

Employee Benefits Ex-Patriate Employees

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Legislation

- ◆ Exchange Control
- ◆ Income Tax
 - ◆ Source and Residence Tax
 - ◆ Section 9 (1) (g)
 - ◆ Section 10 (1) (gc)
- ◆ Double Tax Agreements
 - ◆ US DTA
 - ◆ UK DTA

Categories of Employees

- SA Resident
 - ◆ Temporarily in Foreign Country
 - ◆ Emigrates
- Non-Resident
 - ◆ Temporarily in SA
 - ◆ Immigrates

SA Resident Temporarily in Foreign Country

- ◆ Travel Allowance

- ◆ Investment Allowance
- ◆ Foreign Bank Account
- ◆ Legacies
- ◆ Retirement Funds

SA Resident Temporarily in Foreign Country (Cont)

- Retirement Funds
 - ◆ 3 categories of SA employee
 - ◆ Category 1: Employed SA/Paid SA
 - Fund membership outside CMA
 - Building up Capital

SA Resident Temporarily in Foreign Country (Cont)

- Retirement Funds
 - ◆ Category 2: Employed outside SA/Paid SA
 - Fund Membership
 - Employee Contributions
 - Employer Contributions

SA Resident Temporarily in Foreign Country (Cont)

- Retirement Funds
 - ◆ Category 3
 - ◆ Employed outside SA/Paid outside SA
 - Fund Membership
 - Employee Contributions
 - Employer Contributions
 - Repatriation

SA Resident (Summary)

- SA Resident
 - ◆ Temporarily in Foreign Country

- Employed SA/Paid SA
- Employed outside CMA/Paid SA
- Employed outside CMA/Paid outside SA
- ◆ Emigrant

SA Resident Emigration

- ◆ Allowance
- ◆ Investment
- ◆ Legacies
- ◆ Retirement Funds

SA Resident Emigration (Cont)

- Retirement Funds
 - ◆ Pension and Provident Funds
 - Foreign Fund
 - Local Fund
 - Contributions
 - Retirement
 - Death

SA Resident Emigration(Cont)

- Retirement Funds
 - ◆ Retirement Annuity Funds
 - Contributions
 - Retirement
 - lump sum
 - annuity
 - 5 year rule
 - registered fund exception
 - Death

Retirement Fund Transfers

- From SA to country outside CMA
- From country outside CMA to SA
 - ◆ Exchange Control
 - ◆ Income Tax

Immigration and Temporary Residents

- Immigrants
 - Former SA Residents
 - Resident in SA </> 5 years
- Temporary Residents

Immigration and Temporary Residents Non-Resident