

GEPF BOARD OF TRUSTEES ELECTION 2026

Nomination Rules and Procedures

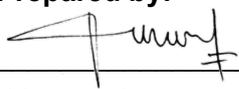
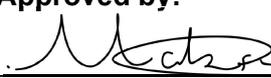
Document Control Information

Document Owner:	KDBS Consulting
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Version:	2.0
Date:	26 January 2026
Status:	For PSC Approval

VERSION CONTROL

Version	Date	Author	Changes
1.0	26 January 2026	Thobile Thomas	Initial draft for PSC approval
2.0	12 February 2026	Thobile Thomas	Changed constituency to membership category. Add Presiding Officer Replaced Internal Audit with GEPF Updated the candidate eligibility criteria

DOCUMENT APPROVAL

Prepared by:  _____	Date: 17 February 2026 _____
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Approved by:  _____	Date: 17 February 2026 _____
Musa Mabesa Presiding Officer GEPF Board of Trustees Election 2026	

1. LEGAL AND REGULATORY FRAMEWORK

These Election Procedures are drafted in accordance with and subject to:

- a. Government Employees Pension Law (GEP Law), 1996
- b. Government Employees Pension Fund Rules
- c. GEPF Fund Governance Charter (Section 52)
- d. GEPF Election Policy (Effective Date: 1 April 2025)
- e. Protection of Personal Information Act (POPIA), 2013

Reference: GEPF Election Policy, Section 6 (Eligibility Requirements) and Section 9 (Roles and Responsibilities)

PART A: NOMINATION PROCEDURES

2. ELIGIBILITY TO NOMINATE AND BE NOMINATED

2.1 Eligible Constituencies

Elections will be conducted for the following positions:

- a. One (1) Pensioner Member Trustee and one (1) Pensioner Member Substitute Trustee
- b. One (1) Forces Member Trustee representing SANDF and SSA and one (1) Forces Member Substitute Trustee

2.2 Disqualification Criteria

In accordance with GEP Law (4.4.1), GEPF Election Policy Section 6.1, a person is NOT eligible for nomination if they:

- a. a person who has been or is found guilty of fraud, theft, forgery or producing a forged document, perjury, any offence involving dishonesty, any offence in connection with any company or public office or with the promotion, formation or management of a company or any other criminal offence by a court of law or properly constituted inquiry;
- b. a person who has been or is declared insolvent, sequestrated or placed under curatorship and has not been rehabilitated;
- c. a person who has been or is declared unfit to hold office as a public official, director of companies or any other position of trust due to mental incapacity or any other reason;
- d. a person who becomes physically unfit and due to such unfitness, he or she is not, in the opinion of the Board in consultation with the necessary experts, capable of properly performing his or her duties should they be so elected;
- e. a person who is declared to be mentally unfit by a competent court, or is so declared incapable to handle his/her own affairs, or if he/she is detained in terms of any act as a patient in an institution, or if he/she is detained as a state patient in terms of the Mental Health Act 17 of 2002;
- f. a person who has been or is dismissed from the service of any employer or removed from any office on account of misconduct relating to dishonesty and/or incapacity;
- g. a person who is disqualified from being a director in terms of legislation;
- h. a person who has previously been removed from office or debarred by any regulatory body; and
- i. a minor or person who is legally incapable.

3. NOMINATION PROCEDURE

3.1 Nomination Procedures Overview

The GEPF election is conducted using a self-nomination system supported by a Proposer and a Secunder. An eligible voter may nominate themselves as a candidate, provided that they obtain support from two other eligible voters who belong to the same membership category as the nominee.

Each eligible voter is issued with a unique six-character alphanumeric Nomination PIN. To submit a valid nomination, a prospective candidate must:

- a. Authenticate themselves in the nomination system using their own Nomination PIN
- b. Provide two additional valid Nomination PINs obtained from eligible supporting members in the same membership category
- c. Complete and submit all required compliance documentation as part of the nomination process

During submission, the system validates each supporting Nomination PIN against the certified voters' roll and confirms membership category alignment. The system automatically assigns roles to the supporting PINs based on successful validation. The first valid supporting PIN captured is recorded as the Proposer and the second as the Secunder. The sequence in which the supporting PINs are entered does not affect the validity of the nomination, provided that both are valid, distinct, and originate from eligible voters in the same membership category as the nominee.

A nomination will not proceed unless all system validations and compliance requirements are satisfied.

3.2 Nomination Methods

Nominations will be accepted through a secure online nomination portal accessible via the election website. The system utilises instant validation to ensure only valid nominations are submitted.

The online portal validates three Nomination PINs in real time: the candidate's own PIN and two supporting PINs from members in the same membership category. This validation process provides immediate confirmation of nomination validity.

3.3 Instant Validation Process

When a prospective candidate submits a nomination, the system validates the following in real time:

- a. **Candidate Verification:** The candidate's Pension Number and Nomination PIN are verified against the certified Voters' Roll
- b. **Supporting PIN Validation:** The two supporting Nomination PINs are verified to ensure:
 - a. Both PINs are valid and registered on the Voters' Roll
 - b. Both supporting members belong to the same membership category as the candidate
 - c. The candidate has not used their own PIN as a supporting PIN

- d. The two supporting PINs are different from each other
 - e. Neither supporting PIN has been used to support another candidate
- c. **Automatic Role Assignment:** The first valid supporting PIN entered is automatically designated as the Proposer and the second valid supporting PIN is automatically designated as the Secunder
- d. **Immediate Confirmation:** The system provides instant confirmation if the nomination is accepted or a specific explanation if validation fails

4. NOMINATION REQUIREMENTS

4.1 Mandatory Pre-Submission Checklist

Before beginning the online nomination form, prospective candidates must ensure they have:

- a. Their own 6-character Nomination PIN
- b. Two supporting Nomination PINs from eligible voters in the same membership category
- c. All required compliance documents are ready for upload

4.2 Required Compliance Documents

During the nomination submission process, candidates must upload the following documents:

- a. **Certified Copy of Identity Document:** A certified copy of the candidate's South African identity document
- b. **Passport-Size Colour Photograph:** A recent passport-style photograph suitable for publication
- c. **Declaration of Nomination Acceptance:** Completed and signed declaration confirming acceptance of the nomination and willingness to serve as a Trustee if elected
- d. **Background Check Consent and Indemnity Form:** Completed and signed consent for background screening and indemnity in favour of GEPF and the Independent Electoral Officer
- e. **Candidate CV and Election Statement:** A concise document not exceeding **150 words** total, highlighting relevant qualifications, experience, and suitability for the Trustee role. This will be published on the election website for voter reference.

All documents are mandatory unless otherwise indicated on the nomination form. Incomplete submissions will not be accepted by the system.

4.3 POPIA Notice and Declaration

As part of the nomination process, candidates must:

- a. Review and accept the POPIA Notice regarding the processing of personal information
- b. Declare that all Nomination PINs were lawfully acquired and are being used with the knowledge and consent of the PIN holders

4.4 Submission Deadline

All nominations, including uploaded compliance documents, must be completed and submitted by **16:30 on 16 March 2026**. The online nomination system will close automatically at this time. Incomplete submissions will not be processed.

5. NOMINATION PROCESS

5.1 Pre-Nomination Requirements

Before accessing the nomination form, prospective candidates must:

- a. **Verify Contact Details:** Confirm on the election website that the email address and other contact details are current and accurate.
- b. **Update Records if Necessary:** If contact details are missing, incorrect, or invalid, submit a Records Update request through the election website and wait for approval before proceeding with nomination.
- c. **Confirm Eligibility:** Verify eligibility for the relevant membership category as described in Section 2 of this document.
- d. **Obtain Supporting PINs:** Secure valid Nomination PINs from two eligible members in the same constituency who agree to act as Proposer and Seconder.
- e. Failure to complete these prerequisites will result in the inability to complete the nomination process.

5.2 Opening of Nominations

Nominations open: 23 February 2026

All eligible voters will receive:

- a. Email and SMS notification
- b. Unique Nomination PIN
- c. Hyperlink to GEPP Election Website

5.3 Submission Period

Nomination period: 23 February 2026 – 16 March 2026

Nominations must be received before the cut-off time at 17:00 on 16 March 2026.

5.4 Validation of Nominations

Upon receipt, KDBS will scrutinise all nominations to confirm validity against:

- a. Administrative compliance (all required documents submitted)
- b. Prescribed nomination rules and procedures
- c. Eligibility criteria for nominees

6. CANDIDATE VETTING PROCEDURE

6.1 Vetting Process

Reference: GEPF Election Policy, Section 9.3(4)

KDBS will conduct fitness and propriety vetting in collaboration with GEPF:

- a. Engage LexisNexis (or similar reputable service provider) for background checks
- b. Background checks are limited to publicly available information only
- c. Verify candidates against the eligibility criteria set in the GEPF Rules and the Election Policy Section 6.1
- d. KDBS will not undertake independent investigations
- e. Vetting period: 17 March – 10 April 2026

6.2 Candidate Acceptance

Candidates must provide a written acceptance of nomination and submit

- a. Signed Declaration of Nomination Acceptance (if not already submitted)
- b. Confirmation of willingness to serve if elected
- c. Acceptance deadline: 26 March 2026

7. OBJECTIONS AND WITHDRAWALS

Reference: GEPF Election Policy, Section 9.3(6)

7.1 Publication of Provisional Candidates List

Date: 15 April 2026

The provisional list will be distributed via:

- a. Email to all eligible voters
- b. SMS notification
- c. Election website publication

7.2 Objection Period

Period: 15 April – 20 April 2026

Members may lodge objections against any published candidate using the online Issues and Objections form available on the election website.

7.3 Candidate Withdrawals

Candidates may withdraw their nomination during the objection period by submitting written notice to the Chief Electoral Officer.

7.4 Adjudication of Objections

Date: 20 – 30 April 2026

KDBS will adjudicate all objections in consultation with GEPF (Presiding Officer and Internal Audit). Decisions will be based on:

- a. GEPF Election Policy provisions
- b. GEPF Rules and GEP Law
- c. Evidence presented

- d. Best electoral practices

7.5 Final Candidates List

Publication date: 12 May 2026

The final candidates' list will be distributed via all communication channels and published on the election website.

8. CANDIDATE CODE OF CONDUCT

All final candidates must sign the Election Code of Conduct during the candidate briefing session on 15 May 2025

The Code of Conduct will be presented to the Presiding Officer for adoption and forms part of the supplementary Technical Election Procedures.

9. AUDIT AND COMPLIANCE

Throughout the nomination process:

- a. Complete audit trail maintained (time-stamped, tamper-proof)
- b. All system access logged
- c. GEPP Internal Audit has ongoing oversight
- d. System monitoring reports generated

10. DATA PROTECTION

Reference: Protection of Personal Information Act (POPIA), 2013

All personal data will be:

- a. Encrypted using AES-256 encryption
- b. Accessible only by authorised personnel
- c. Used solely for election purposes
- d. Destroyed within 30 days post-election
- e. Destruction certified and reported to GEPP

11. ELECTION SUPPORT CONTACT DETAILS:

- a. **Email:** geppvote@kdbz.co.za
- b. **Toll-Free (Landline Only):** 0800 061 052
- c. **WhatsApp (Text/Call):** 061 452 4499 or 067 733 1353
- d. **Election Website:** www.geppvote.co.za

Support is available during business hours (Monday to Friday, 08:00 – 17:00).