key Individual (Dhevan Naicker) is the sole responsible person in the business and therefore involved in all complaints;

The Key Individual(Dhevan Naicker) is also the complaints handler and therefor will always be involved in the final outcome of the complaint.

13.2. Dhevan Naicker is responsible for managing the escalation and review process of complaints.

13.4. Complaints will be escalated to the responsible Key Individual and/or reviewed in the following instances:

- Where the complaint is of a complex or unusual nature. In such an instance the initial complaint handler may escalate the complaint.
- Complainants may escalate complaints that were not resolved to their satisfaction (Complainants must be notified of this).

#### **14. RECORD KEEPING, MONITORING AND ANALYSIS**

Dhevan Naicker will follow the process below for: record keeping, monitoring and analysing of complaints.

All complaints will be documented in the Complaints Management Framework Register for easy access, review, monitoring, analysing, identifying trends and recordkeeping. The following information will be captured:

- all relevant details of the complainant and the subject matter of the complaint,
- copies of all relevant evidence, correspondence, and decisions,
- the complaint categorisation,
- progress and status of the complaint, including whether such progress is within or outside any set timelines.

The Complaints Management Framework register will ensure that Dhevan Naicker maintains the following data, on categorised reportable complaints, on an ongoing basis

- number of complaints received,
- number of complaints upheld,
- number of rejected complaints and reasons for the rejection,
- number of complaints escalated by complainants to the Internal complaints escalation process,
- number of complaints referred to an Ombud and their outcome,
- number and amounts of compensation payments made,
- number and amounts of goodwill payments made,

total number of complaints outstanding.

14.2. The monitoring and analysis of complaints will be conducted by Dhevan Naicker on a ongoing basis. The analysis will include:

- Information on the categorisation of complaints
- What risks have been identified since the last report
- What trends have been identified
- What actions will be taken to manage risks and implement improved outcomes.



14.3. RETIREMENT WELLNESS SA CC will keep records of these reports, monitor changes and consider whether the Complaints Management Framework may need to be adapted in response to the findings.

14.4. Responsible person/s

Dhevan Naicker will be responsible for the recordkeeping requirements.

Dhevan Naicker will be responsible for the monitoring requirements.

Dhevan Naicker will be responsible for the analysis requirements.

## 15. COMMUNICATION WITH COMPLAINANTS

**RETIREMENT WELLNESS SA CC** will ensure that:

- its complaint processes and procedures are transparent, visible and accessible through channels that are appropriate to the provider's clients.
- It does not impose any charge for a complainant to make use of complaint processes and procedures.
- All communications with a complainant will be in plain language.
- Wherever feasible, it will provide clients with a single point of contact for submitting complaints.
- The following information is disclosed to a client:
  - the type of Information required from a complainant
  - where, how and to whom a complaint and related information must be submitted
  - expected turnaround times in relation to complaints
  - any other relevant responsibilities of a complainant
- within a reasonable time after receipt of a complaint, it will acknowledge receipt thereof and promptly inform a complainant of the process to be followed in handling the complaint including:
  - contact details of the person or department that will be handling the complaint
  - indicative and, where applicable, prescribed timelines for addressing the complaint
  - details of the internal complaints escalation and review process if the complainant is not satisfied with the outcome of a complaint
  - details of escalation of complaints to the office of a relevant ombud and any applicable timeline
  - details of the duties of the provider and rights of the complainant as set out in the rules applicable to the relevant ombud.
- Complainants will be kept adequately informed of:
  - the progress of their complaint
  - causes of any delay in the finalisation of a complaint and revised timelines, and
  - the FSP's decision in response to the complaint.

## 16. ENGAGEMENT WITH OMBUD AND REPORTING

When it involves engagement with the OMBUD which will include reporting, RETIREMENT WELLNESS SA CC will and must:

- Ensure there is an appropriate process in place for engagement with any relevant Ombud concerning its complaints
- clearly and transparently communicate the availability and contact details of the relevant ombud services to complainants at all relevant stages of the relationship with a client, including at the start of the relationship and in relevant periodic communications,
- Display and/or make available information regarding the availability and contact details of the relevant Ombud services, at the premises and/or on the company website
- Maintain specific records and carry out specific analysis of complaints referred to your business by the Ombud and the outcomes of such complaints
- Monitor determinations, publications, and guidance issued by any relevant Ombud to identify failings or risks in their policies, services, or practices
- Maintain open and honest communication and co-operation between itself and any Ombud with whom it deals; and

Endeavour to resolve a complaint before a final determination or ruling is made by an Ombud, or through the business' internal escalation process, without impeding or unduly delaying a complainant's access to an Ombud.

16.1. RETIREMENT WELLNESS SA CC will follow the process below when engaging with an Ombud:

The Key Individual(Dhevan Naicker) will be responsible for communicating with an OMBUD and will communicate within the given timeframes as well as provide all information requested.

The process that will be followed is based on;

The General Code of Conduct requires that where the complaint cannot be resolved in favour of the customer, the customer must be informed in writing of the full reasons for not resolving the complaint. The customer must be informed that he/she may refer the matter to the FAIS Ombud within 6 months of this notification. This template letter **Annexure E** may be used for this purpose and should be pasted onto a letterhead with the date. Insert full details of the reasons why the complaint could not be settled as this letter will be considered by the Ombud if the matter is referred to him.

16.2. RETIREMENT WELLNESS SA CC will follow the process below when reporting to a designated authority:

Dhevan Naicker will follow the process below when reporting to a designated authority:

- The Key Individual, Dhevan Naicker, will be responsible for communicating with any relevant designated authority or to the public as may be required by the Registrar and will communicate within the given timeframes as well as provide all information requested.

The Dhevan Naicker will:

- Ensure there is an appropriate process in place for engagement with any relevant Ombud concerning its complaints.
- clearly and transparently communicate the availability and contact details of the relevant Ombud services to complainants at all relevant stages of the relationship with a client, including at the start of the relationship and in relevant periodic communications.
- Display and/or make available information regarding the availability and contact details of the relevant Ombud services, at the premises and/or on the company website.
- Maintain specific records and carry out specific analysis of complaints referred to your business by the Ombud and the outcomes of such complaints.
- Monitor determinations, publications, and guidance issued by any relevant Ombud to identify failings or risks in their policies, services, or practices.
- Maintain open and honest communication and co-operation between itself and any Ombud with whom it deals; and
- Endeavour to resolve a complaint before a final determination or ruling is made by an Ombud, or through the business' internal escalation process, without impeding or unduly delaying a complainant's access to an Ombud.

## Annexure A – DEFINITIONS

**"Client query"** means a request to the provider or the provider's service supplier by or on behalf of a client, for information regarding the provider's financial products, financial services or related processes, or to carry out a transaction or action in relation to any such product or service;

**"complainant"** means a person who submits a complaint and includes a –

- a) client;
- b) person nominated as the person in respect of whom a product supplier should meet financial product benefits or that person's successor in title;
- c) person whose life is insured under a financial product that is an insurance policy;
- d) person that pays a premium or an investment amount in respect of a financial product;
- e) member;
- f) person whose dissatisfaction relates to the approach, solicitation marketing or advertising material or an advertisement in respect of a financial product, financial service or related service of the provider,

who has a direct interest in the agreement, financial product or financial service to which the complaint relates, or a person acting on behalf of a person referred to in (a) to (f);

**"complaint"** means an expression of dissatisfaction by a person to a provider or, to the knowledge of the provider, to the provider's service supplier relating to a financial product or financial service provided or offered by that provider which indicates or alleges, regardless of whether such an expression of dissatisfaction is submitted together with or in relation to a client query, that -

- a) the provider or its service supplier has contravened or failed to comply with an agreement, a law, a rule, or a code of conduct which is binding on the provider or to which it subscribes;
- b) the provider or its service supplier's maladministration or wilful or negligent action or failure to act, has caused the person harm, prejudice, distress or substantial inconvenience; or
- c) the provider or its service supplier's has treated the person unfairly;

**"compensation payment"** means a payment, whether in monetary form or in the form of a benefit or service, by or on behalf of a provider to a complainant to compensate the complainant for a proven or estimated financial loss incurred as a result of the provider's contravention, non-compliance, action, failure to act, or unfair treatment forming the basis of the complaint, where the provider accepts liability for having caused the loss concerned, but excludes any -

- a) goodwill payment;

- b) payment contractually due to the complainant in terms of the financial product or financial service concerned; or
  - c) refund of an amount paid by or on behalf of the complainant to the provider where such payment was not contractually due;
- and includes any interest on late payment of any amount referred to in (b) or (c);

**"goodwill payment"** means a payment, whether in monetary form or in the form of a benefit or service, by or on behalf of a provider to a complainant as an expression of goodwill aimed at resolving a complaint, where the provider does not accept liability for any financial loss to the complainant as a result of the matter complained about;

**"member"** in relation to a complainant means a member of a -

- a) pension fund as defined in section 1(1) of the Pension Funds Act, 1956 (Act 52 of 1956);
- b) friendly society as defined in section 1(1) of the Friendly Societies Act, 1956 (Act 25 of 1956);
- c) medical scheme as defined in section 1(1) of the Medical Schemes Act, 1998 (Act 131 of 1998); or
- d) group scheme as contemplated in the Policyholder Protection Rules made under section 62 of the Long-term Insurance Act, 1998, and section 55 of the Short-term Insurance Act, 1998;

**"rejected"** in relation to a complaint means that a complaint has not been upheld and the provider regards the complaint as finalised after advising the complainant that it does not intend to take any further action to resolve the complaint and includes complaints regarded by the provider as unjustified or invalid, or where the complainant does not accept or respond to the providers proposals to resolve the complaint;

**"reportable complaint"** means any complaint other than a complaint that has been -

- a) upheld immediately by the person who initially received the complaint;
- b) upheld within the provider's ordinary processes for handling client queries in relation to the type of financial product or financial service complained about, provided that such process does not take more than five business days from the date the complaint is received; or
- c) submitted to or brought to the attention of the provider in such a manner that the provider does not have a reasonable opportunity to record such details of the complaint as may be prescribed in relation to reportable complaints; and

**"upheld"** means that a complaint has been finalised wholly or partially in favour of the complainant and that -

- a) the complainant has explicitly accepted that the matter is fully resolved; or

b) it is reasonable for the provider to assume that the complainant has so accepted; and  
all undertakings made by the provider to resolve the complaint have been met or the complainant has explicitly indicated its satisfaction with any arrangements to ensure such undertakings will be met by the provider within a time acceptable to the complainant.



**Annexure C – COMPLAINTS RESOLUTION PROCESS**

Process Step	Step Details
<p><b>1. Lodge/Receive a Complaint</b></p>	<ul style="list-style-type: none"> <li>• The client is to submit the complaint to RETIREMENT WELLNESS SA CC <b>in writing</b> to the contact details that appear in the Complaints Management Framework.</li> </ul> <p>The complaint can be submitted by:</p> <ul style="list-style-type: none"> <li>○ Hand</li> <li>○ Email</li> </ul> <p>(If a complaint is submitted telephonically, RETIREMENT WELLNESS SA CC will send the client an email to request the relevant details regarding the complaint. The client needs to respond and provide the requested information in writing (e.g. hand, or email).</p> <ul style="list-style-type: none"> <li>• The client must submit sufficient detail of the complaint, this includes their: <ul style="list-style-type: none"> <li>○ Name and surname</li> <li>○ Policy number</li> <li>○ ID number</li> <li>○ Postal address</li> <li>○ Financial Advisor</li> <li>○ Product Supplier</li> <li>○ Product Type: Risk, Investment, Short term, Endowment, Employee Benefits, Disability, Medical Aid, Unit Trust, Wills etc.</li> <li>○ Complaint Category: Product features and charges; Information Disclosures; Advice; Product performance; Client Services; Access; Changes or Switches; Complaints Handling; Claims; or Other complaints.</li> <li>○ Brief detail of the complaint</li> </ul> </li> </ul>
<p><b>2. Acknowledge</b></p>	<p>RETIREMENT WELLNESS SA CC will:</p> <ul style="list-style-type: none"> <li>• Acknowledge all complaints within 24 hours of receipt.</li> <li>• Clearly and transparently communicate the availability and contact details of the relevant Ombud services to complainants (clients) at all relevant stages of the relationship with a client, including at the start of the relationship and in relevant periodic communications.</li> <li>• Ensure all communication with a complainant is in plain language.</li> <li>• Provide, wherever feasible, clients with a single point of contact for submitting complaints.</li> <li>• Promptly inform a complainant of the process to be followed in handling the complaint, including- <ul style="list-style-type: none"> <li>○ Contact details of the person or department that will be handling the complaint;</li> </ul> </li> </ul>



Process Step	Step Details
	<ul style="list-style-type: none"> <li>○ indicative and, where applicable, prescribed timelines for addressing the complaint;</li> <li>○ details of the internal complaints escalation and review process if the complainant is not satisfied with the outcome of a complaint;</li> <li>○ details of escalation of complaints to the office of a relevant Ombud and any applicable timeline; and</li> <li>○ details of the duties of the provider and rights of the complainant as set out in the rules applicable to the relevant Ombud</li> <li>● Follow up telephonic acknowledgments with a written response either by SMS or email.</li> <li>● Despatch a complaint reference number to the complainant on the acknowledgment of the complaint.</li> <li>● Disclose to the client: <ul style="list-style-type: none"> <li>○ the type of information required from a complainant;</li> <li>○ where, how, and to whom a complaint and related information must be submitted;</li> <li>○ expected turnaround times concerning complaints; and</li> <li>○ any other relevant responsibilities of a complainant.</li> </ul> </li> <li>● Despatch the details of the person allocated to the complaint to the complainant within 48 hours from receipt.</li> </ul>
<p><b>3. Allocate a Responsible person</b></p>	<p>RETIREMENT WELLNESS SA CC will ensure that:</p> <ul style="list-style-type: none"> <li>● The complaint is allocated and dealt with by a trained staff member.</li> <li>● The person responsible for the clients' complaint will furnish the client with his/her contact details and the reference number of the complaint (if applicable)</li> <li>● The Complaints Manager/Key Individual has oversight over the complaints allocated to various personnel</li> </ul> <p><b>[specify who will perform this function]</b></p>
<p><b>4. Classify</b></p>	<p>RETIREMENT WELLNESS SA CC will:</p> <ul style="list-style-type: none"> <li>● Ensure that all potential issues are captured and classified for escalation, review, and action, as required</li> <li>● Reduce any complaint, issue or negative client interaction to writing then log and classify for action</li> <li>● Where a third party is acting on behalf of a complainant, RETIREMENT WELLNESS SA CC will ensure that such third party delivers a certified or original consent or power of attorney to act on behalf of a complainant: <ul style="list-style-type: none"> <li>○ no further dealings will be pursued with such a third party until the proper authority is obtained, however</li> <li>○ the complaint will be taken up directly with the complainant on whose behalf the complaint is made</li> </ul> </li> </ul>

Process Step	Step Details
	<ul style="list-style-type: none"> <li>• Formally log all complaints using a relevant process / Complaints Register (whether manual or via computer database system)</li> </ul> <p><b>Risk</b></p> <p>All complaints will be prioritised as follows:</p> <p><u>Risk 1</u> - These are routine complaints with potentially low business impact.</p> <p>Routine complaints:</p> <ul style="list-style-type: none"> <li>• require a response to the client within 15 working days</li> <li>• have the potential of becoming serious or official complaints if disregarded or ignored by the FSP</li> <li>• require staff to review the complaint and its priority with the Complaints Manager/Key Individual before proceeding to the next step</li> <li>• requires the Complaints Manager/Key Individual to decide on the appropriate person(s) to carry out subsequent steps, including the investigation</li> </ul> <p><u>Risk 2</u> - These complaints are urgent and can have a serious business impact.</p> <p>Serious complaints:</p> <ul style="list-style-type: none"> <li>• require a response to the client within 5 - 10 working days</li> <li>• are logged on media platforms, received from Legal Advisors or immediately evidence contravention of legislation requirements such as failure to conduct a proper Needs Analysis</li> <li>• can cause reputational harm to a business and/or may cause financial loss to a client</li> <li>• need to be handled by the Complaints Manager/Key Individual or a suitable senior person delegated to the task by the Complaints Manager/Key Individual <b>[specify who will perform this function]</b></li> <li>• Complaints received from third parties and/or Legal Advisors will be responded to within 24 hours:             <ul style="list-style-type: none"> <li>○ acknowledge receipt of the complaint</li> <li>○ further requesting authority to act on the complainant's behalf such as a power of attorney or consent by the complainant to deal with the complaint on the complainant's behalf</li> </ul> </li> </ul> <p>No information will be divulged to a third party who does not have the proper authority to act on a complainant's behalf.</p>

Process Step	Step Details
	<p><u>Risk 3</u> - These are urgent official complaints received from Authorities e.g. FAIS Ombud.</p> <p>Urgent official complaints:</p> <ul style="list-style-type: none"> <li>• are handled by the Complaints Manager/Key Individual <b>[specify who will perform this function]</b></li> <li>• Alternatively, the investigation of the complaint may be delegated to a suitable senior person selected by the Complaints Manager/Key Individual</li> <li>• The required draft response and attachments will be collated by such senior person</li> <li>• The Complaints Manager/Key Individual is responsible for compiling the response to the Authority</li> <li>• The response to the Authority will be made within the stipulated turnaround time stated on the official correspondence</li> </ul>
<p><b>5. Categorisation</b></p>	<p><b>RETIREMENT WELLNESS SA CC will categorise reportable complaints as per the following minimum categories:</b></p> <ul style="list-style-type: none"> <li>• The design of a financial product, financial service, or related service, including the fees, premiums, or other charges related to that financial product or financial service;</li> <li>• Information provided to clients;</li> <li>• Advice;</li> <li>• Financial product or financial service performance;</li> <li>• Service to clients, including those relating to premium or investment contribution collection or lapsing of a financial product;</li> <li>• Complaints handling;</li> <li>• Insurance risk claims which include non-payment of claims; and</li> <li>• Other complaints which can be additional categories relevant to the FSPs chosen business model, financial products, financial services, and client base that will support the effectiveness of its Complaints Management Framework in managing conduct risks and effecting improved outcomes and processes for its clients</li> </ul> <p><b>Group the Complaints</b></p> <p>RETIREMENT WELLNESS SA CC will thereafter:</p> <ul style="list-style-type: none"> <li>• Categorise, record, and report on reportable complaints by identifying the category to which a complaint closely relates and group complaints accordingly.</li> <li>• Narrow down the categories to the impact on clients</li> <li>• Measure the impact of the complaint by further categorising it according to the following TCF Outcomes</li> </ul>

Process Step	Step Details
	<p><u>TCF Outcome 1</u> Includes complaints:</p> <ul style="list-style-type: none"> <li>• other complaints relating to management issues</li> </ul> <p><u>TCF Outcome 2</u> Includes complaints:</p> <ul style="list-style-type: none"> <li>• relating to the design of a product/service</li> <li>• relating to product features and charges that affect this TCF outcome</li> </ul> <p><u>TCF Outcome 3</u> Includes complaints:</p> <ul style="list-style-type: none"> <li>• relating to unsuitable or inaccurate, misleading, confusing, or unclear information provided to a client throughout the life cycle of a product</li> <li>• FSP to include the Conflict of Interest disclosures required by the FAIS General Code of Conduct (Code); Section 4 and 5 of the Code or any other disclosure requirements in terms of the Code or any other legislation in these disclosures</li> </ul> <p><u>TCF Outcome 4</u> Includes complaints:</p> <ul style="list-style-type: none"> <li>• relating to the advice given to a client by an Advisor which was misleading, inappropriate, and/or tainted with conflicts of interest which were not disclosed</li> <li>• concerning inappropriate advice given as a result of lack of knowledge, skill, or experience on the part of the Advisor of the product/service being rendered</li> <li>• regarding failure to conduct a Needs Analysis and to consider the clients' financial position, goals, or life stage</li> </ul> <p><u>TCF Outcome 5</u> Includes complaints:</p> <ul style="list-style-type: none"> <li>• about product performance and service-related issues</li> <li>• relating to a client's disappointment with limitations in a product/service performance of which they were unaware</li> <li>• relating to the inability of a product to meet a client's expectations</li> <li>• related to a Product Supplier's exercise of a right to terminate a product or amend its terms</li> </ul> <p><u>TCF Outcome 6</u> Includes complaints:</p> <ul style="list-style-type: none"> <li>• relating to product accessibility, changes or switches</li> <li>• relating to handling and complaints relating to claims</li> </ul>

Process Step	Step Details
<p><b>6. Investigate</b></p>	<p>RETIREMENT WELLNESS SA CC will:</p> <ul style="list-style-type: none"> <li>• Analyse the root cause of the complaint to enable the complaint to be appropriately dealt with and avoid, if possible, its re-occurrence</li> <li>• Identify and clarify internal and external key facts.</li> <li>• Escalate complaints relating to product features or services handled solely by a Product Supplier.</li> <li>• Whenever a complaint is escalated or reviewed ensure that: <ul style="list-style-type: none"> <li>○ A balanced approach is followed, bearing in mind the legitimate interests of all parties involved including the fair treatment of clients</li> <li>○ Internal escalation of complex or unusual complaints at the instance of the initial complaint handler is provided for;</li> <li>○ Clients may escalate complaints not resolved to their satisfaction</li> <li>○ the escalation is allocated to an impartial, senior functionary within the provider or appointed by the provider for managing the escalation or review process of the provider.</li> </ul> </li> <li>• Ensure that procedures within the complaints escalation and review process are not overly complicated or impose unduly burdensome paperwork or other administrative requirements on complainants (clients)</li> <li>• Document all areas of interaction and communication.</li> <li>• Ensure accurate, efficient, and secure recording of complaints and complaints-related information</li> <li>• In respect of each reportable complaint, keep a record of: <ul style="list-style-type: none"> <li>○ All relevant details of the complainant and the subject matter of the complaint</li> <li>○ Copies of all relevant evidence, correspondence, and decisions</li> <li>○ The complaint categorisation</li> <li>○ The progress and status of the complaint, including whether such progress is within or outside any set timelines</li> </ul> </li> <li>• Concerning reportable complaints categorised on an ongoing basis record the number of complaints: <ul style="list-style-type: none"> <li>○ Received,</li> <li>○ Upheld,</li> <li>○ Rejected and their reasoning,</li> <li>○ Escalated by complainants (clients) to the internal complaints escalation process,</li> <li>○ Referred to an Ombud and their outcomes;</li> <li>○ and amounts of Compensation payments made,</li> <li>○ and amounts of goodwill payments made,</li> </ul> </li> </ul>

Process Step	Step Details
	<ul style="list-style-type: none"> <li>○ the total number of complaints outstanding.</li> <li>• Ensure complaints information recorded is scrutinised and analysed on an ongoing basis and utilised to manage conduct risks and effect improved outcomes and processes for clients, and to prevent recurrences of poor outcomes and errors</li> <li>• Obtain consent from the complainant to ensure that no personal information is divulged or processed without the complainant's knowledge or consent.</li> <li>• Keep the complainant appropriately updated on the progress of the investigation.</li> </ul>
<b>7. Resolve and Confirm</b>	<p>RETIREMENT WELLNESS SA CC will:</p> <ul style="list-style-type: none"> <li>• Ensure that the proposed resolution meets the Treating Customers Fairly Outcomes, does not prejudice RETIREMENT WELLNESS SA CC or complainant, and does not involve any unnecessary legal or financial implications.</li> <li>• Document and assess the proposed action agreed upon with the Complaints Manager and/or affected Key Individual and Representative.</li> <li>• Discuss and review the signed off resolution with the complainant to ensure fairness and clarity and to further ensure that the resolution deals with the root cause of the complaint.</li> <li>• Include recognition and documentation of any underlying issues that have contributed to the complaint and recommendations for actions to prevent the further occurrence in the review.</li> </ul>
<b>8. Respond to Client</b>	<p>RETIREMENT WELLNESS SA CC will:</p> <ul style="list-style-type: none"> <li>• Ensure the complaint process is accessible through channels that are appropriate to the FSP's clients</li> <li>• Ensure there are no charges for making use of the complaint process</li> <li>• Ensure communication is in plain language</li> <li>• Clearly explain the details of the findings and proposed resolution to the client - within the agreed timeframes.</li> <li>• Where a complaint is upheld, if there has been any commitment by RETIREMENT WELLNESS SA CC to make a compensation payment, goodwill payment, or to take any other action ensure it is carried out without undue delay and within the agreed timeframes</li> <li>• Where a complaint is rejected, the complainant must be provided with clear and adequate reasons for the decision and must be informed of any applicable escalation or review processes, including how to use them and any relevant time limits.</li> <li>• Send a written acknowledgment of the complaint to the complainant, with contact details of the FAIS Ombud, if</li> </ul>

Process Step	Step Details
	<p>the complaint cannot be addressed within three weeks and a single point of contact for submitting complaints.</p> <p>If within six weeks of receipt of a complaint RETIREMENT WELLNESS SA CC has been unable to resolve the complaint to the satisfaction of a complainant, the complainant may:</p> <ul style="list-style-type: none"> <li>• refer the complaint to the Office of the FAIS Ombud if he/she wishes to pursue the matter; and</li> <li>• the complainant must do so within six months of receipt of such notification.</li> <li>• Appropriate processes for engagement with the Ombud</li> </ul>
<p><b>9. Follow up and review</b></p>	<p>RETIREMENT WELLNESS SA CC will:</p> <ul style="list-style-type: none"> <li>• Diarise complaints to ensure it remains within the appropriate turnaround times.</li> <li>• Keep complainant appropriately informed of the progress of their complaint,</li> <li>• Keep complainant appropriately informed of causes of any delay in the finalisation of a complaint and revised timelines, should a complaint exceed the turnaround time due to unforeseen and reasonable circumstances.</li> <li>• Keep complainant appropriately informed throughout the complaints process of the resolution being sought.</li> <li>• Conduct a follow-up on the resolution of the complaint, to ascertain whether the client was satisfied with the complaints-handling process and the resolution sought and whether the resolution was proper and fair.</li> <li>• Action any negative responses in the review of complaints.</li> </ul>
<p><b>10. Quality Assurance and Close</b></p>	<p>RETIREMENT WELLNESS SA CC will:</p> <ul style="list-style-type: none"> <li>• Ensure the Board of Directors/Governing Body/Complaints Manager/Key Individual ensures that all employees of the business have access to the Complaints Management Framework.</li> <li>• Ensure the Board of Directors/Governing Body/Complaints Manager/Key Individual approves and oversees the effectiveness of the implementation of the Complaints Management Framework.</li> <li>• Ensure the responsible person, making a decision or recommendation is adequately trained, has an appropriate mix of experience, knowledge, and skills in complaints handling, fair treatment of customers, subject matter concerned, relevant legal and regulatory matters also not subject to conflict of interest and be adequately empowered to make impartial decisions or recommendations.</li> <li>• Ensure clients will be made aware of the Complaints Management Framework and will have access to the manual upon request.</li> </ul>

Process Step	Step Details
	<ul style="list-style-type: none"><li>• All complaints will be reviewed <b>monthly</b> and will be used as TCF Management Information to improve overall TCF outcomes.</li><li>• Action all complaints to prevent re-occurrence of poor outcomes and errors, where feasible.</li><li>• Ensure complaints are scrutinised and analysed on an ongoing basis</li><li>• Ensure complaints are utilised to manage conduct risks</li><li>• Ensure complaints effect improved outcomes and processes for its clients</li><li>• Update the Complaints Register.</li><li>• Ensure compliance with any prescribed requirements for reporting complaints information to any relevant designated authority or the public as may be required by the Registrar.</li><li>• Close the matter.</li></ul>



## Annexure D – ACKNOWLEDGEMENT LETTER

### Explanatory note:

The General Code of Conduct requires that an FSP must promptly acknowledge receipt of a complaint in writing with particulars of the staff involved in the resolution of the complaint.

This template letter should be pasted onto a letterhead with full details of the FSP. Keep a record or proof that the letter has been sent. The style and format may be changed according to the FSP's own style and individual requirements.

Dear Mr / Mrs **[Name of Customer]**

We acknowledge receipt of your written complaint, received by us on **[date]**.

We will investigate the matter and attempt to resolve the complaint within a period of **[timeframe]**. If we are unable to resolve the complaint within this time, we will notify you of the reasons for the delay.

The staff member who will be dealing with your complaint is **[staff member's name]**. **[He/She]** may be contacted at the details that appear above.

While we regret that you have cause for concern regarding our financial services rendered, be assured that we will investigate and attempt to resolve your complaint in a timely and fair manner.

Thank you for bringing this to our attention, and for your patience while we investigate this matter.

A copy of our Complaints Resolution Manual is available from our offices, upon request.

Yours faithfully

**RETIREMENT WELLNESS SA CC**

## Annexure E – LETTER WHERE OUTCOME IS NOT IN FAVOUR OF CUSTOMER

### Explanatory note:

The General Code of Conduct requires that where the complaint cannot be resolved in favour of the customer, the customer must be informed in writing of the full reasons for not resolving the complaint. The customer must be informed that he/she may refer the matter to the FAIS Ombud within 6 months of this notification. This template letter may be used for this purpose and should be pasted onto a letterhead with the date. Insert full details of the reasons why the complaint could not be settled as this letter will be considered by the Ombud if the matter is referred to him.

Dear Mr / Mrs **[Name of Customer]**

We refer to your written complaint that was received by us on **[date]**.

Thank you for your patience whilst we conducted a thorough investigation into the matter.

We unfortunately regret to advise that we were unable to resolve the complaint in your favour. Our decision is based on the following reason(s):

- 1.
- 2.
- 3.

Should you wish to pursue the matter further with us, the details of our internal complaints escalation and review process is as follows **[include the relevant timeframes and staff member to contact]**:

.....  
.....

Alternatively, should you wish to pursue the matter further; you may refer the complaint to the FAIS Ombud. This should be done within six months of receipt of this letter.

### The office of the FAIS Ombud may be contacted at:

Postal Address	FAIS Ombud P.O. Box 74571 Lynwood Ridge 0040
Telephone	012 762 5000 / 0860 663 247
E-mail	info@faisombud.co.za
Website	www.faisombud.co.za

Further steps available to you include seeking legal advice from an Attorney or you may refer the matter to arbitration.

Yours faithfully

**RETIREMENT WELLNESS SA CC**

## **Annexure F – LETTER WHERE OUTCOME IS IN FAVOUR OF CUSTOMER**

### **Explanatory note:**

The General Code of Conduct requires that where the complaint is resolved in favour of the customer, RETIREMENT WELLNESS SA CC must ensure that a full and appropriate redress is offered to the customer without any further delay.

This template letter may be used for this purpose and should be pasted onto a letterhead with the date. Insert full details of the settlement offer including the amount payable, whether any costs will be covered and the manner in which the amount will be settled.

It is suggested that if the offer is acceptable to the customer, he or she acknowledges in writing that the complaint has been resolved to his or her satisfaction.

Dear Mr / Mrs **[Name of Customer]**

We refer to your written complaint which was received by us on [date].

Thank you for your patience whilst we conducted a thorough investigation into the matter.

It gives us pleasure to advise that the complaint has been resolved in your favour. The decision is based on the following reasons:

- 1.
- 2.
- 3.

We would like to offer you the following redress:

- 1.
- 2.
- 3.

Kindly advise whether this is acceptable to you, so that we can confirm our agreement in writing.

Once again, our sincere apologies for the cause which led to this complaint. We hope that we can still be of service to you in the future.

Yours faithfully

**RETIREMENT WELLNESS SA CC**

## Annexure G – IMPORTANT CONTACT DETAILS

### FAIS Ombud

Postal Address      FAIS Ombud  
                             P.O. Box 74571  
                             Lynwood Ridge  
                             0040

Telephone            012 762 5000 / 0860 663 247

E-mail                info@faisombud.co.za

Website              www.faisombud.co.za

### Long Term Insurance Ombudsman

Postal Address      The Ombudsman for Long Term Insurance  
                             Private Bag X 45  
                             Claremont  
                             Cape Town  
                             7735

Telephone            021 657 5000 / 0860 103 236

Facsimile            021 674 0951

E-mail                info@ombud.co.za

Website              www.ombud.co.za

### Short Term Insurance Ombudsman

Postal Address      The Ombudsman for Short Term Insurance  
                             P.O. Box 32334  
                             Braamfontein  
                             2017

Telephone            011 726 8900 / 0860 726 890

Facsimile            011 726 5501

E-mail                info@osti.co.za

Website              www.osti.co.za

### Pension Fund Adjudicator (PFA)

Postal Address      Pension Fund Adjudicator  
                             P.O. Box 580  
                             Menlyn  
                             0063

Telephone            012 346 1738 / 012 748 4000

Facsimile            086 693 7472

E-mail                enquiries@pfa.org.za

Website              [www.pfa.org.za](http://www.pfa.org.za)

**Ombudsman for Banking Services / Banking Adjudicator**

Address                    The Ombudsman for Banking Services  
                                 34-36 Fricker Road, Ground Floor,  
                                 34 Fricker Road, Illovo  
                                 Johannesburg

Telephone                011 712 1800 / 0860 800 900

E-mail                     info@obssa.co.za

Website                  www.obssa.co.za