

Competent Boards, Trusted Systems: Building Africa's Pension Future

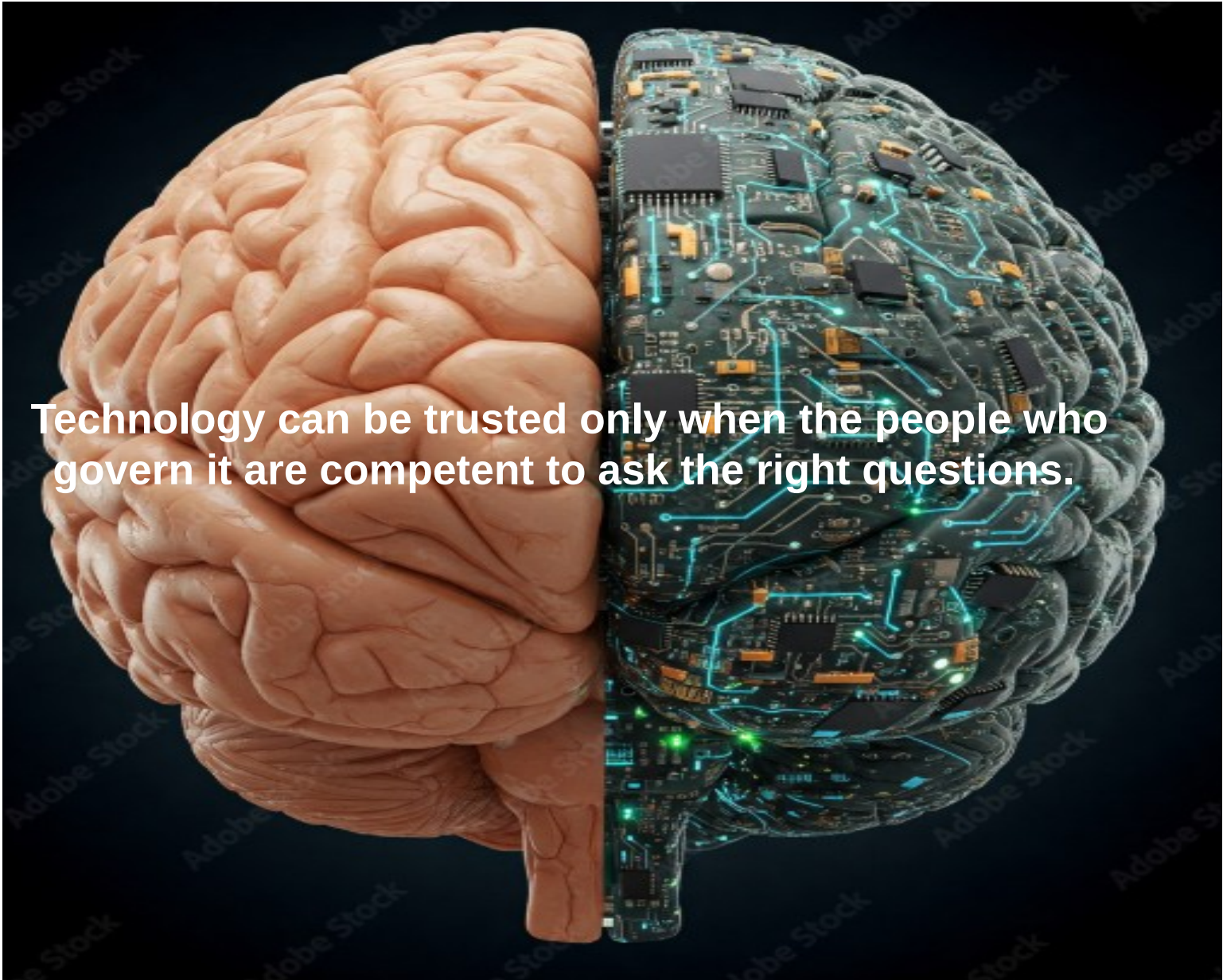
Presenter: Nhlanhla Siboto

5th Annual Africa Pension Technology & Digital Innovation
Conference

2026

Nhlanhla Siboto Fun Facts





Technology can be trusted only when the people who govern it are competent to ask the right questions.

Shift of Technology from “IT issue” to Board Level Fiduciary Responsibility

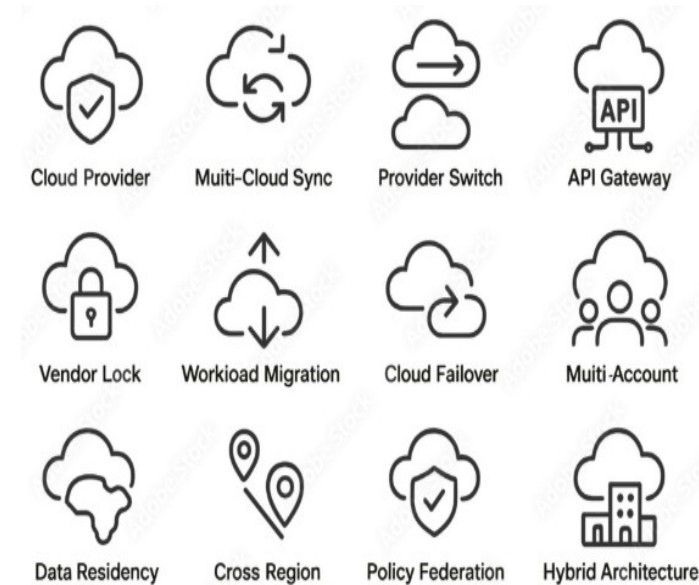
SCENARIO 1:

AI Decisioning for Member Outcomes



SCENARIO 2:

Vendor Cloud Migrations and Data Residency



Presentation Overview:

- South African Retirement Fund Snapshot
- Introducing Batseta and Key Objectives
- Batseta's Place in the Retirement Fund Ecosystem
- Batseta's Dual Mandate
- Batseta's Value Proposition to Members
- Capacitation Model
- Designation and CPD
- Pan African Certification Blue Print

A photograph of two hands reaching towards each other in a field of tall grass under a clear blue sky. The hands are positioned in the center-right of the frame, with fingers slightly curled as if about to clasp. The background is a vast field of golden-brown grass, and the sky is a deep, clear blue. The lighting suggests a bright, sunny day.

South African Retirement Snapshot

South African Retirement Fund Industry Snapshot (FSCA Data):

Metric	Latest FSCA Figures	Notes
Assets Under Management (AUM)	Over R5 trillion	Aggregate assets of retirement funds supervised by FSCA.
Number of Active Retirement Funds	~1,300 registered funds	Includes pension, provident, retirement annuity, and preservation funds.
Membership	Over 16 million members	Covers active, deferred, pensioners, and beneficiaries.
Number of Trustees	Estimated 30,000+ trustees	Each fund must have a board with member-elected and employer-appointed trustees.
Number of Principal Officers	~1,200–1,300 principal officers	Each registered fund must appoint a principal officer responsible for compliance.

A photograph of two hands, one from a darker-skinned person and one from a lighter-skinned person, reaching towards each other in a field of tall, golden grass under a clear blue sky. The hands are positioned as if about to clasp or support each other. The text 'Introduction of Batseta and Key Objectives' is overlaid on the left side of the image in a white, sans-serif font.

Introduction of Batseta and Key Objectives

Introduction to Batseta and Key Objectives:

Batseta Introduction:

- Batseta is a Professional Body (non-profit organization) dedicated to the interests of Principal Officers, Trustees, and Fund Fiduciaries within the retirement industry. Batseta serves as an Advisory Council, providing support and guidance to ensure the effective management and governance of retirement funds in South Africa.
- Batseta is a Membership based organisations:
 - Retirement Funds (60% of the Top 100 Funds)
 - Individuals

Key Objectives:

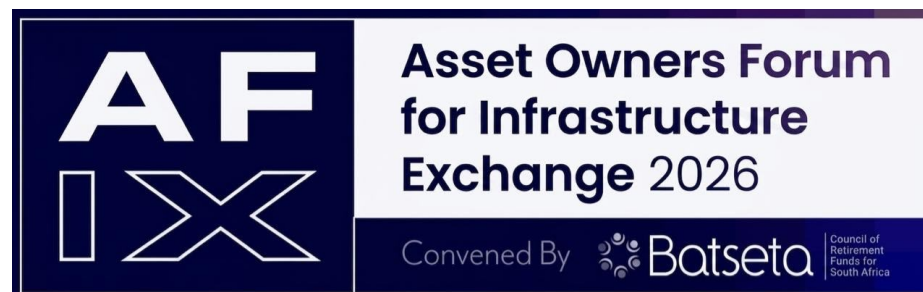
- Advise and Support: Offering expert advice to Trustees and Principal Officers.
- Education and Training: Providing professional development opportunities for industry professionals
- Regulatory Compliance: Ensuring adherence to industry standards and regulations
- Promoting Best Practices: Encouraging transparency, accountability, and sustainability in retirement fund management



ASSET OWNERS FORUM South Africa

Convened by Batseta

Asset Owners Forum South Africa (AOFSA) provides a unified platform for institutional investors to collaborate on responsible investment and policy alignment. “The Asset Owners Forum South Africa (AOFSA) is a collective of retirement funds (14 Funds) that pool their resources to invest in infrastructure projects, aiming to help close South Africa’s infrastructure gap and stimulate sustainable economic growth.”



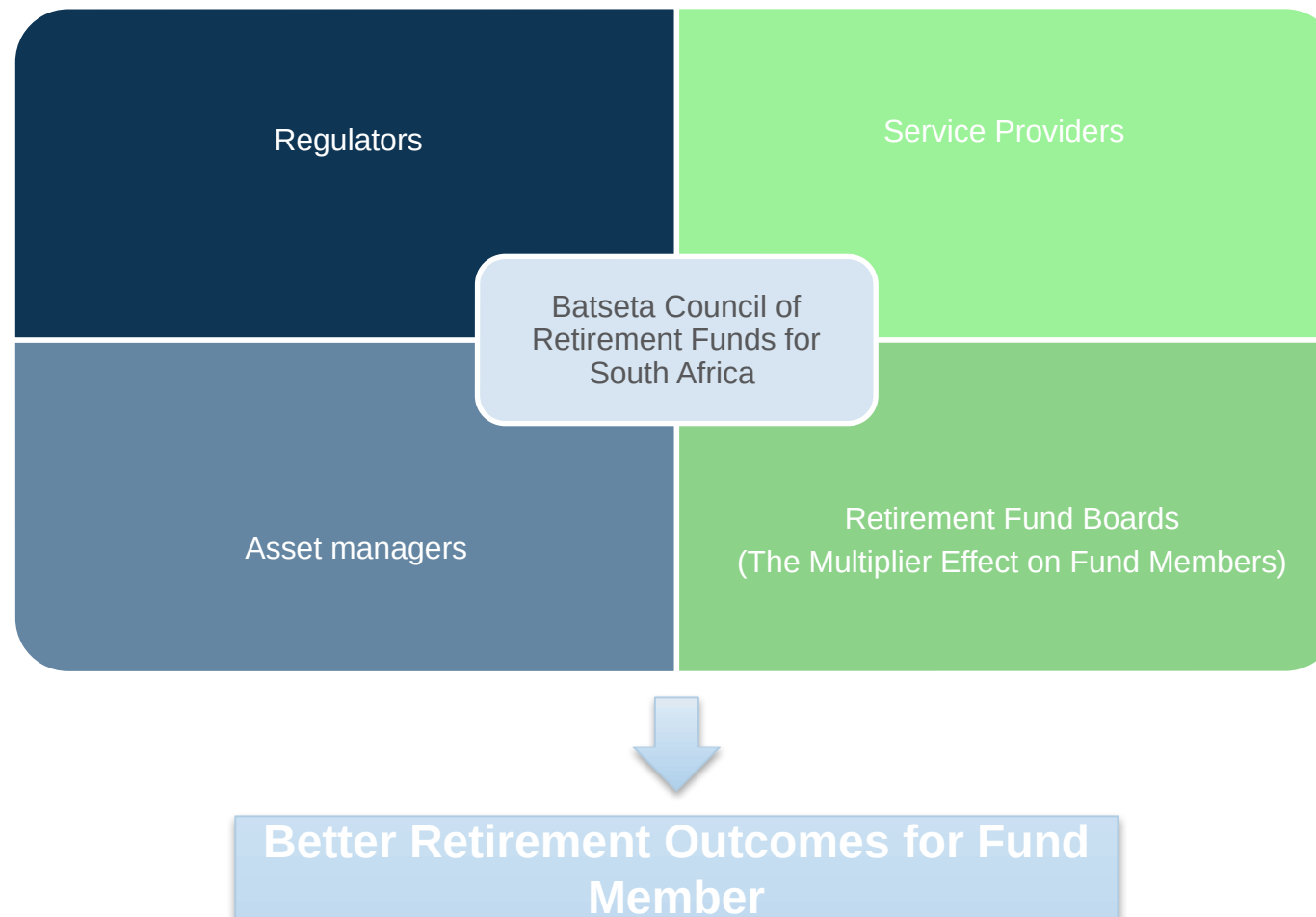
The African Financial Infrastructure and Investment Exchange (AFIX) mobilises pension capital for continental development through trusted, transparent mechanisms, with **Batseta serving as the Secretariat** to coordinate governance, stakeholder engagement, and knowledge exchange. More than 10 countries across Africa have already committed to the AFIX initiative, and the number of participating nations continues to grow



Batseta's Place in the Retirement Fund Ecosystem

Batseta's Dual Mandate

Batseta's Place in the South African Retirement Fund Ecosystem:

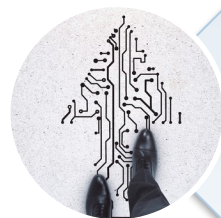


Batseta's Dual Mandate: Professional Body & AQP



Assessment Quality Partner:

- Monitoring Implementation of Qualifications
- Co-ordinating EISA Exams of National Exams
- Facilitating the Full Assessment Process
- Maintaining Compliance Standards
- Certification



Professional Body:

- Designation
- Continuous Professional Development
- Professional Training



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Batseta's Value Proposition to Members

Batseta's Value Proposition:

Professional Status and Credibility:



Industry Recognition
Trust and Credibility
Professional Identity

Career Development and Recognition



CPD and Skills Growth
Networking Opportunities
Ongoing Learning

Education Training and Knowledge



Qualifications
Legal and Regulatory
Trustee and Principal Officer

Are you Recognised? Are you Developing? Are you Equipped?

A photograph of two hands reaching towards each other in a field of tall grass under a clear blue sky. The hands are positioned as if they are about to clasp or are in the process of clapping. The lighting is warm, suggesting late afternoon or early morning. The background is a soft-focus field of golden-brown grass.

Batseta's Capacitation Model

Batseta's Capacitation Model

Board Assessment: Defining Board Capacitation Requirements

1 · Induction

Key Activities

- Complete FSCA Trustee Training Toolkit (TTK)
- Attend Batseta or ASISA induction workshops

Outcomes

- Basic legal, governance, and benefits understanding; regulatory compliance
- Familiarity with trustee roles and fiduciary duties

2 · Foundational Skills

Key Activities

- Learn investment basics, Regulation 28, and fund governance
- Understand member communication and benefit rules

Outcomes

- Ability to interpret investment reports and oversee compliance
- Improved trustee confidence and decision-making

3 · Professionalisation

Key Activities

- Pursue professional designation for principal officer and trustees
- Engage with mentorship or trustee peer networks / Alumni
- Occupational Qualification (SDP's RPL)

Outcomes

- Formal recognition of skills; deeper technical expertise
- Support system and knowledge sharing NQF recognised qualifications
- NQF 5 and NQF 7

4 · Continuous Learning

Key Activities

- Attend CPD accredited programmes
- Participate in annual refresher courses

Outcomes

- Stay updated on evolving regulations and trends 30 hours per annum
- Maintain competence and compliance

5 · Strategic Leadership

Key Activities

- Develop skills in risk management, ethics, and strategic oversight

Outcomes

- Lead fund strategy with confidence; proactive governance



Milestone 1



Milestone 2



Milestone 3



Milestone 4



Milestone 5

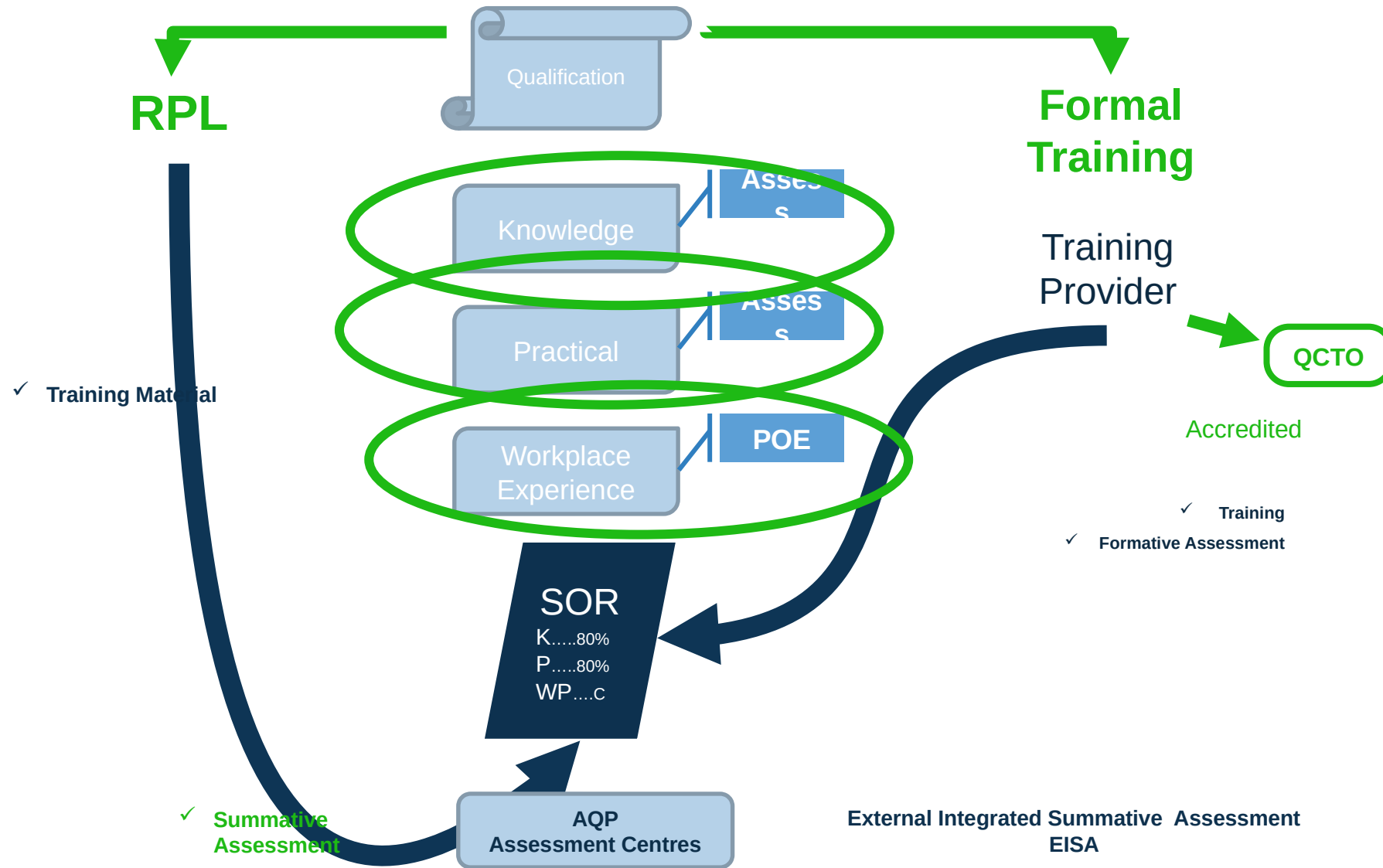


Retirement Fund Occupational Qualifications:

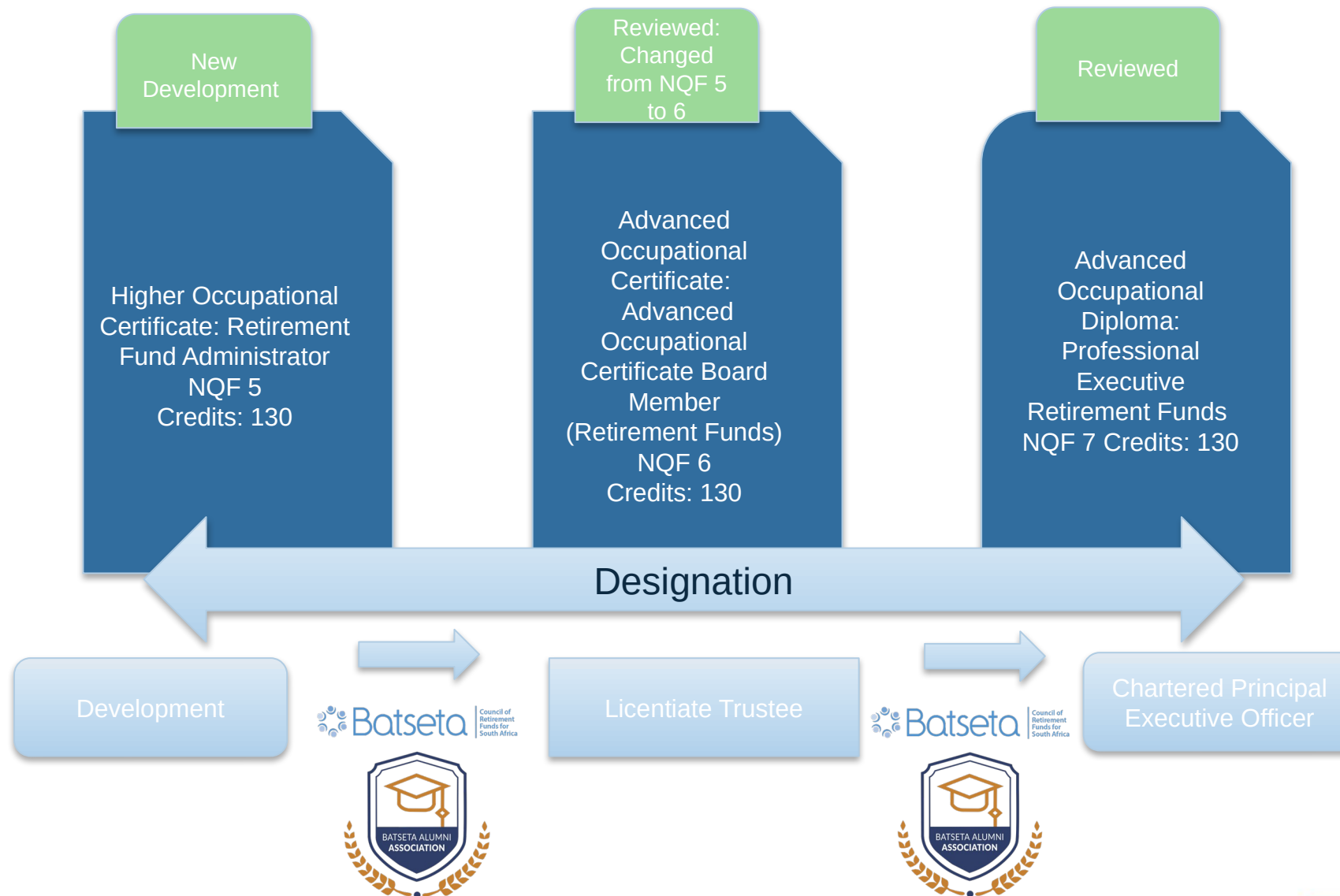
The Batseta Council of Retirement Funds offers a Recognition of Prior Learning (RPL) programme. This programme allows individuals to gain formal qualifications based on their existing knowledge and experience in the retirement fund industry.

Occupational Certificate: Professional Principal Executive Officer	Occupational Certificate: Professional Principal Executive Officer (Retirement Fund Trustees)
SAQA ID: 93602	SAQA ID: 99574
NQF Level: Level 07	NQF Level: Level 05
Credits: 150	Credits: 120
Qualification Scope: Regulatory framework for retirement funds, internal implementation & monitoring of regulation, operational & finance structure, fund governance & strategic leadership.	Qualification Scope: Retirement fund governance, legal requirements, operation of retirement funds, governance of fund assets, financial management, and risk management
Structure: The programme includes Knowledge Component (50 Credits), Practical Applied Skills Component (36 Credits), Experience Component (64 Credits)	Structure: The programme includes knowledge (48 credits), practical skills (48 credits), and experience (24 credits)
EISA Exam: Conducted twice in a year	EISA Exam: Conducted three times in a year

Routes to the Qualification



Qualification as a Pathway to Designation:



Designation Systems:

What is the Privy Seal?

- The Privy Seal is a secure digital authentication tool designed to protect sensitive information and enhance trust
- Verified identity protection for designated members.
- Assurance that all communications and records are authentic and tamper-proof.
- Alignment with compliance frameworks that underpin SAQA registration and designation processes.

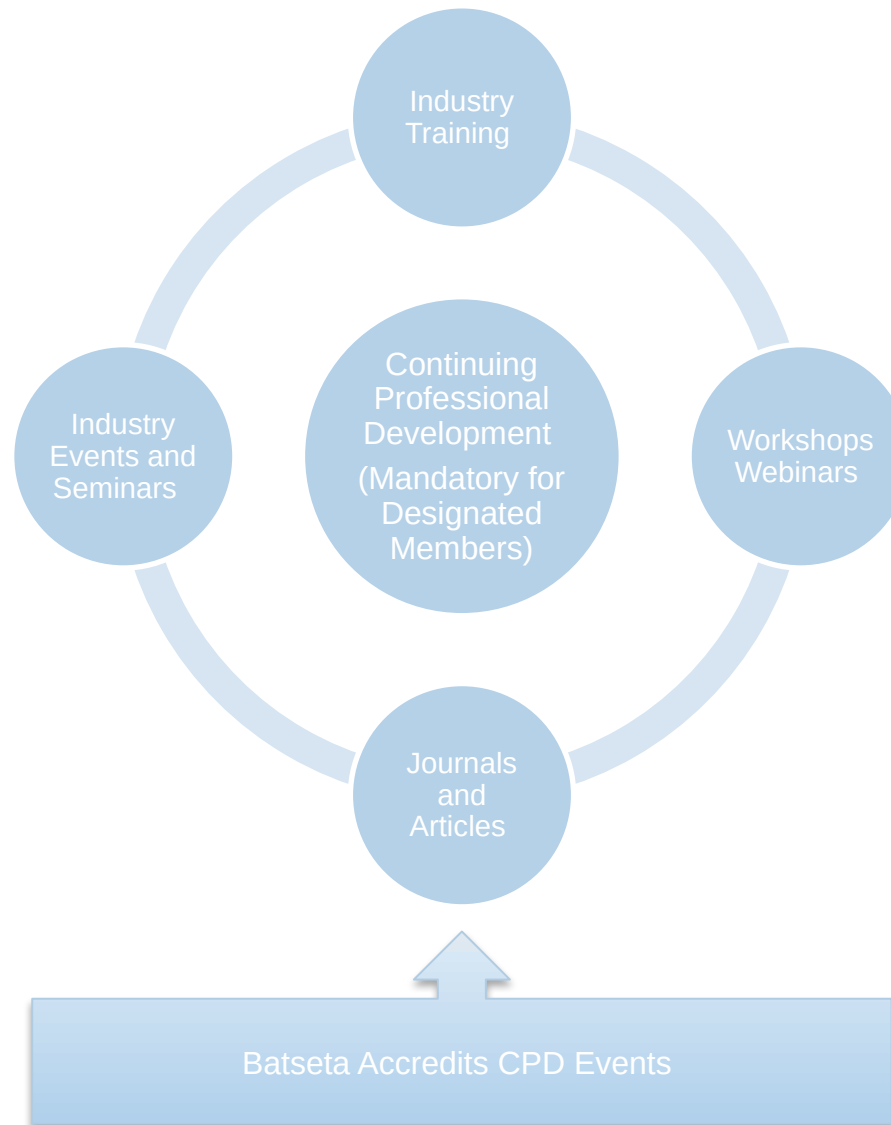
Why Privy Seal?

- The Privy Seal strengthens the credibility of your designation by:
- Ensuring that your professional status is digitally validated.
- Supporting compliance with SAQA's requirements for designation recognition and renewal.
- Enhancing transparency and trust in the designation framework, thereby protecting both members and the broader retirement fund sector.

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Continuing Professional Development

Continuing Professional Development:



CPD Systems:

What is Batseta DigiHUB?

- Batseta's central online platform for Continuous Professional Development (CPD).
- A secure, interactive space where members record, track, and manage their learning.
- Integrates webinars, qualifications, and CPD certificates in one accessible system.
- Designed to align with Batseta's Professional Body and AQP functions.

Why Batseta DigiHUB?

- Efficiency: Simplifies CPD administration and reporting.
- Transparency: Ensures compliance with regulatory and ethical standards.
- Accessibility: Provides real-time access to accredited learning and updates.
- Engagement: Connects members to Batseta's educational ecosystem.
- Innovation: Strengthens Batseta's digital footprint and sector leadership.

Summary of Batseta Capacitation:

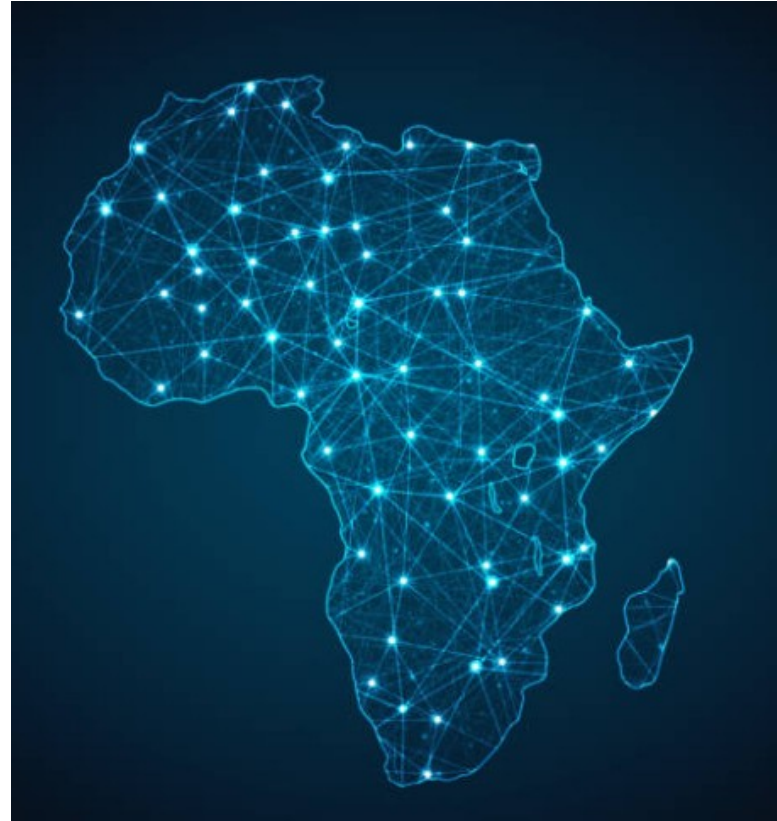


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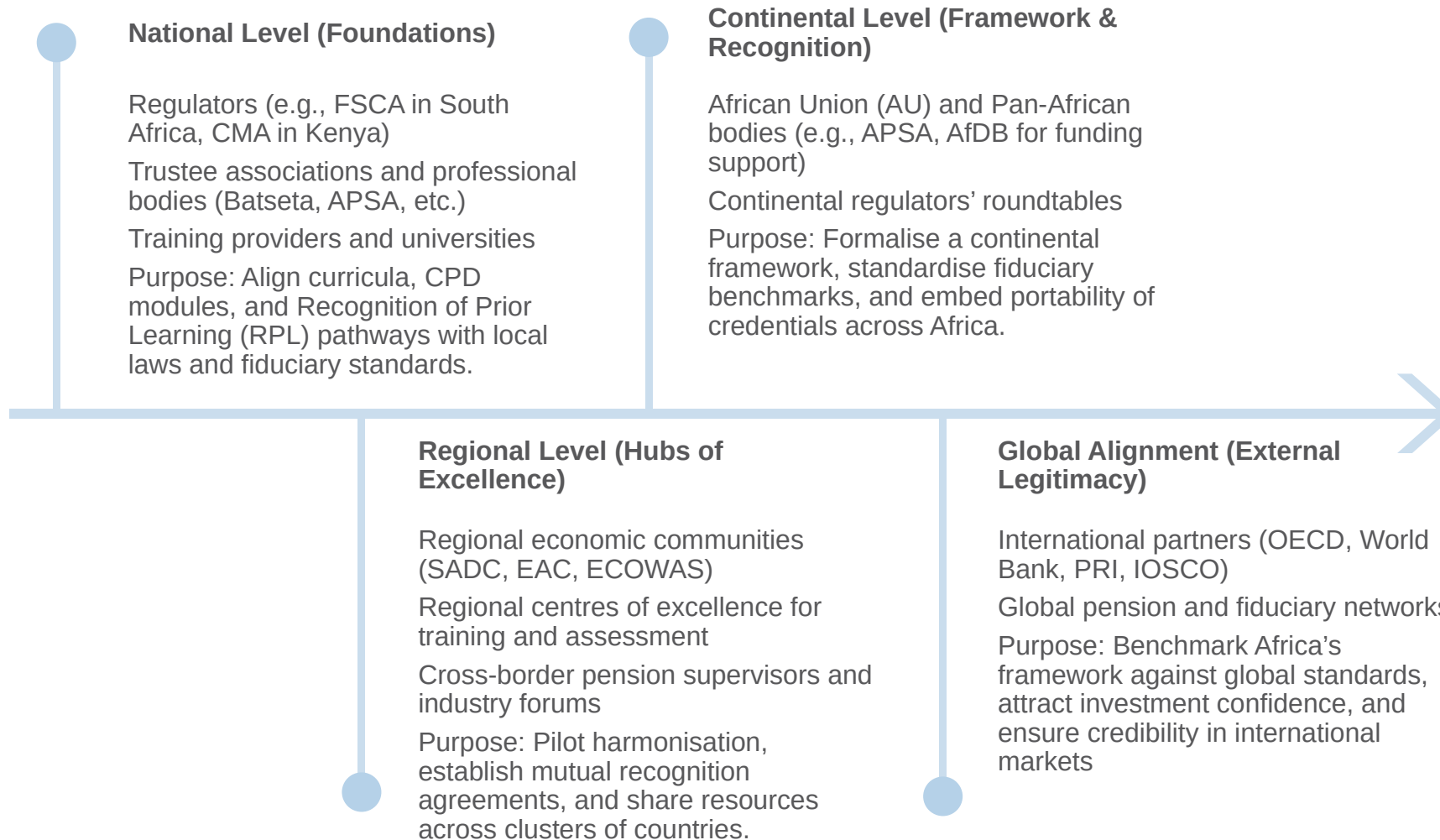
A Pan - African Certification Blue Print

Pan-African Certification Blueprint

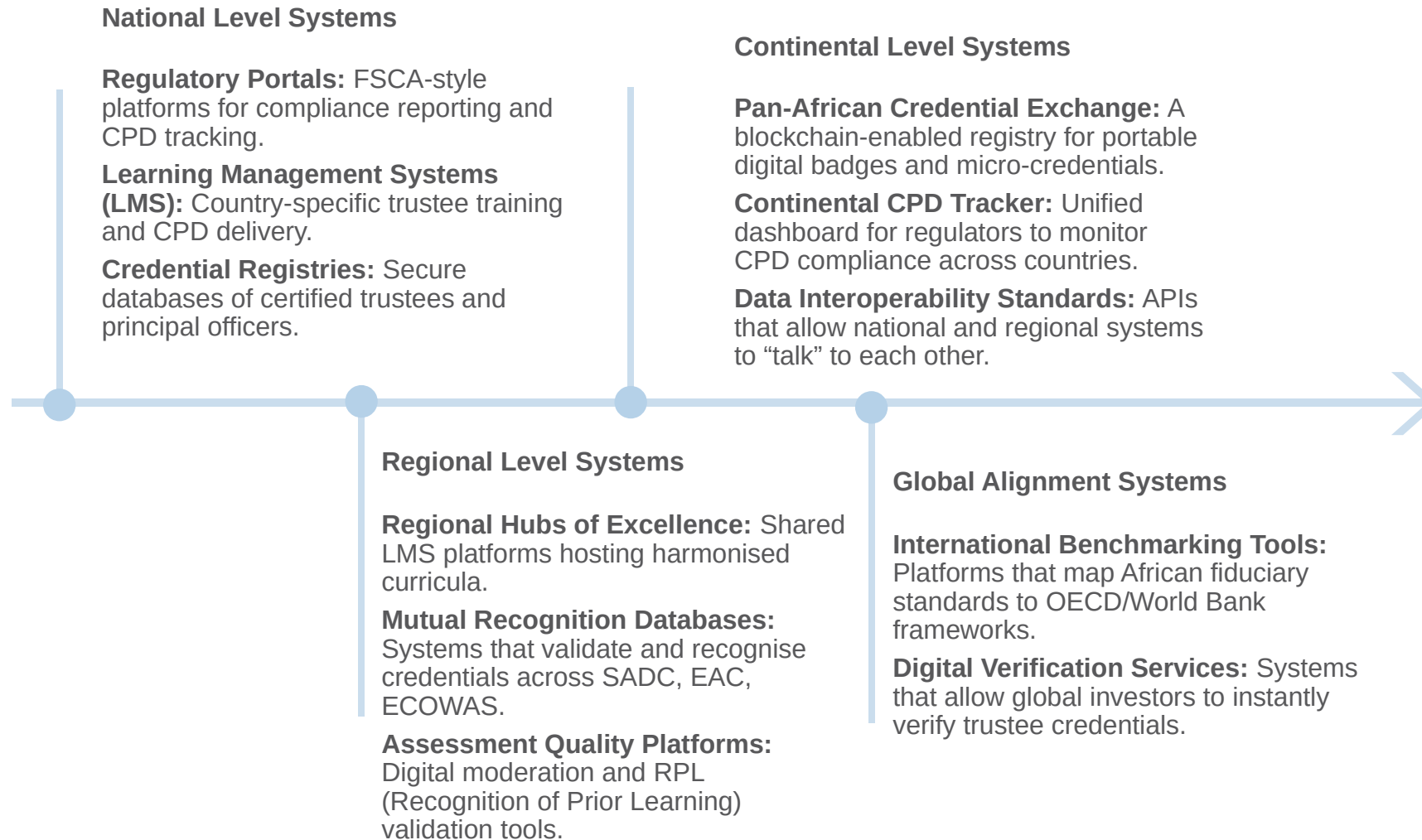
- Harmonised Curriculum
- Modular CPD
- Mutual Recognition
- RPL pathways
- Regional Centres of Excellence
- Digital Badges for Micro-Credentials.



Tiers of Conversation for Implementation:



Digital Systems for Implementation:



Thank You