

SSNIT

Annual Report



Retirement

2011



We deliver on our promise!

HAVE YOU SECURED YOUR FUTURE?

"For tomorrow belongs to the people who prepare for it today"
(African Proverb)

*Yes,
and You?*



- 1 Do you have a **Social Security Card**?
- 2 Is your **Social Security number** appearing on your payslip?
- 3 Do you have only one **Social Security Number/Card**?
- 4 Have you updated your dependants/beneficiaries on your SSNIT nomination forms even after your circumstance has changed?
- 5 Have you notified SSNIT of your change of name, address or location since you joined the scheme?
- 6 Have you (serviced) settled your **Student's Loan**?

If you answer **NO** to any of the above questions, ensure that you contact the **PENSION HOUSE CUSTOMER SERVICE CENTRE, OR THE NEAREST SSNIT BRANCH.**

For further information contact:

SSNIT Pension House, Pension Road, P. O. Box MB 149, Ministries, Accra
Email: public@ssnit.org.gh • Website: www.ssnit.com
Toll Free: 0-800-333-33 • Telephone: 0302 667742/667731-9 Fax: 0302 686373



We deliver on our promise!

SSNIT



2011

Annual Report

CONTENTS

■	CORPORATE VISION AND MISSION STATEMENTS	2
■	BOARD OF TRUSTEES	3
■	EXECUTIVE MANAGEMENT TEAM	5
■	CORPORATE INFORMATION	7

REPORTS

■	Chairman of SSNIT Board of Trustees	9
■	Director General's Report	12
	• Investment Report	19
	• Finance Report	27
	• Independent Auditors' Report	29
	• Financial Statement	30
■	Notes to the Financial Statement	34
■	Location of SSNIT Area & Branch Offices	49





Corporate Vision & Mission Statements

Our Vision

To develop SSNIT into a World-Class Pension Administration Institution dedicated to the promotion of Economic Security of the Ghanaian Worker through Prudent Investment Mechanisms.

Our Mission

To provide Cutting-Edge Income Replacement Schemes through Improved business Oriented Methods and State-of-the-Art-Technology for the Benefit of Stakeholders and Ghanaians by Professional, Dedicated and Quality Driven Leadership and Staff.

BOARD OF TRUSTEES 2011

The 14-member Board of Trustees are the governing body of the Trust in accordance with Section 35 (1) and (2) of the National Pensions Act, 2008, Act 766



MR. KWAME PEPRAH
Chairman, Government Representative



HON. FIFI KWETEY
Representative of Ministry of
Finance & Economic Planning



MRS SATI OCRAN
Government Representative



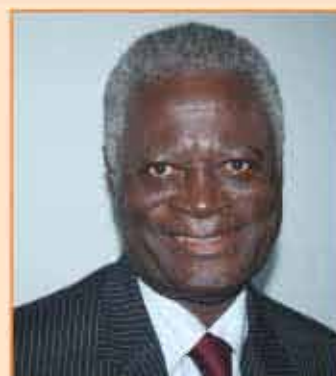
MR. P. K. O. ADDO
Government Representative



**LT. COL. (RTD) JACOB HESTER
BLOOD-DZRAKU**
Representative of
Security Services



MR. TERENCE RONALD DARKO
Representative of the Ghana
Employers' Association



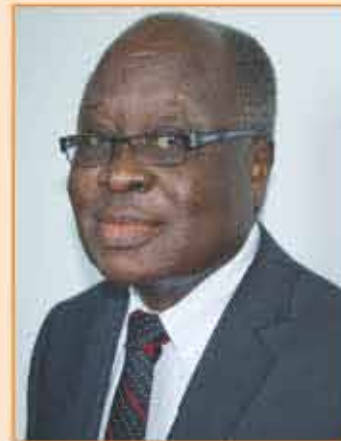
MR. THEODORE K. GYAU
Representative of the Ghana
Employers' Association



MR KOFI ASAMOAH
Representative of Organised
Labour



MR ROBERTSON NII AKWEI ALLOLEY
Representative of Organised
Labour



MR. KWAME AMO-DAKO
Representative of Organised
Labour



MR ABRAHAM TETTEH DIAM OKINE
Representative of Organised
Labour



**MR SOLOMON LARYEA
TAWIAH-YEMOSON**
Representative of National
Pensioners' Association



DR FRANK ODOOM
Director-General



MRS GIFTY ANKAN
Company Secretary

SSNIT EXECUTIVE TEAM

The Executive Team made up of seasoned persons with a total of 300 years of experience between them in the field of Social Security.



DR FRANK ODOOM
Director General



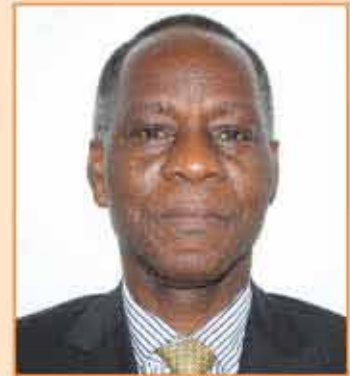
MR. NII ADJA NABLAN
General Manager,
Finance



MR. K.O. SIMPONG
General Manager, Administration /
Human Resource Dept.



MR. JEROME ESHUN
General Manager,
Investment & Development



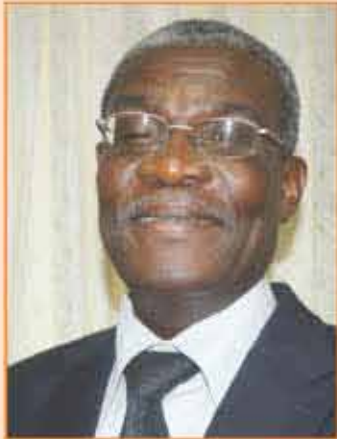
MR. J. N. INKOOMB
General Manager,
Management Information Systems



MR ROBERT O. OPPONG
General Manager,
Benefits



MR THEODORE F. OSHENE
General Manager,
Operations



MR SAMUEL AKROM
Ag. General Manager,
General Counsel



DR. DARIUS OSEI
General Manager,
Medical Service



MRS GIFTY ANNAN
Company Secretary



**MR RICHARD
ASAMOAH-MENSAH**
Chief Internal Auditor



MR STEPHEN YEBOAH
Chief Actuary



MS. EVANGELINE AMEGASHIE
Corporate Affairs Manager

CORPORATE INFORMATION

TRUSTEES

- Mr Kwame Peprah - Chairman,
- Dr Frank Odoom - Director-General
- Hon. Fifi Kwetey
- Mr. P. K. O. Addo
- Mr Theodore K. Gyau
- Mrs Sati Ocran
- Mr Kofi Asamoah
- Mr Abraham Tetteh Dian Okine
- Lt. Col. (Rtd) Jacob Hester Blood-Dzraku
- Mr. Kwame Amo-Dako
- Mr Solomon Laryea Tawiah-Yemoson-(Deceased 6/11/2011)
- Mr Robertson Nii Akwei Allotey
- Mr Terence Ronald Darko

SECRETARY

- Mrs Gifty Joan Annan

AG. GENERAL COUNSEL

- Mr Samuel Akrong

AUDITORS

- Deloitte & Touche
Chartered Accountants
4 Liberation Road
P. O. Box GP 453
Accra

BANKERS:

- Ghana Commercial Bank Limited.
- SG-SSB Limited
- Merchant Bank (Ghana)Limited
- The Trust Bank Limited
- Agricultural Development Bank
- Standard Chartered Bank Ghana Limited.
- Barclays Bank Ghana Limited
- Ghana International Bank PLC
- Ecobank (Ghana) Limited
- HFC Bank Limited



HIGHLIGHTS

MEMBERSHIP AND CONTRIBUTIONS COLLECTION

- A total of **131,409** new workers were registered into the scheme, representing **15.15%** increase over the 2010 figure of **114,118**.
- Active membership grew from **900,322** in 2010 to **963,619** in year 2011, an increase of **7.03%**.
- An amount of GH¢825.955 million was collected as contributions in 2011. This compared favourably with the amount of GH¢576.833 million in 2010 representing an increase of 43.19%.
- Total arrears owed by establishments amounted to GH¢218.96 million in 2011 as compared with GH¢231.55 million in 2010. This represent a decrease of 5.45%.
- For the year under review the average monthly salary on which contributions were paid was GH¢496.75
- The total number of pensioners increased by 4.85% from 107,312 in 2010 to 112,522 in 2011.

BENEFITS AND PENSIONERS

- Total value of benefits paid was GH¢355.15 million. This was an increase of 14.0% over the same period in 2010 in which GH¢310.73 million was paid.
- Average benefits processing time was 49 days.
- A total number of 36,534 establishments were covered under the scheme. The breakdown was as follows: 36,433 private and 101 public establishments including the Controller and Accountant General's department. For 2010 the figure was 34,270 private and 90 public establishments.
- Pension was indexed by an average of 7.00%.
- Monthly survivors; benefit ranged between GH¢91.30 and GH¢259,165.45 for the year 2011.
- The 25% lump sum option ranged between GH¢1.11 to GH¢204,196.64 for the year 2011.

FUND AND INVESTMENT

- The total investment portfolio of SSNIT increased by 17.9% from GH¢2.90 billion to GH¢3.42 billion as at the end of 2011.
- Real returns on investment was 5.6% in 2011 as compared to 7.20% in 2010.



2011 Thanksgiving Service



Official opening of Henry Dei Pensioners' Recreational Centre



Official Launch of Customer Service Clinic in Accra



Official Handing Over of World Trade Centre Accra

THE CHAIRMAN'S REPORT



BOARD CHAIR MR. KWAME PEAPRAH

I have the pleasure to report on the performance of the Social Security and National Insurance Trust (**SSNIT**) for the calendar year **2011**.

MEMBERSHIP

By **December 31, 2011** registered membership stood at **1,390,945** of which the number of active members was **963,619**. This represented an increase of **7.03%** over the previous year's active membership of 900,332.

PENSIONERS

The population of pensioners continues to grow steadily on a monthly basis. During the year under review, the number of pensioners increased from **107,312** in December, 2010 to **112,522** in December 2011. This represented an increase of **4.86%** over the previous year.

CONTRIBUTIONS

The Trust collected **GH¢825.96 million** in contributions for the year **2011**. This represented an increase of **43.19%** over an amount of **GH¢576.83 million** collected in **2010**.

INVESTMENT INCOME

The real return on the Trust's investments was **5.59%** in 2011 but was 7.20% in 2010. The investment return achieved in the year under review exceeded the target of **2.25%** by **3.34%** in absolute terms.

PENSION PAYMENT

Beneficiaries of the Trust's pension scheme made up of pensioners and lump sum recipients continue to grow on a yearly basis. As expected, this had a corresponding increase in the amount of benefits paid out in the year **2011**. **SSNIT** paid **GH¢355.15 million** to the beneficiaries, which is an increase of **14.30%** over what was paid for the year **2010**.

CHALLENGES

The organisation is facing some challenges, chief amongst them are:

The gap created by increasing the benefit payment without the commensurate increase in contributions. Actuarially, this creates difficulty for the sustainability of the Scheme. The Trust is, however, meeting this challenge headlong by embarking on a vigorous membership drive; the introduction of more effective interventions to reduce contributions in arrears and the introduction of diverse investments that will yield superior returns to bridge the gap.

Another challenge is the desire to ensure equitable benefits payments for the members in the face of the pension reform.



Adenta Shopping Mall



2011 Ashanti Regional Policy fair

As a result, members who were exempted but opted for Act 766, are paid benefits under PNDCL 247 because it ensures superior benefit to such members. This will help maintain equity and adequacy of benefits for those affected.

The other challenge is the pressure beneficiaries put on SSNIT to honour their benefits payments under the Tier-2 of Act 766. This benefit should legally be paid by the Tier-2 operators or for now from the National Pensions Regulatory Authority.

OPERATIONAL AND INVESTMENT RESTRUCTURING

The new Business Process introduced in 2010, during the advent of Act 766, is still in operation and represents the greatest opportunity to streamline our database to enhance future claim processing. This process coupled with new initiatives on the Information Technology (IT) front is improving the business environment of the Trust.

The Trustees being conscious of the challenges have decided to pursue such investments that will return high yields and yet safe enough to pass the test of investing social security funds. Notable, is our new approach to our investment in the housing and manufacturing and our entry into the utility and power service sector.

You can be re-assured that SSNIT is poised to continue to be the leader in pension provision in Ghana. You will reckon that SSNIT will be the only organisation to continue paying you monthly pension, despite the reforms that have been introduced, since the 2nd Tier, for a long time to come, will only be able to pay you a lump sum.

The Trust's commitment to Human Resource Development is unwavering and conscious efforts were made to train all staff appropriately for enhanced performance in order to serve you, our stakeholders, as best as possible.



Customer Service Clinic at the House of Parliament



SSNIT participates at the MoneyFair 2011

CONCLUSION

I would like to assure all, especially our stakeholders, that the Trust is fully committed to moving this institution in the right direction. On behalf of the Board of Trustees, I wish to express my sincere appreciation to the Management and staff of SSNIT for the assistance given to the Board in the discharge of its duties in the year 2011. I would also like to thank the stakeholders of the Trust for the support they have given to us in making sure that the Trust honoured its obligations as prescribed by law.



Editors encounter with the DG at Labadi Beach Hotel



ABC of SSNIT



KEYS TO A SECURED RETIREMENT

WHO IS AN EMPLOYER?

An employer is:

- the owner of an establishment
- the person who, or the board which, has ultimate control over the affairs of the establishment
- a manager, managing director or managing agent of a company who is entrusted with the managing of the business.

In any other case, the person with whom the worker entered into a contract of service or apprenticeship and who is responsible for the payment of his salary.

EMPLOYERS' OBLIGATION UNDER ACT 766

- Register all employees under the scheme.
- Make regular contributions on behalf of the workers to SSNIT.
- Deduct 5.5% of the workers salary and add 13% of workers basic salary to get 18.5%.
- Out of the 18.5% the employer is to remit 13.5% to the Trust within 14 days after the end of each month.
- 2.5% of the 13% paid by the employer shall be transferred by the Trust to the National Health Insurance Fund.
- The employer shall accompany each payment with a list of the workers indicating their social security numbers and the amount each worker is contributing - called the contribution report.

- Contribution report must be submitted whether contributions are remitted to the Trust or not by the end of the month of submission for validation.
- 3% penalty per month shall be imposed on unpaid contribution. Additional penalty of 3% per month on the contributions plus penalty may be imposed if after written demand, the employer fails to pay.
- Defaulting employers can be prosecuted.

SSNIT AND THE STUDENT LOAN SCHEME

SSNIT has since 2006/2007 academic year stopped granting loans to fresh students.

- The responsibility has been taken over by the Students Loan Trust.

REPAYMENT OF STUDENT LOAN

- Contact any SSNIT Customer Service Unit for your loan balance or check online using studentloan@ssnit.org.gh

REPAYMENT OPTIONS

- Outright cash or instant payment.
- Use of Social Security Contributions.
- Deductions from Guarantors benefit.

For further enquiries contact:

Any SSNIT Branch or The Corporate Affairs Department,
Pension House, P.O. Box MB 149, Ministries, Accra
Tel: (233-30) 2667742 • 2665029 • Fax: (233-30) 2686373
E-mail: public@ssnit.org.gh • Website: www.ssnit.com
Toll-Free No.: 0-800-333-33



We deliver on our promise!

DIRECTOR GENERAL'S REPORT



DR. FRANK ODOOM

Mr. Chairman, Ladies and Gentlemen, on behalf of the Board of Trustees, I present an overview of the performance of the Social Security and National Insurance Trust (SSNIT) for the year 2011. We are gathered here once again, as stakeholders, to take inventory of progress made in the execution of the mandate of the Trust for last year.

The report will cover the following operational areas of the scheme—

- Collection of Contributions
- Indebtedness
- Benefits
- Investments
- Human Resources/Administration
- Outlook for 2012

1.0 CONTRIBUTIONS COLLECTED

A total amount of **GH¢825.96m** was collected as contributions in the year **2011**. This represented an increase of **43.19%** over an amount of **GH¢576.83m** collected in **2010**.

A five-year trend analysis of contributions collected for the period, **2007 – 2011** is shown in Table 1 below:

Table 1: Trend Analysis of Contributions Collected from 2007 to 2011

Year	Contributions GH¢'m	Absolute change contributions (GH¢'m)	% Increase
2007	384.97	98.17	34.20
2008	418.75	33.78	8.80
2009	667.60	248.85	59.43
2010	576.83	(90.77)	(13.60)
2011	825.96	249.13	43.19

1.1 SALARIES ON WHICH CONTRIBUTIONS WERE PAID

It has to be emphasised that salaries on which contributions were paid always had bearing on pensions.

The annual monthly average salary of contributors as at **December, 2011**, was **GH¢496.78** and employees of public establishments registered the highest average monthly salary of **GH¢688.21**. The average for the private establishments was **GH¢412.80**, in **2011**.

Table 2: Minimum Wage, Minimum Salary and Average Contribution

Year	National Minimum wage (Monthly) GH¢	Minimum Salary of Contributors (Monthly)* GH¢	Average Monthly Contribution Per Contributor GH¢
2007	51.30	3.37	41.48
2008	60.75	4.00	51.42
2009	71.68	5.00	65.81
2010	83.97	2.68**	76.57
2011	105.84	5.00**	91.90

*Minimum wage @ 3.92 for 27 working days

** Daily rated salary

1.2 ESTABLISHMENTS COVERED (PRIVATE & PUBLIC)

At the end of **2011**, a total of **36,534** establishments were covered under the scheme showing an increase of 6.33% over the 2010 figure of **34,360**. Of the 36,534 establishments, 34,360 were private establishments, **37** from the Centralised Establishments and **63** were Public Establishments which included the Controller & Accountant General's Department (**CAGD**). The Controller and Accountant General's Department was the single largest contributor.

Table 3 below shows the number of establishments covered under the Private Sector.

Table 3: Private Establishments on Area basis

Area	No. of Establishments	% of Total	Political Jurisdiction
Accra North	7,929	21.70	Gt. Accra & Part of Central Region
Accra South	7,336	20.08	Gt. Accra Region
Tema	5,545	15.18	Part of Gt. Accra & Volta Regions
Kumasi	5,532	15.14	Ashanti Region
Takoradi	3,125	8.55	Part of Western & Central Region
Koforidua	2,748	7.52	Eastern & Part of Volta Regions
Tamale	2,281	6.25	Northern, Upper East & Upper West Regions
Sunyani	2,038	5.58	Brong-Ahafo Region
Total	36,534	100.0	

The table above shows that Accra North Area accounted for 21.7% of the number of private establishments covered followed by Accra South and Tema with 20.08% and 15.18% respectively.

Table 4: Establishments Covered by Type i.e. Private or Public (2007 – 2011)

Year	Private	Public	Total	% Change
2007	27,857	123	27,980	11.3
2008	29,102	125	29,227	4.5
2009	31,946	88	32,034	9.6
2010	34,230	90	34,360	7.3
2011	36,433	101	36,534	6.3

Table 4 above shows a five-year trend analysis of total establishments covered from 2007 to 2011

1.3 REGISTRATION OF NEW ESTABLISHMENTS AND WORKERS

Table 5: New Establishments & Workers Registered

Year	New Establishments			New Workers		
	Target	Actual	% Perf.	Target	Actual	% Perf.
2007	4,308	3,899	90.51	106,305	90,906	78.46
2008	4,668	4,238	90.79	146,121	119,748	81.95
2009	4,848	5,025	103.7	124,106	116,625	93.97
2010	5,244	5,189	98.95	138,516	114,118	82.39
2011	5,700	5,835	102.37	150,168	131,409	87.51

During the year under review **5,835** new establishments and **131,409** new workers were registered onto the scheme.

2.0 ECONOMIC ACTIVITIES OF COVERED ESTABLISHMENTS

The Services Sector was identified within the year as the economic activity with the highest number of establishments and contributors. This accounted for **57.49%** of the total number of establishments covered and **71.34%** of the total contributors under the scheme in 2011.

Table 6: Number of Establishments and Active Contributors by Sector

Economic Activity	Establishment		Contributors	
	No.	%	No.	%
Services	21,003	57.49	687,446	71.34
Commerce	5,878	16.09	85,762	8.90
Light Manufacturing Industry	1,889	5.17	56,468	5.86
Construction	5,864	16.05	44,230	4.59
Agriculture	778	2.13	25,825	2.68
Mining	223	0.61	25,054	2.60
Heavy Manufacturing Industry	237	0.65	17,442	1.81
Transport	428	1.17	10,889	1.13
Power	183	0.50	10,118	1.05
Domestic Assistance	51	0.14	385	0.05
Total	36,534	100.0	963,619	100.0

Chart 1: Contributors by Sectors

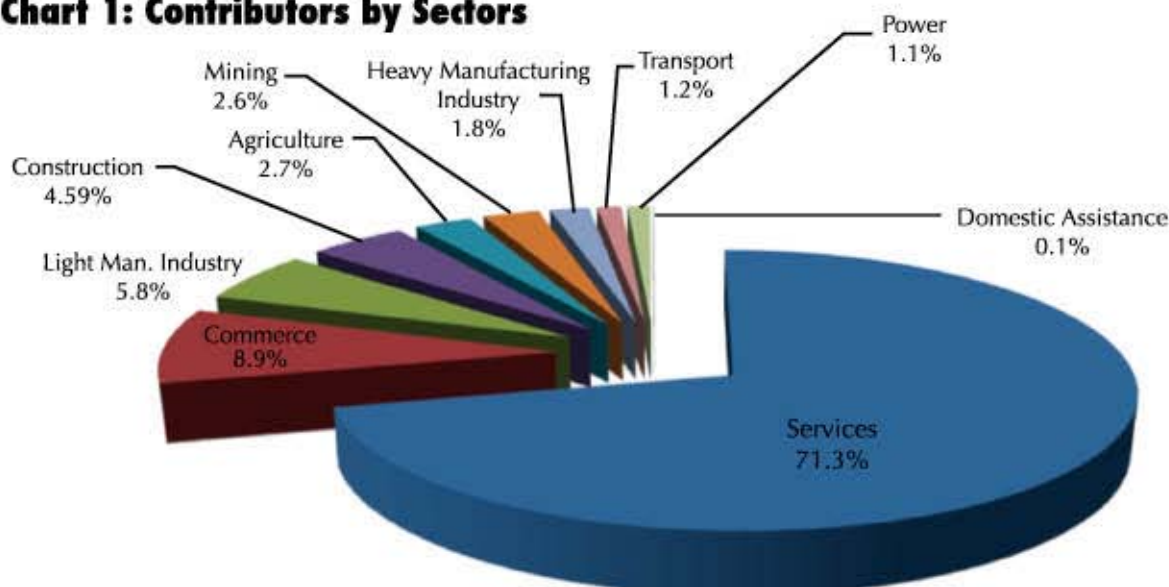
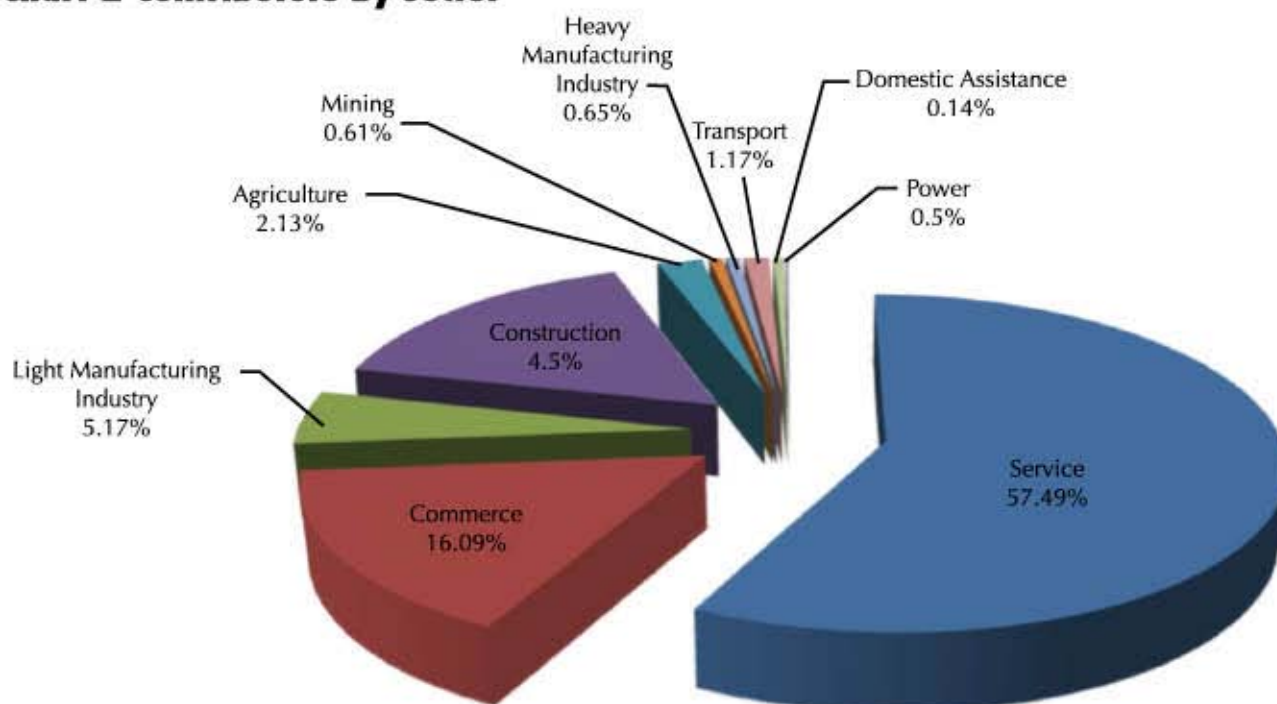


Chart 2 Contributors By Sector



2.1 ACTIVE CONTRIBUTORS

Active contributors at the end of **2011** were **963,619**.

This was made up of **560,955** contributors from the Private Sector, 378,810 from the Government Sector and **23,854** from sub-vented establishments. There was an increase of 7.0% over the 2010 figure of **900,332**.

The breakdown of the active contributors is shown in Table 7.

Table 7: Active Contributors

Category	Active Contributors	% of Total
Controller & Accountant General's Department.	378,810	39.3
Subvented	23,854	2.5
<i>Private</i>		
Centralized	45,172	4.7
Accra Area	247,121	25.7
Tema	80,947	8.4
Kumasi	69,665	7.2
Takoradi	53,254	5.5
Koforidua	27,986	2.9
Tamale	16,370	1.7
Sunyani	20,440	2.1
Total	963,619	100.0

Table 8: Trend of Active Contributors, 2007-2011

Year	Target	Active Contributors*	% Performance
2007	953,079	803,582	84.3
2008	981,671	843,676	85.9

2009	972,334	880,760	90.6
2010	915,677	900,332	98.3
2011	968,557	963,619	99.5

*Since 2005 Active Contributors has been re-defined as members on whose behalf contributions were deducted to be paid to SSNIT within three months.

2.2 INDEBTEDNESS

The total indebtedness to SSNIT in respect of Social Security contributions as at December 31, 2011 was GH¢218.93m. This shows a decrease of GH¢35.12m (13.8%) on the GH¢254.05m indebtedness declared in 2010. Of this amount, the Controller and Accountant General's Department (CAGD) owed GH¢113.72m (51.9%) private establishments owed GH¢82.0m (37.5%) and subvented establishments owed GH¢23.2m (10.60%).

The cumulative indebtedness to the scheme represents 6.40% of the net assets of GH¢3,419.01m. The increase in the indebtedness of both Private and Government was due to the following:

- Update of inspections to recent periods.
- Imposition of penalties on delayed contributions.
- Failure of some establishments to pay their contributions, e.g. Ghana Railways, among others.

Measures that have been put in place to recover the arrears due from indebted employers include the following:

- Aggressive enforcement of compliance activities.
- Aggressive Prosecution of defaulting employers in the special Saturday courts.
- Negotiations for payment of arrears.

2.3 RETRIEVAL OF ARREARS

An amount of **GH¢77.81m** was retrieved as arrears during the year under review.

Table 9: Indebtedness/Fund Analysis for the period 2007 - 2011

Year	Private GH¢'m (CAGD)	Public GH¢'m	Total GH¢'m	Fund Size GH¢'m	Indebtedness To Fund(%)
2007	33.42	21.02	54.44	1,737.72	3.1
2008	42.01	29.53	71.54	2,234.61	3.2
2009	50.01	217.18	267.19	2,394.41	11.2
2010	55.40	198.65	254.05	2,468.19	10.3
2011	82.0	136.93	218.93	3,321.79	6.6

3.0 BENEFITS

3.1 BENEFITS PAYMENTS

A total amount of GH¢355.15 million was paid as benefits: Old Age and Invalidity Pension accounted for 84.58% with Old Age/Lump sum and Refund accounting for 4.43% whilst Survivors lump sum also accounted for 10.99%.

The total amount of benefits paid represented an increase of 14.3% over the 2010 benefit payments. The increase was largely due to a relatively high increase in the number of pensioners and increased

salary levels.

The payment of pensions via electronic system (e-payment) worked successfully in 2010 and therefore extended to cover lump sum benefit payments for the Accra and Tema Area offices 2011.

Table 10: Claims Paid by Type of Benefit, 2007 – 2011

Year	Old/Age Lumpsum Refund (GH¢ 'm)	Old Age/Invalidity Pension (GH¢ 'm)	Survivors (GH¢ 'm)	Total (GH¢ 'm)
2007	4.84	91.96	20.64	117.08
2008	9.09	124.65	29.69	163.43
2009	9.96	183.30	29.98	223.24
2010	20.66	242.06	48.01	310.73
2011	15.73	300.06	39.04	355.15

Table 11: Benefits Paid

Year	Benefits (GH¢ 'm)	Absolute Change Benefits Paid (GH¢ 'm)	% Increase
2007	117.08	37.21	-
2008	163.43	46.35	39.59
2009	223.24	59.81	37.00
2010	310.73	87.49	39.19
2011	355.15	44.42	14.30

3.2. PROCESSING TIME

The delays in processing applications for benefits and crediting of beneficiary accounts have been a challenge that we are grappling with. However, we are determined to reduce the time taken to process claims.

The average processing time in 2011 was forty eight (48) days which fall short of our target of thirty-four (34) days. This gives a shortfall of fourteen (14) days. The shortfall was due to the following:

- Incomplete financial data on members
- Problems associated with identification of claimants and
- Clearance of Student Loan guarantors.



3.3. PENSION PAYMENTS

Table 12: Benefits Payment/Salaries Statistics

Benefits	Amount Paid (GH¢)
Lowest Pension	45.06
Highest Pension (New Awards)	6,931.88
Highest Pension (Since Inception)	12,195.04
Average Pension	351.42
Highest 25% Lump sum	240,196.64



Lowest 25% Lump sum	34.61
Highest Survivors Lump sum	202,626.79
Lowest Survivors Lump sum	754.09
Lowest Reported Salary	5.00*
Highest Reported Salary	55,000.00
Average Salary	496.78

3.4 AREA DISTRIBUTION OF PENSIONERS

The total number of pensioners as at **December 31, 2011** was **112,522**. Accra Area ranked the highest with **28.57%** pensioners followed by Koforidua with **19.87%** and Kumasi with **17.90%**. Sunyani Area had **5.24%** of the total pensioners which was the lowest in **2011**. Refer to Table 13 for details.

Table 13: Number of Pensioners by Areas

Area	No. of Pensioners	% of Total
Accra	32,152	28.57
Koforidua	22,354	19.87
Kumasi	20,143	17.90
Takoradi	15,631	13.89
Tamale	8,276	7.36
Tema	8,065	7.17
Sunyani	5,901	5.24
Total	112,522	100.0



Rear View of the Recreational Centre



World Trade Centre-Accra



Pensioners in the Game Room

Table 14: Distribution of monthly pensions as at December 31st, 2011

Amount (Gh¢)	Number of Pensioners			% of Total	Cum. (%)
	Male	Female	Total		
45.06	653	197	850	0.76	0.76
45.06 - 50.00	79	13	92	0.08	0.84
50.01 - 60.00	4,354	1,034	5,388	4.79	5.63
60.01 - 70.00	4,604	923	5,527	4.91	10.54
70.01 - 80.00	11,553	2,088	13,641	12.12	22.66
80.01 - 90.00	15,649	2,691	18,340	16.30	38.96
90.01 - 100.00	8,820	1,387	10,207	9.07	48.03
100.01 - 200.00	27,646	4,897	32,543	28.91	76.95
200.01 - 300.00	10,313	2,582	12,895	11.46	88.41
300.01 - 400.00	4,788	1,766	6,554	5.83	94.24
400.01 - 500.00	1,735	565	2,300	2.04	96.28
500.01 - 1000.00	2,171	960	3,131	2.78	99.06
1000.01 - 1,500.00	622	114	736	0.65	99.72
1,500.01 - 2,000.00	151	20	171	0.15	99.87
2000.01 - 5000.00	125	14	139	0.12	99.99
5,000+	7	1	8	0.01	100.00
Total	93,270	19,252	112,522	100.0	

4.0 INVESTMENTS

4.1 INVESTMENT POLICY OBJECTIVES

Investment is one of the critical functions in the management of the Social Security Scheme. As a partially-funded Scheme, we are challenged to maximise the returns on the investments to meet payment of benefits and the cost of running the Scheme.

The Trust Investment Policy objectives include the following:

- To implement an Optimal Asset Allocation Policy.
- To maintain a long-term Optimum Fund Ratio.
- To protect the corpus of the assets in the Scheme and the value of those assets.
- To achieve a real return on investments of at least + **2.25%** per annum.
- To attract, train, and retain competent investment talents.

In achieving the investment objectives, SSNIT continues to be guided by the following basic principles that govern the investment of social security funds:-

- safety
- yield
- liquidity
- diversification; and
- social / economic utility.

4.2 KEY GOALS FOR FUND MANAGEMENT IN 2011

There are a number of goals that were to be pursued in **2011**. Notable among them are:

- Implement some initiatives in the Real Estate Sector using the Condominium Concept.
- Expand commercial properties portfolio in the western corridor and take advantage of Real Estate demand generated by the burgeoning oil economy;
- Start active trading in stocks using approved trading guidelines; and
- Expand into the utility power generation sector.



Side View of the Pensioners Recreational Centre



World Trade Centre, Accra, Conference Block

4.3 GROWTH OF THE FUND

The total investment portfolio of SSNIT as at December 31, 2011 increased by **17.9%** from **GH¢ 2.90 billion** in 2010 to **GH¢ 3.42 billion**. Over the past five years, the SSNIT Investment Portfolio has grown by over **108.5%** from **GH¢ 1.64 billion** in 2007 to **GH¢ 3.42 billion** as at **December 2011**, representing approximately **15.8% p.a.** increase.

Asset allocation weight for Fixed Income (**FI**) Asset Class moved to **60.6%** from **59.7%** at the end of year 2011, of Asset Under Management (**AUM**), a significant departure from the Target Allocation of **49.0%**.

CHART 1: GROWTH OF THE FUND



Table 15 shows how SSNIT's Actual Asset Mix compared with its Target Asset mix as at December, 2011 and December 2010

A Asset Class	B Target Mix	C Re-Balance Range	D 2011 Actuals Asset Mix	E = (D - B) 2010 Actuals Variance	F Asset Mix	G = (F - B) Variation
Equities	29%	+/-8%	30%	1.0%	30.6%	1.6%
Fixed Income	51%	+/-4%	60.6%	9.6%	59.7%	8.7%
Real Estate	15%	+/-7%	8.6%	(6.4%)	8.1%	(6.9%)
ETI & Others	5%	+/-0%	0.8%	(4.2%)	1.6%	(3.4%)
Total	100%		100.0%		100.0%	

* The Last Real Estate Valuation was done in 2007.

CHART 1:SSNIT ASSET ALLOCATION AS AT DECEMBER 2011

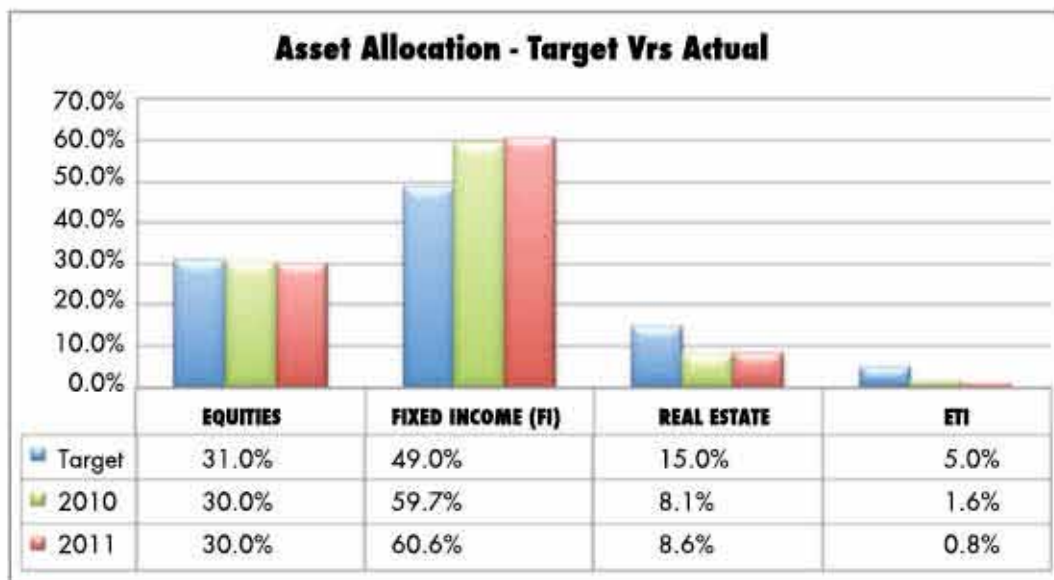


Chart 2 represents SSNIT's actual asset allocation compared with Target for **2011** and **2010**

Summary of the Trust's Investment Portfolio performance for **2011** and **2010** is represented in Table 16:

TABLE 16: INVESTMENT PORTFOLIO PERFORMANCE (2011/2010)

	2011	2010
Portfolio Nominal Return	14.81%	17.25%
Average Inflation	8.73%	9.38%
Real Return (Actual)	5.6%	7.2%
Real Return (Target)	2.25%	2.25%

The Net Investment Income in the financial year **2011** was **GH¢151.10 million**. This represents a decrease of **26.4%** over the **2010** investment income of **GH¢205.25 million**.

The nominal return of the Investment Portfolio for the year was impacted by the challenging investment environment. The nominal return was **17.25%** in **2010** compared to an annualised value of **14.81%** in **2011**, mostly influenced by volatility in the Market. After accounting for inflation (see **Table 16**), the portfolio posted a positive real return of **5.6%** (**2010: positive 7.2%**).

The listed equities component (**30.0%**) of the **SSNIT Investment Portfolio** experienced a mixture of losses and gains during the year, mainly due to general price declines on the Ghana Stock Exchange (GSE). A gross dividend income of up to GH¢32.18 million was realised and this represented a growth of **22.1%** over that of **2010**.

Overall **GH¢80.52 million** was recorded as capital gain for listed equity as against a previous year capital gains of **GH¢225.12 million**.

The last real estate revaluation was carried out in **2007** hence to comply with an existing **"Triennial Revaluation Policy"** for **SSNIT**, Real Estates Assets, revaluation was undertaken in **2011**.

4.4 SUMMARY OF INVESTMENT MEAN PORTFOLIO RETURNS

The ten (10), five (5), and three (3) year geometric mean returns presented in Table 17 provide the long, medium and short term performance of the investment portfolio.

TABLE 17: MEAN PORTFOLIO RETURNS - TREND ANALYSIS

RROI ¹	10-Year Mean (2001 - 2010)	5-Year Mean (2006 - 2010)	3-Year Mean (2008 - 2010)	2011	2010
Nominal return	14.95%	17.04%	14.06%	14.81%	17.25%
Average Inflation	14.93%	13.80%	12.37%	8.73%	9.38%
Real Return (Fisher)	0.02%	2.84%	1.51%	5.60%	7.20%

4.5 SUSTAINABILITY RATIOS

The Sustainability Ratios for the period **2006-2010**, shows a very impressive performance in **2006** (refer to Table 19), a slight dip in **2007**, a recovery in **2008, 2009** and a decline in **2010**.

The coverage ratio here referring to Investment Income Earned as a ratio of General & Administrative Expenses has exceeded the minimum standard of two (2) over the years with the exception of 2009.

TABLE 18: SUSTAINABILITY RATIOS (2007 – 2011)

ITEM	2007	2008	2009	2010	2011
INV. INCOME (GH¢' Million)	105.84	148.74	116.28	205.25	151.10
Admin Exp (GH¢' Million)	30.48	34.72	79.53	50.72	53.41
Benefits (GH¢' Million)	117.08	163.43	223.24	310.73	355.15
Total Exp (GH¢' Million)	147.56	198.15	303.15	361.45	408.56
Admin Coverage ratio	3.47 times	4.28 times	1.46 times	4.05 times	2.83 times
Benefits Coverage ratio	0.90 times	0.91 times	0.52 times	0.66 times	0.43 times
Total Exp coverage ratio	1.22 times	0.72 times	0.75 times	0.57 times	0.37 times



Pensioners' Recreational Centre built by SSNIT

5.0 OUTLOOK FOR 2012

5.1 MACROECONOMIC ENVIRONMENT

Developments in the energy sector, particularly the oil and gas sub-sectors, and the expected infrastructural activities (estimate at over **\$3.0 billion** as per Government 2011 National Budget revisions) in the Eastern and Western corridors would play significant roles in **2012**.

Private investment inflows are expected to follow similar trends. The gas and electricity generation are the expected and key drivers of this growth in the short to medium term and beyond.

The economy recovered in **2010** in contrast to the relatively poor macroeconomic fundamentals (i.e. interest rates, inflation rate, exchange rate etc) in **2009**. These macroeconomic indicators were generally trending downwards for 2011. We hope for a recovery for the year and expect a better than normal economic performance as the "oil economy" takes effect.

The Ghana Stock Exchange (**GSE**) showed mixed performance for the first and second quarters of **2011**. With oil production in the Jubilee Oilfields, this sector is expected to be a key economic stimulant especially for the Western and Central Regions. Some of the oil companies, such as **Tullow**, listed in **2011** should encourage more listings on the **GSE**; and further sharing with the ordinary Ghanaian through the equities market. The Real Estates and Tourism industries are expected to impact positively just as other downstream activities.

5.2 CAPITAL MARKET DEVELOPMENTS

The significant recovery registered by SSNIT Listed Equities Portfolio (**SLEP**) in **2010** waned. The year 2011 registered a capital gain of **GH¢80.52 million**. The overall capital gains for 2010 was **GH¢225 million**, a far cry from the massive loss of **GH¢244 million** in **2009**.

Portfolio Officers (Investment Analyst) would continue active monitoring of Investee companies to assist the return objectives in a constrained market. We recorded a **1%** dip in real return to **5.6%** for **2011**, to sustain the excellent overall investment performance in **2010** at positive real return of **7.2%**.

The Board of Trustees approved a **GSE** Trading guidelines and implementation would aid in the structured active equities portfolio management. The Asset Allocation Policy would continue to be a guiding framework for all our fund management activities along with the Investment Guidelines approved in **2009**. However, these key guides would be periodically reviewed to reflect changing financial and actuarial sustainability requirements of the pension fund and reflect the dynamics of the economy.



Centit Energy Ltd. coming up



Sentuo Steel Ltd. coming up



Ridge Car Park



Dunkuna Site and Service Land



5.3 INSTITUTIONAL DEVELOPMENTS

Implementation of the new Pension Law (**Act 766**) and its resultant reduction in investible funds for the Trust has negative consequences for the growth of the Fund.

To compensate for the shortfalls in the cash inflow, **SSNIT** will seek partnership arrangements to execute investment projects especially in real estates and other infrastructural works, through syndications and other best business practice arrangements.

SSNIT will have to restructure certain investments, such as banks and investee companies where the Trust is over exposed in order to leverage the capacity of these entities for the optimisation of our investment outcomes (returns). Prudence and good governance would continue to be our guiding principle.

5.4 REAL ESTATE

The Trust completed the Adenta **"in-fill project"** for commissioning and began the processes for sale to prospective owners under the Condominium Concept adopted by **SSNIT**. The overwhelming number (**up to 12,000**) applications did not translate to sales as expected.

The Trust continued to minimise its losses in the land banks via re-zoning and sales at heavily encroached sites.

The Vector Morrison building is completed for commissioning under the brand name **"World Trade Centre"**. The occupancy rate as at **August 2012 was 71%**.

The Ridge and Pension House car parks have been commissioned and are under the management of **"Central Car Park Complex Ltd"**.

5.5 CONCLUSION

The Management of the Trust is exploring (directly and indirectly) opportunities in the energy sector, particularly in the Oil and Gas sub-sector. Notwithstanding the challenge of limited investible funds arising from the reduced contribution rate, **SSNIT** will make the best effort to achieve and even exceed return benchmarks, sustain the positive real returns on the investment portfolio in the short and long term.

Table 19: SSNIT EQUITY HOLDINGS AS AT DECEMBER 31, 2011

EQUITY HOLDING IN COMPANIES		(%) HOLDING
FINANCE/INSURANCE		
1	CAL BANK LIMITED	34.4%
2	ECOBANK GHANA LIMITED	0.94%
3	ECOBANK TRANSNATIONAL INCORPORATED	9.04%
4	ENTERPRISE GROUP LIMITED	6.13%
5	GHANA COMMERCIAL BANK LIMITED	29.81%
6	HFC BANK GHANA LIMITED	24.36%
7	SG-SSB LIMITED	22.14%
8	SIC INSURANCE COMPANY LIMITED	11.80%
9	STANDARD CHARTERED BANK GHANA LIMITED	14.34%
BREWERY/PHARMACEUTICALS		
1	AYRTON DRUG MANUFACTURING LIMITED	18.00%

2	FANMILK LIMITED	1.25%
3	GUINNESS GHANA BREWERIES LIMITED	11.02%
MANUFACTURING/TRADING		
1	ALUWORKS LIMITED	21.45%
2	MECHANICAL LLOYD COMPANY LIMITED	17.63%
3	UNILEVER GHANA LIMITED	5.28%
AGRIC/AGRO PROCESSING		
1	BENSO OIL PALM PLANTATION LIMITED	3.74%
2	COCOA PROCESSING COMPANY LIMITED	18.78%
3	GOLDEN WEB COMPANY LIMITED	20.78%
4	PRODUCE BUYING COMPANY LIMITED	38.1%
METALS/OIL		
1	ANGLOGOLD ASHANTI	0.02%
2	GHANA OIL COMPANY LIMITED	18.52%
3	TOTAL PETROLEUM GHANA LIMITED	2.61%
UNLISTED COMPANIES		
BANKING/FINANCE HOUSES		
1	CDH FINANCIAL HOLDINGS LIMITED	5.36%
2	CONSUMER FINANCE COMPANY	26%
3	FIDELITY BANK LIMITED	15.00%
4	GHANA INTERNATIONAL BANK PLC	15.00%
5	MERCHANT BANK GHANA LIMITED	68.75%
6	NATIONAL TRUST HOLDING COMPANY LIMITED	34%
7	PRUDENTIAL BANK LIMITED	7.65%
8	SDC FINANCE AND LEASING COMPANY LIMITED	28.15%
9	THE TRUST BANK LIMITED	61.14%
MANUFACTURING		
1	BESSBLOCK CONCRETE PRODUCTS LIMITED	40%
2	FOS ALUMINIUM LIMITED	44%
3	GHANA AGRO-FOOD COMPANY LIMITED	40%
4	GHANA OIL PALM DEVELOPMENT COMPANY LIMITED	30%
5	NINGO SALT LIMITED	40%
6	TEMA LUBE OIL COMPANY LIMITED	24%
REAL ESTATE		
1	BROLL GHANA LIMITED	32%
2	GULF CONSOLIDATED LIMITED	42%

HOSPITALITY/SERVICE		
1	ACCRA CITY HOTELS LIMITED	5%
2	GOLDEN BEACH HOTELS LIMITED	100%
3	GRAND REGENCY HOTEL	25%
4	HOTEL INVESTMENTS GHANA LIMITED	100%
5	INTERCITY STC HOLDINGS LIMITED	100%
6	MAKOLA MARKET COMPANY LIMITED	90%
7	SIMNET GHANA LIMITED	85%
UNDER RESTRUCTURING		
1	GRANITE AND MARBLES COMPANY LIMITED	22%
2	SUBRI INDUSTRIAL PLANTATION LIMITED	13.6%
3	WAHOME STEEL LIMITED	26%
WORK IN PROGRESS		
1	ACCRA RECREATIONAL COMPLEX LIMITED	30%
2	METROPOLITAN MALLS LIMITED	45%
3	OGUAA HOTELS LIMITED	77.97%
4	SSNIT EMPORIUM	100%
PRIVATE EQUITY FUNDS		
1	CANADA INVESTMENT FUND FOR AFRICA LP (CIFA) US\$	2.37%
2	EMERGING CAPITAL PARTNERS FUND III PCC (ECP III) US\$	1.6%
3	FIDELITY EQUITY FUND II (FEF II) US\$	2.04%
4	PAN AFRICA INFRASTRUCTURE DEVELOPMENT FUND (PAIDF) US\$	21.52%
ECONOMICALLY TARGETED INVESTMENTS		
1	ACCRA ABATTOIR COMPANY LIMITED	58.17%
2	EXPORT FINANCE COMPANY LIMITED	1%
3	EXIMGUARANTY COMPANY GHANA LIMITED	5%
4	GHANA HOSTELS LIMITED	100%
5	GHANA HEALTHCARE COMPANY LIMITED	100%
6	GHANA INDUSTRIAL AND COMMERCIAL ESTATES LIMITED	100%
7	METRO MASS TRANSIT LIMITED	11.50%
8	KUMASI ABATTOIR COMPANY LIMITED	53.4%



REPORT AND FINANCIAL STATEMENTS 2011

Report of the Trustees

The trustees submit their report together with the audited financial statements of Social Security and National Insurance Trust for the year ended 31 December 2011.

1. The Trust

The Trust manages and operates the Social Security Pensions Scheme in accordance with the National Pensions Act, 2008 (Act 766). Full implementation of Act 766 commenced in the year 2010. Employees of companies operating in Ghana are required by law to be members of the Scheme. The trustees' particular responsibilities include the administration of membership records, the collection and payments of contributions into the Fund, the payment of benefits and the management of the assets of the Scheme.

2. Statement of Trustees' Responsibility

The trustees are responsible for the preparation of the financial statements for each financial year that give a true and fair view of the state of affairs of the Trust.

In preparing those financial statements, the board of trustees have selected suitable accounting policies that are reasonable and prudent and followed the International Financial Reporting Standards.

The trustees are responsible for ensuring that the Trust keeps proper accounting records that disclose with reasonable accuracy at any time the financial position of the Trust. The trustees are also responsible for safeguarding the assets of the Trust and taking reasonable steps for the prevention and detection of fraud and other irregularities.

3. Changes in Trusteeship

The representative of the Pensioners' Association on the Board of trustees died on November 6, 2011. His replacement has not yet been named.

4. Government Contribution

In line with the policy of the Trust, we have accrued an amount for Government workers contribution amounting to GH¢208.18 million. This contribution covers the period of August to December 2011 as satisfactory arrangements have been made by the Government with the issue of a Government of Ghana Stock Certificate with a coupon rate of 14% to be redeemed on April 15, 2015.

5. Membership

	2011	2010
Membership at 1 January	1,327,658	1,308,086
New members	131,409	114,118
	<hr/>	<hr/>
Withdrawals	1,459,067 (68,122)	1,422,204 (94,546)
	<hr/>	<hr/>
Membership at 31 December	1,390,945 =====	1,327,658 =====

The above represents the registered membership of the scheme. The active membership, however stood at 963,619 (2010:900,332) as at 31 December 2011.

6 Pensioners

During the year the number of pensioners increased from 107,312 to 112,522.



7. Actuarial Valuation

It is the policy of the Trust to arrange for an external actuarial valuation of the Scheme every three years. The actuarial review of the Scheme as at 31 December 2008 concluded that, over a range of (but not all) possible scenarios, the existing assets and future contributions to the Scheme (at the rates set down in legislation) are, in normal circumstances, likely to be sufficient to pay benefits as they fall due over the period up to about 2030 and possibly beyond.

The Trust has entered into an agreement with the Government Actuaries Department (GAD) of Finlasion House, 15-17 Furnival Street, London EC 4A 1AB, United Kingdom for an actuarial valuation of the Trust to be made. The work will commence on 1 February 2012.

8. Investments

The Trust is the only legally authorised institution to operate a Social Security Pension Scheme in Ghana and consequently has the responsibility, amongst others, for investing the Scheme’s resources in order to fulfill its obligations to current and prospective pensioners. This entails a diversified investment of the Scheme’s resources into promising areas of the Ghanaian economy, in particular, the financial, manufacturing and service sectors, and residential and commercial properties.


The investment portfolio is mostly locally invested and structured into short, medium and long term investments. The main categories of the investments are Government stocks, bonds, equities, residential and commercial properties, loans and short term cash deposits.

The composition of the Scheme’s investment portfolio and returns at 31 December 2011 and 2010 were as follows:

	2011		2010	
	Portfolio	Rate of Return	Portfolio	Rate of Return
	%	%	%	%
Investment Properties Available for Sale	7.91	3.49	10.20	7.70
Held to maturity	29.71	2.18	32.50	38.20
Loans and receivables	7.87	3.65	6.30	1.50
Student loans	35.86	6.08	30.30	5.30
Short term investment	4.84	3.80	5.50	6.90
	13.81	9.99	15.20	13.00
	<u>100.00</u>		<u>100.00</u>	

By order of the Board of trustees:


 Chairman:
 (Board of trustees), 2012


 Director General, 2012

Independent Auditors Report To the Members of the Social Security and National Insurance Trust

We have audited the accompanying financial statements of Social Security and National Insurance Trust, as at 31 December 2011, set out on page 8 to 33, which have been prepared on the basis of the significant accounting policies on page 11 to 21 and other explanatory notes on pages 22 to 33.

Trustees' Responsibility for the Financial Statements

The trustees are responsible for the preparation and fair presentation of these financial statements in accordance with Companies Code, 1963 (Act 179) and the National Pensions Act, 2008 (Act 766). This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance as to whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

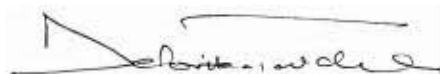
Opinion

In our opinion, the Trust has kept proper accounting records and the financial statements are in agreement with the records in all material respects and give in the prescribed manner, information required by Companies Code, 1963 (Act 179) and the National Pensions Act, 2008 (Act 766). The financial statements give a true and fair view of the financial position of the Trust as at 31 December 2011, and of its financial performance and cash flow for the year then ended and are drawn up in accordance with the International Financial Reporting Standards.

Report on other Legal and Regulatory Requirements

The Ghana Companies Code, 1963 (Act 179) requires that in carrying out our audit work we consider and report on the following matters. We confirm that:

- i. we have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
- ii. in our opinion proper books of accounts have been kept by the Trust, so far as appears from our examination of those books; and
- iii. The statement of financial position and income statement of the Trust are in agreement with the books of account.



Chartered Accountants
Accra, Ghana



Statement of Financial Position As at 31 December 2011

Net Assets Statement

Non-Current Assets

	Note	2011 GH¢'000	2010 GH¢'000
Property, plant & equipment	4	122,800	90,103
Investment properties	5	365,037	179,791
Financial assets	6	2,315,512	1,937,348
Real estate under construction	8	118,603	140,307
		<u>2,921,952</u>	<u>2,347,549</u>

Current Assets

Residential housing available for sale		18,256	21,112
Inventories	9	1,166	1,155
Receivables	10	68,204	52,916
Investments-short term	7	449,805	518,484
Cash & bank balances		95,390	54,598
		<u>632,821</u>	<u>648,265</u>

Current Liabilities

Payables	11	(109,316)	(68,787)
Ghana Education Trust Fund	12	(26,418)	(26,418)
		<u>(135,734)</u>	<u>(95,205)</u>

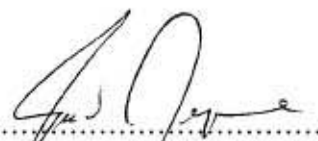
Net current assets		<u>497,087</u>	<u>553,060</u>
--------------------	--	----------------	----------------

Total Assets less Current Liabilities

Represented by

Net assets at 1 January		2,900,609	2,374,803
Current year movement		518,430	525,806
		<u>3,419,039</u>	<u>2,900,609</u>
Net assets at 31 December available to pay benefits		<u>3,419,039</u>	<u>2,900,609</u>

The financial statements on pages 8 to 33 were approved by the Board of Trustees on 11th July, 2012 and were signed on its behalf by:


.....
Chairwoman of the Board


.....
Director General



Contribute

to The New SSNIT Pension Scheme Today



Like the Ant, your contribution to the scheme would guarantee your Future Security today against a rainy tomorrow.

" Follow the example of the ANT".

All employers should remember to pay their workers' contributions with contribution reports.

For further enquiries contact:

The Corporate Affairs Department,
Pension House, P. O. Box MB 149, Ministries, Accra.
Tel: 030 2667742 • 030 2665029
Tel/Fax: 030 2686373
Email: public@ssnit.org.gh
Website: www.ssnit.com • Toll Free: 0-800-333-33



We deliver on our promise!



Income Statement

For the year ended 31 December 2011

Fund Account

	Note	2011 GH¢'000	2010 GH¢'000
Income			
Contributions received	14	825,955	576,833
Net investment income	15	151,104	205,252
Other income		25,526	10,326
		<u>1,002,585</u>	<u>792,411</u>
Direct Costs			
Operational cost		(47,193)	(42,201)
Benefits	16	(355,154)	(310,732)
		<u>(402,347)</u>	<u>(352,933)</u>
Surplus of income over direct costs		600,238	439,478
General and administrative expenses	17	(53,413)	(50,721)
		<u>546,825</u>	<u>388,757</u>
Transfer to National Health Insurance Scheme	19	(108,920)	(88,069)
Net Surplus		<u>437,905</u>	<u>300,688</u>
		=====	=====
Movement in Net Assets			
Surplus of income over expenditure		437,905	300,688
Net increase in the value of investments	20	80,525	225,118
Net current year movement		<u>518,430</u>	<u>525,806</u>

Statement of Cash Flow

For the year ended 31 December 2011

	2011	2010
	GH¢'000	GH¢'000
Operating Activities		
Net current year movement	518,430	525,806
Depreciation	4,080	3,935
Loss on disposal	745	(83)
Revaluation	(29,678)	-
	<u>493,577</u>	<u>529,658</u>
Adjustment for Movement in Working Capital		
(Increase)/decrease in inventories	(11)	(176)
(Increase)/decrease in receivables	(15,288)	7,820
Increase/(decrease) in payables	40,529	16,444
(Increase)/decrease in residents housing for sale	2,856	(530)
	<u>521,663</u>	<u>553,216</u>
Investing Activities		
Purchase of property, plant & equipment	(7,881)	(4,928)
Proceeds from the sale of property, plant & equipment	37	188
Increase in financial assets	(378,164)	(581,159)
Increase in investment properties	(185,246)	(16,034)
Real estate under construction	21,704	(41,800)
	<u>(549,550)</u>	<u>(643,733)</u>
Increase in Cash and Cash Equivalent	(27,887)	(90,517)
Cash and cash equivalents at 1 January	573,082	663,599
	<u>545,195</u>	<u>573,082</u>
	=====	=====
Analysis of Cash and Cash Equivalent		
Investments-short term	449,805	518,484
Cash & bank balances	95,390	54,598
	<u>545,195</u>	<u>573,082</u>
	=====	=====



Notes to the financial statements

For the year ended 31 December 2011

1. Corporate Information

The Social Security and National Insurance Trust (SSNIT) is a statutory public Trust established under NRCDC 127 to administer Ghana's National Pension Scheme. The Social Security Law (PNDC Law 247) under which the current Pension Scheme operated was passed in 1991. This has been repealed by the National Pensions Act, 2008 (Act 766) which provides for a three tier pension scheme in Ghana. SSNIT is mandated by the law to manage the 1st tier which is compulsory for all Ghanaian workers.

The Trust is presently the largest non-banking financial institution in the country. Its primary responsibility is to replace part of lost income due to Old Age, Invalidity, or Death through the administration of a Social Security Scheme.

The address of the Head Office of the Trust is Pension House, Ministries, Pension Road, Accra.

2. Basis of Preparation

2.1 Statement of Compliance

The Financial Statements of the Trust have been prepared in accordance with International Financial Reporting Standards (IFRS) and its interpretation as issued by the International Accounting Standards Board (IASB).

2.2 Basis of Measurement

The financial statements have been prepared under the historical cost convention as modified to include fair valuation of specified financial assets and liabilities to the extent required or permitted under accounting standards and as set out in the relevant accounting policies.

2.3 Use of Estimates and Judgement

The preparation of financial statements in conformity with IFRS requires management to make judgement, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and the associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgement about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

3. Accounting Policies

The following are the principal accounting policies adopted by the Trust.

3.1 Presentation Currency

The financial statements are presented in Ghana cedis (GH¢), which is the Trust's functional and presentation currency.

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement.

3.2 Contributions

Contributions are accounted for on a cash basis. An accrual basis is not considered appropriate because it would result in substantial debtor accounts which may



not be recoverable. However, where satisfactory payment arrangements have been concluded, contributions on behalf of Government workers are accrued.

The Contribution rates used are stipulated in the National Pension Act, 2008 (Act 766) which stipulates the following rates:

Workers' contribution	5.50%
Employers' contribution	13.0% of Workers' Pay

Members who were 55 years and above in 2010 and did not opt for the National Pension Act, 2008 (Act 766) still contribute 17.5% of their basic salary under the transitional period of 5 years.

3.3 Investment Income

Financial Assets include debt securities which management intends to hold until maturity and are stated at fair value. They also include equity securities which are stated at fair value or carrying value. Interest earned on investment securities is reported as interest income. Dividends received are included separately in dividend income. Investment income is reported net of management cost and impairment.

Interest income is recognised for financial instruments (corporate loans) measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instrument, when appropriate, a shorter period to the net carrying amount of the financial asset or liability. When calculating the effective interest rate, the Trust estimates cash flows considering all contractual terms of the financial instrument but does not consider future credit losses. The calculation includes all fees paid or received between parties to the contract that are an integral part of the instrument.

When a financial asset or a group of similar financial assets have been written down as a result of impairment, interest income is recognized using the rate of interest used to discount the future cash flows for the purpose of measuring the impairment loss.

Interest Income and expenses on financial assets and liabilities held at fair value through profit or loss are recognized in the income statement in the period they arise. Fees and commissions, income and expenses that are an integral part to the effective interest rate on financial instruments are included in the measurement of the effective interest rate.

3.4 Benefits Paid

Benefits paid represent all valid benefit claims paid during the year. These include lump sum payments made under the Pension Scheme.

3.5 Financial Assets

a. Categorisation of Financial Assets

The Trust classifies its financial assets in the following categories: financial assets held at fair value through profit or loss; loans and receivables; available-for-sale financial assets; and held-to-maturity investments. Management determines the categorisation of its financial assets at initial recognition.

b. Financial Assets at Fair Value through Profit or Loss

A financial asset at fair value through profit or loss is a financial asset that meets either of the following conditions:

i. Held for Trading

A financial asset is classified as held for trading if it is acquired principally for the purpose of



selling or repurchasing in the near future; or part of a portfolio of identified financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit taking.

ii. Designated at Fair Value through Profit or Loss

Upon initial recognition as financial asset or financial liability, it is designated by the Trust at fair value through profit or loss except for investments that do not have a quoted market price in an active market, and whose fair value cannot be reliably measured.

c. Loans and Advances

Loans and advances are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market.

d. Available-for-sale Financial Assets

Available-for-sale financial assets are non-derivative financial assets that are designated on initial recognition as available for sale and are held for an indefinite period of time and may be sold in response to needs for liquidity or changes in interest rates, exchange rates or equity prices.

e. Held-to-maturity Investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturity that the Trust has the positive intention and ability to hold to maturity.

f. Initial recognition of Financial Asset

Purchase and sales of financial assets held at fair value through profit or loss, available for sale financial assets and liabilities are recognised on the date the Trust commits to purchase or sell the asset. Loans and receivables are recognised when cash is advanced to borrowers.

Financial assets are initially recognised at fair value plus directly attributable transaction costs.

g. Subsequent Measurement of Financial Asset

Available for sale financial assets are subsequently measured at fair value with the resulting changes recognised in equity. The fair value changes on available for sale financial assets are recycled to the income statement when the underlying asset is sold, matured or derecognised. Financial assets classified as at fair value through profit or loss are subsequently measured at fair value with the resulting changes recognised in the income. Loans and receivables and other liabilities are subsequently carried at amortised cost using the effective interest method, less impairment loss.

h. Derecognition

Financial assets are derecognised when the right to receive cash flows from the financial assets has expired or where the Trust has transferred substantially all risks and rewards of ownership. Any interest in the transferred financial assets that is created or retained by the Trust is recognised as a separate asset or liability.

Financial liabilities are derecognised when the contractual obligations are discharged, cancelled or expired.

i. Fair Value Measurement

The determination of fair value of quoted financial assets and liabilities in active markets are based on quoted market prices or dealer price quotations. If the market for a financial asset or liability is not actively traded or the asset is unlisted, the Trust establishes fair values by using valuation techniques. These techniques include the use of arm's length transactions discounted cash flow analysis, and valuation models and techniques commonly used by market participants in setting a price.

SSNIT STUDENT LOAN REPAYMENT Options



HAVE YOU RE-PAID Your SSNIT Student Loan?

Repayment of student loan can be done at any **SSNIT BRANCH**. Your indebtedness to the Student Loan is the principal loan and your portion of 10% compound interest.

The government pays the other portion of the difference between the 10% and the treasury bill rate interest.

REPAYMENT OPTIONS

- Cash repayment (outright or by installment to release a guarantor at a time) at any SSNIT Branch.
- Mandating employer to deduct from salary and pay to SSNIT.
- Refund from scholarships and bursaries.
- Offset with Social Security Contribution.
SSNIT will use your Social Security Contribution to offset your outstanding loan balance, if you do not exercise any of the above options.

STEPS TO REPAY YOUR STUDENT LOAN

- Visit any SSNIT branch and request for your statement or outstanding loan balance.
- Decide on any of the repayment options and inform SSNIT.
- Start making payment(s).
NB. Please quote your Social Security number in all transactions with SSNIT. Borrowers outside the country particularly U.K., Europe & North America can make payment (s) to:

Ghana International Bank
67 Cheapside, 1st floor, Regina House
London EC2V 6AZ
TEL: +44 (0) 20 7653 0350 or 0845 6058004
Fax: +44 (0) 20 7248 2929
Swift: GHIBGB2L
Email: customer.services@ghanabank.co.uk
www.ghanabank.co.uk
ACCOUNT NB.: 01483704
GBP Call Accounts
IBAN NO. GB07GHIB70061301483704

J. P. Morgan Chase, USA
IBAN No.: GB77 GHIB 7006 1301 4837 05
SORT CODE: CHAS US33
Fedwire No. 021000021
Account Name: GHANA INTERNATIONAL BANK
SWIFT: GHIBGB2L
In favour of SSNIT Account No.: 01483705

© 2010

OBTAIN UP-TO-DATE BALANCE BY SENDING AN E-MAIL TO:
studentloan@ssnit.org.gh or customer.services@ghanabank.co.uk
or call: 233-302-667977 • Telefax: 233-302-667738
☎ Toll-Free No.: 0-800-333-33



• Website: www.ssnit.com

We deliver on our promise!

The valuation techniques may be adjusted to allow for a number of factors as appropriate because valuation techniques cannot appropriately reflect all factors market participants take into account when entering into a transaction.

ii. Amortised Cost Measurement

The amortised cost of a financial asset or financial liability is the amount at which the financial asset or liability is measured at initial recognition, minus principal repayment, plus or minus the cumulative amortisation using the effective interest method of any difference between the initial amount recognised and the maturity amount, minus any reduction for impairment.

iii. Identification and Measurement of Impairment

The Trust assesses at each balance sheet date whether there is objective evidence that a financial asset or group of financial assets are impaired. A financial asset or a group of financial assets are impaired and impairment losses are incurred if, and only if, there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset, and that loss event has an impact on the estimated future cash flows of the financial asset, or group of financial assets that can be reliably estimated.

Objective evidence that financial assets are impaired can include default or delinquency by a borrower, restructuring of a loan and other observable data that suggests adverse changes in the payment status of the borrowers.

The Trust first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, and individually or collectively for financial assets that are not individually significant. If the Trust determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is or continues to be recognised, are not included in a collective assessment of impairment.

If there is objective evidence that an impairment loss on a loan and receivable has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the asset's original effective interest rate. The carrying amount of the asset is reduced through the use of an allowance account and the amount of the loss is recognized in the income statement. If a loan and receivable has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

The calculation of the present value of the estimated future cash flows of a collateralised financial asset reflects the cash flows that may result from foreclosure, less cost of obtaining and selling the collateral, whether or not foreclosure is probable. For the purposes of a collective evaluation of basis of impairment, financial assets are grouped on the basis of similar credit risk characteristics. These characteristics are relevant to the estimation of future cash flows for the group of such assets being indicative of the debtors' ability to pay all amounts due according to the contractual terms of the assets being evaluated.

Future cash flows in a group of financial assets that are collectively evaluated for impairment are estimated on the basis of the historical loss experience for assets with credit risk characteristics similar to those in the Trust. Historical loss experience is adjusted on the basis of current observable data to reflect the effects of current conditions that did not affect the period on which the historical loss experience is based, and to remove the effects of conditions in the historical period that do not exist currently.

If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be

related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed by adjusting the allowance account. The amount of the reversal is recognised in the income statement.

Impairment losses on available-for-sale financial assets are recognised by transferring the difference between the amortised acquisition cost and current fair value out of equity to the income statement. When a subsequent event causes the impairment loss on an available for sale financial asset to decrease, the impairment loss is reversed through the income statement. However, any subsequent recovery in the fair value of an impaired available for sale financial asset is recognised directly in equity.

iv. Investments in Securities

This comprises investments in short-term Government securities and medium term investments in Government and other securities such as bonds. Investments in securities are categorised as held-to-maturity financial assets.

3.6. Property, Plant and Equipment

i. Recognition and Measurement

Items of property and equipment are measured at cost less accumulated depreciation and impairment losses.

Cost includes expenditures that are directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the cost of materials and direct labour, and any other costs directly attributable to bringing the asset to a working condition for its intended use. "Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

ii. Subsequent Costs

The cost of replacing part of an item of property or equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Trust and its cost can be measured reliably. The costs of the day-to-day servicing of property and equipment are recognised in the income statement as incurred.

iii. Depreciation

Depreciation is recognised in the income statement on a straight-line basis over the estimated useful lives of each part of an item of property and equipment.

Leased assets are depreciated over the shorter of the lease term and their useful lives. Land is not depreciated.

iv. Disposal

An item of Property, Plant and Equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Gains and losses on disposal are included in the Fund Account.

The principal depreciation rates used are as follows:

Freehold properties	2%
Leasehold properties	Over the unexpired lease period
Motor vehicle	25%
Furniture	25%
Equipment	20%

Depreciation methods, useful lives and residual values are reassessed at the reporting date. Gains and losses on disposal of property, plant and equipment are determined by comparing proceeds from disposal with the carrying amounts of property, plant and equipment and are

recognised in the income statement as other income.

3.7 Employee Benefits

a. Short Term Benefits

Short term employee benefits are measured on an undiscounted basis and are expensed as the related service is provided. A provision is recognised for the amount expected to be paid under short-term cash bonus if the Trust has a constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

b. Post Employment Benefits

The Trust has a Staff Occupational Scheme for all employees who have completed serving their probation period.

Employees contribute 7.5% of their basic salary to the Scheme while the Trust contributes 12.0%. The obligation under the plan is limited to the relevant contribution and these are settled on due dates to the Fund Manager.

c. Termination Benefits

Termination Benefits are payable when employment is terminated before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Trust recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan; or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after balance sheet date are discounted to present value.

3.8 Provisions

Provisions are recognised when the Trust has a present legal or constructive obligation as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. Where the obligation is expected to be settled over a period of years, the provision is discounted using a discount rate appropriate to the nature of the provision.

3.9 Investment Properties

Investment properties are treated as long term investments and carried at market values determined periodically. Investment properties are not subject to depreciation. Increases in their carrying amounts are credited to the movements of net assets. Decreases that offset previous increases of the same asset are charged against the movement of net assets. All other decreases are charged to the revenue account.

3.10 Actuarial Position

The financial statements summarise the transactions and net assets of the Pension Scheme. The financial statements do not take account of liabilities to pay pensions and other benefits in the future.

The financial and actuarial status of the Scheme is to be assessed triennially by an independent consulting actuary.

3.11 Inventory

Inventory is valued at the lower of cost and net realisable value. Cost includes all direct expenditure incurred in bringing the goods to their present location and condition, and is determined using weighted average method.

4. Property, Plant & Equipment

Cost	Land & buildings GH¢'000	Equipment GH¢'000	Furniture & fittings GH¢'000	Motor vehicles GH¢'000	Capital work in progress GH¢'000	Total GH¢'000
At 1 January	88,389	14,489	4,555	7,479	63	114,975
Additions	886	3,586	624	2,195	590	7,881
Revaluation	29,678	-	-	-	-	29,678
Disposals	-	(16)	(39)	(995)	-	(1,050)
	<u>118,953</u>	<u>18,059</u>	<u>5,140</u>	<u>8,679</u>	<u>653</u>	<u>151,484</u>
Depreciation						
At 1 January	5,006	10,900	3,261	5,705	-	24,872
Charge for the year	1,060	1,717	535	768	-	4,080
Disposals	-	(15)	(39)	(214)	-	(268)
At 31 December	<u>6,066</u>	<u>12,602</u>	<u>3,757</u>	<u>6,259</u>	<u>-</u>	<u>28,684</u>
Net Book Value	<u>112,887</u>	<u>5,457</u>	<u>1,383</u>	<u>2,420</u>	<u>653</u>	<u>122,800</u>
31 December 2011						122,800
31 December 2010						90,103

Disposal Schedule

	Cost GH¢'000	Accum. Depn. GH¢'000	NBV GH¢'000	Proceeds GH¢'000	Profit/Loss On Disposal GH¢'000
Motor vehicle	995	214	781	30	(751)
Equipment	16	15	1	2	1
Furniture & fittings	39	39	-	5	5
	<u>1,050</u>	<u>268</u>	<u>782</u>	<u>37</u>	<u>(745)</u>

The revaluation of Land and Buildings were carried out in December 2011. This was conducted by a consortium of six (6) valuation firms, namely Valuation & Development Services, Consolidated Properties, Estates Consult, Valuation and Investment Associates, Goldstreet Real Estate Consult and Thedal Real Property Services Limited.

5. Investment Properties

	2011 GH¢'000	2010 GH¢'000
Commercial properties	316,285	144,961
SSNIT hospital	33,183	20,747
Others	15,569	14,083
	<u>365,037</u>	<u>179,791</u>
	2010 GH¢'000	2009 GH¢'000
Commercial properties	144,961	133,361
Balance at the beginning	173,561	15,680
Additions	(2,237)	(4080)
Transfer	<u>316,285</u>	<u>144,961</u>

The value of the Trust's commercial properties at 31 December, 2011 has been arrived at on the basis of a valuation carried out in 2011 by a consortium of six (6) valuers namely, Valuation & Development Services; Consolidated Properties; Estate Consult; Valuation and Investment Associates; Goldstreet Real Estate Consult and Thedal Real Property Services Limited. These are independent valuers that are not related to the Trust. The valuation, which conforms to International Valuation Standards was arrived at by reference to market evidence of transaction prices for similar properties. This has been updated with additions and transfers made during the year to arrive at the value of commercial properties as at 31 December 2011.

6. Financial Assets

	2011	2010
	GH¢'000	GH¢'000
(i) Available for Sale Investments		
Listed equities	683,159	694,708
Unlisted equities	274,947	258,709
	<u>958,106</u>	<u>953,417</u>
(ii) Held to Maturity Investments		
Ghana Government	32,389	-
HFC mortgage bonds	11,946	28,917
Corporate bonds	-	8,945
	<u>44,335</u>	<u>37,862</u>
(iii) Loans and Receivables		
a. Corporate loans		
Gross	759,898	514,346
Provision	(54,047)	(44,387)
	<u>705,851</u>	<u>469,959</u>
b. Ghana Govt Receivable	449,736	311,951
c. Students loans	157,484	164,159
	<u>2,315,512</u>	<u>1,937,348</u>
Total Financial Assets	2,315,512	1,937,348
	=====	=====

7. Investments - Short Term

	2011	2010
	GH¢'000	GH¢'000
Call deposits	44,424	51,374
Term deposits/treasury bills	366,532	451,089
Corporate loans	38,849	16,021
	<u>449,805</u>	<u>518,484</u>
	=====	=====

8. Real Estate Under Construction

	2011	2010
	GH¢'000	GH¢'000
Balance at 1 January	140,307	98,507
Transfers	(62,806)	(1,352,207)
additions during the year	41,102	1,394,007
	<u>118,603</u>	<u>140,307</u>
At 31 December	118,603	140,307
	=====	=====

9. Inventory

	2011	2010
	GH¢'000	GH¢'000
Stationery	957	1,004
Spare parts	148	131
Fuel and lubricants	61	20
	<u>1,166</u>	<u>1,155</u>
	=====	=====

10. Receivables

	2011	2010
	GH¢'000	GH¢'000
Investment income	10,499	9,516
Staff debtors	31,975	26,603
Prepayments	473	471
Advances to contractors	11,727	8,584
Deposits for houses	80	14
Sundry debtors	13,450	7,728
	<u>68,204</u>	<u>52,916</u>
	=====	=====

11. Payables

	2011	2010
	GH¢'000	GH¢'000
Retention fees	4,057	4,188
Suppliers and accrued liabilities	95,656	64,240
Rent received in advance	40	60
Sundry payables	9,563	97
Ghana Hostel Company	-	202
	<u>109,316</u>	<u>68,787</u>
	=====	=====

12. Ghana Education Trust Fund

The Ghana Education Trust Fund made available to the Trust an amount of GH¢26.42 million for onward lending to students under the Students Loan Scheme.

13. Segmental Reporting

Segmental Information is presented in respect of the Trust's business segments. The Trust is organised into three main business segments: Operations, Investment and Administration. The Branch and Area offices together with the coordination functions constitute the operations segment which is primarily responsible for Contribution collection and benefits payment. The Investment segment manages the Treasury, Investment and Development functions of the Trust while the Administrative segment is responsible for general administration.

	Operations	Investments	Administration	Total
	GH¢'000	GH¢'000	GH¢'000	GH¢'000
Revenue				
Contributions	825,955	-	-	825,955
Investment income	-	203,232	-	203,232
Other income	-	-	25,526	25,526
	<u>825,955</u>	<u>203,232</u>	<u>25,526</u>	<u>1,054,713</u>
	-----	-----	-----	-----
Investment management expenses	-	(4,308)	-	(4,308)
Diminution in fair value of shares	-	(38,160)	-	(38,160)
Provision for bad and doubtful debt	-	(9,660)	-	(9,660)
Benefits	-	(355,154)	-	(355,154)
Operational cost	(47,193)	-	-	(47,193)

Administration cost	-	-	(53,413)	(53,413)
Total operating expenses	<u>(402,347)</u>	<u>(52,128)</u>	<u>(53,413)</u>	<u>(507,888)</u>
Surplus of Income before NHIS	423,608	151,104	(27,887)	546,825
Transfer to NHIS	(108,920)	-	-	(108,920)
Surplus of Income after expenditure	<u>314,688</u>	<u>151,104</u>	<u>(27,887)</u>	<u>437,905</u>
	=====	=====	=====	=====
14. Contributions			2011	2010
			GH¢'000	GH¢'000
Contribution received			825,955	576,833
			=====	=====
15. Net Investment Income			2011	2010
			GH¢'000	GH¢'000
Government and corporate bonds			9,364	2,486
Term deposits and treasury bills			44,948	72,653
Students loans			9,062	17,640
Corporate loans			71,030	68,004
Rent			9,001	8,485
Dividends			32,181	26,290
Miscellaneous income			27,646	23,365
			<u>203,232</u>	<u>218,923</u>
Cost of management			(4,308)	(3,892)
Changes in fair value of shares			(38,160)	(7,138)
Provision for bad and doubtful debt			(9,660)	(2,641)
			<u>151,104</u>	<u>205,252</u>
			=====	=====
16. Benefits			2011	2010
			GH¢'000	GH¢'000
Old age and invalidity			316,112	271,984
Death and survivors			39,042	38,748
			<u>355,154</u>	<u>310,732</u>
			=====	=====
17. General and Administrative Expenses			2011	2010
			GH¢'000	GH¢'000
General and Administrative Expenses Include:				
Depreciation of fixed assets			3,148	3,304
Auditors' remuneration			70	70
Trustees emoluments			481	565
Other			49,714	46,782
			<u>53,413</u>	<u>50,721</u>
			=====	=====

18. Financial Risk Management

The Trust has exposure to the following risks from its use of financial instruments:

Asset/portfolio risk

Liquidity risk

Market risk

Operational risk

This note presents information on the Trust's exposure to each of the risks, the Trust's objectives,



policies and processes for measuring and managing risk and the Trust's management of capital.

Risk Management Framework

The Board of Trustees has overall responsibility for the establishment and oversight of the Trust's risk management framework.

The Trust's risk management policies are established to identify and analyse the risks faced by the Trust, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

The Trust, through the standards and procedures aims to develop a disciplined and constructive control environment, in which all employees would understand their roles and obligations.

The Trust's Executive Committee is responsible for monitoring compliance with risk management policies and procedures, and for reviewing the adequacy of the risk management framework in relation to risks faced by the Trust.

(a) Asset/Portfolio Risk

An Investment Asset Allocation Policy which is aimed at ensuring that the Trust positions its portfolio to amass optimal returns within the changing market environment and expectations while ensuring that the corpus, risk and performance of the investment portfolio remain relatively safe and sound, is reviewed and approved by the Board.

The Investment and Development Division of the Trust continually monitors the risk environment and as and when deemed necessary, the Investment Asset Allocation Policy is reviewed and submitted for further review and authorization by the Board.

The approved Investment Asset Allocation Policy serves as the guide for all investment activities within the Trust. In constructing an Optimal Asset Allocation for the Trust, the Investment and Development Division assesses the associated risk inherent in investing in each of the asset classes and the overall portfolio as a whole.

The analysis is also attentive to the occurrence of deviations from the estimated Expected Return as it is these inevitable deviations that jeopardise the attainment of expected results and hence the risk.

In assessing the risk inherent in the portfolio, each asset class risk is measured with a keen eye on mitigating measures and controls on the risk. The first part of the measurement exercise, is the establishment of the Expected Return on each asset class. The second part comprises the assessment of the risk characteristics of each asset; particularly in combination with the current portfolio. The risk of the individual assets is measured in the context of the effect of their returns on the overall portfolio volatility.

Combinations of assets duly assessed are then made in proportions that are projected to at least yield the minimum Expected Portfolio return of a positive 2.5% above inflation. The overall objective of the Investment Asset Allocation Policy is to ensure return optimisation, that is, the highest possible return achievable under tolerable risk levels.

The risk of financial loss to the Trust if a counterparty to a financial instrument fails to meet its contractual obligations, arises principally from loans and advances to companies and other Institutions and investment securities.

Loans are designated as impaired and considered non-performing where recognised weakness indicates that full payment of either interest or principal becomes questionable.

An individual impairment provision is raised, being the difference between the loan carrying

amount and the present value of estimated future cashflows.

Provisions are raised where necessary based on the results of independent asset reviews, economic conditions as well as local knowledge and experiences. Where it is considered that there is no realistic prospect of recovering an element of an account against which an impairment provision has been raised, then that amount will be written off.

(b) Liquidity Risk

The Trust defines liquidity risk as the risk associated with the situation where it does not have sufficient financial resources available to meet all of its obligations and commitments as they fall due, or can access them only at excessive cost. It is the policy of the Trust to maintain adequate liquidity at all times. Hence the Trust's approach to managing liquidity is to be in a position to meet all obligations to pay pensioners, suppliers and contractors, to fulfil commitments to lend and to meet any other commitments.

The Treasury Department maintains a portfolio of short-term liquid assets, largely made up of short-term liquid investment securities such as Treasury Bills, Fixed Deposits (Repurchase Agreements) and Calls to ensure that sufficient liquidity is maintained within the Trust.

The Finance Division of the Trust is responsible for ensuring the attainment of the liquidity objectives of the Trust. These responsibilities include the provision of authorities and development of policies and procedures.

(c) Market Risk

Market Risk is the risk that changes in market prices, such as interest rate, equity prices and foreign exchange rates will affect the Trust income or the value of its holdings of financial instruments.

The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return on risk. The Trust is developing policies, processes and evaluating methodologies to better manage this risk.

(d) Operational Risk

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with the Trusts processes, personnel, technology and infrastructure, and from external factors other than market and liquidity risks such as those arising from legal and regulatory requirements and generally accepted standards of corporate behaviour. Operational risks arise from all of the Trust's operations.

The Trust's objective is to manage operational risk so as to balance the avoidance of financial losses and damage to the Trust's reputation with overall cost effectiveness and to avoid control procedures that restrict initiative and creativity.

The primary responsibility for the development and implementation of controls to address operational risk is assigned to senior management within each Division.

This responsibility is supported by the development of overall standards for the management of operational risk in the following areas:

- requirements for appropriate segregation of duties, including the independent authorisation of transactions
- requirements for the reconciliation and monitoring of transactions
- compliance with regulatory and other legal requirements
- documentation of controls and procedures
- requirements for the periodic assessment of operational risks faced, and the adequacy of controls procedures to address the risks identified.

- requirements for the reporting of operational losses and proposed remedial action
- procedures to address the risks indentified
- development of contingency plans
- training and professional development
- ethical and business standards
- risk mitigation, including insurance where this is effective.

Compliance with the Trust's standards is supported by a programme of periodic reviews undertaken by Internal Audit sometimes with assistance from external consultants. The results of reviews are discussed with the management of the business unit to which they relate, with reports submitted to the Audit committee, a sub committee of the Board.

19. Transfers to National Health Insurance Scheme

Transfers made are in accordance with National Pensions Act, 2008 (Act 766) Section 63 (4) which requires 2.5 percentage points out of each member's 13.5% contribution to the SSNIT Pension Scheme to be paid into the National Health Insurance Fund.

20. Net increase in the Value of Investments

	2011 GH¢'000	2010 GH¢'000
Revaluation of listed shares	(60,082)	221,658
Revaluation of fixed assets	107,413	-
Revaluation of commercial properties	29,678	-
Indexation of HFC Bonds	3,516	3,460
	<u>80,525</u>	<u>225,118</u>
	=====	=====

21. Tax

Under Section 54 of the National Pensions Act, 2008 (Act 766), the Trust is exempt from corporate tax and such other taxes and duties as may be determined by the Minister of Finance & Economic Planning.

22. Contingent liabilities and provisions

(a) Contingent liabilities

There were a number of legal proceedings outstanding against the Trust at 31 December 2011. These are pending litigations that may result in a material liability to the Trust. It is estimated that the maximum amount would not exceed GH¢4,000,000.00 (2010-GH¢711,684).

(b) Loans and advances

A transfer is made to an impairment account to cater for any shortfalls between the asset's carrying amount and the present value of estimated future cash flows discounted at the Trust's average commercial rate.

(c) Unquoted investments

Unquoted Investments are stated at fair value

(d) Post balance sheet events

Events subsequent to the balance sheet date are reflected in the financial statements only to the extent that they relate to the year under consideration and the effect is material.

Social Security And National Insurance Trust

Income Statement for the year 2009 - 2011

	2009 GH¢'000	%Increase/ (Decrease)	2010 GH¢'000	%Increase/ (Decrease)	2011 GH¢'000
Income					
Contribution Received	667,603	(14)	576,833	43	825,955
Net Investment Income	116,275	77	205,252	(26)	151,104
Other Income	16,006	(35)	10,326	147	25,526
	799,884	(1)	792,411	27	1,002,585
Costs					
Operations Cost	39,566	7	42,201	12	47,193
Benefits	223,239	39	310,732	14	355,154
General & Admin. Expensese	79,534	(36)	50,721	5	53,413
	342,339	18	403,654	13	455,760
Surplus					
	457,545	(15)	388,757	41	546,825
Transfer to NHIS	66,910	32	88,069	24	108,920
Net Surplus	390,635	(23)	300,688	46	437,905
Net Increase/Decrease in value of Investment	(244,578)	(192)	225,118	(64)	80,525
Net Current year movement	146,057	260	525,806	(1)	518,430
Net assets at 1 Jan					2,900,609
Current year movement					518,430
Net assets at 31 Dec					3,419,039

SSNIT AREA & BRANCH OFFICES

SOCIAL SECURITY AND NATIONAL INSURANCE TRUST
P.O. BOX MB.149, MINISTRIES, ACCRA

(Main Telephone Lines)

(0302) 667731, 667732, 667736, 668664, 668669, 668672, & 668675
028961500, 0289513501, 0289513503, 028951304
Fax: (0302) 662226, 667746, 669681 E-mail: public@ssnit.org.gh
Website - www.ssnit.org.gh

Director-General	-	(0302) 668674	Fax:(0302) 667696
General Manager/Finance	-	(0302) 668684	
General Manager/Operations	-	(0302) 667746,	Fax:(0302) 681314
General Manager, Human Resources/Admin	-	(0302) 667692,	Fax:(0302) 667693
General Manager, MIS	-	(0302) 680522	
General Manager IDD	-	(0302) 676450	
General Manager, Benefits	-	0302-686378 Tel/Fax	
General Manager, General Counsel	-	(0302) 667694	
Chief Actuary	-	(0302) 686380	
Company Secretary	-	(0302)680524,	Fax:(0302) 686372
Chief Internal Auditor	-	(0302) 668681	
Corporate Affairs Manager	-	(0302) 667742	Fax: (0302) 686373
Human Resource Manager	-	(0302) 668680	
Human Resource (Manpower)	-	(0302) 680523	
General Services Manager	-	(0302) 667745	Fax; (0302) 669604
Benefits Processing Manager	-	(0302) 661882	
Claims Computation & Payments Manager	-	0289522921	
Benefits – Customer Care Unit	-	(0302) 030-7011365	Fax: 0302-667735
Actuarial Manager	-	030-7011743	
Financial Accountant	-	(0302) 668679	
Management Accountant	-	(0302) 667743	
Operations Accountant	-	(0302) 665228, 0289322915	
Operations Co-ordinator	-	(0302) 668678	
Research Manager	-	(0302) 680502 Tel/Fax	
Human Resource Development Manager	-	(0302) 668689	
Head Office Branch Manager	-	(0302) 668676 Tel/Fax	
IT Manager, IT Applications	-	030-7011366	
IT Manager, Communications and Network	-	030-7011375	
IT Manager, MIS Programmes	-	030-7011376	
IT Manager, Systems & Operations	-	030-7011373	
IT Help Desk	-	(0302) 680518,	
Students Loan Manager	-	0289322911, 0289322913	
Corporate Law Manager	-	(0302) 674868	
Treasury Manager	-	(0302) 681315 Direct,	Fax: 030-7011744
Quality Manager	-	(0302) 667737	
Project Centre Manager	-	(0302) 686380	
Strategic Planning Manager	-	(0302) 686379	
Legal Services Manager	-	(0302) 663879	
Secretary to Director-General	-	(0302) 668674	
Public Information Desk	-	(0302) 668682	Fax: (0302) 669681
Emergency Line – PABX	-	(0302) 662280	
Informal Sector, Makola Branch	-	(0302) 665291	Fax (0302) 669603
ITCS Hotline	-	(0302) 665174, 686375, 680523, 680518	
SSNIT Hotline	-	(0302) 667742	

**SOCIAL SECURITY & NATIONAL INSURANCE TRUST, ADJABENG
P.O. BOX MB.149, MINISTRIES, ACCRA**

ADJABENG**MAIN TELEPHONE NOS**

	-	(0302) 669493, 669504
Insurance Unit	-	(0302) 676437
Adabraka Branch	-	(0302) 669493, 669504, E-mail: ssadabraka@ssnit
Branch Manager, Adabraka	-	(0302) 675761 Fax: 683143
Customer Care Unit	-	(0302) 669557
Compliance and Prosecution Manager	-	(0302) 670520 Fax: (0302) 665491

GULF HOUSE

(Main Telephone Lines)	-	(0302) 506224, 506211, 506226
Legon Branch Manager	-	(0302) 506210 (Tel/Fax)

RIDGE TOWER

Main Telephone Lines	-	(0302) 662710, 680672
Projects Development Manager	-	(0302) 682917 (Direct) Fax: 688958
Portfolio Manager, Equities	-	(0302) 689213
Portfolio Manager, Fixed Income	-	(0302) 679630
Properties Manager	-	(0302) 680395
Facilities Maintenance Unit	-	(0302) 662710, 680672, 682847 Fax: (0302) 680395

THE TRUST HOSPITAL

General Manager/Medicals	-	(0302) 761974 – 6 (Main Telephone Line)
Hospital Administrator	-	(0302) 777790 Fax: (0302) 777790
Tema SSNIT Clinic	-	(0302) 761979
SSNIT Guest House	-	(0303) 206376
	-	(0302) 226228 & 225366 Fax: (0302) 225879

OTHERS

Transport Unit	-	(0302) 660471, 660534, 677195, 660480 660482, 676434
Transport Manager	-	(0302) 670369 Tel/Fax / 221656
Deputy Transport Manager	-	(0302) 667722
Records Department	-	(0302) 229127/233002-4/243053 (main lines)
Records Manager	-	(0302) 224819 Fax: 233001
Deputy Head of Records	-	(0302) 233005
Claims Unit	-	(0302) 243051
SSNIT Trade Fair Stand	-	(0302) 761825
Accra Abattoir	-	0303-410135/6
GICEL (Managing Director) Direct	-	(0302) 224697/228863
GICEL Box WJ2 Weija, Accra	-	(0302) 235389/235390
Dansoman Warehouse	-	(0302) 314427

AREA & BRANCHES**ACCRA NORTH AREA**

	Address	Telephone
Student Loan Department	P.O. Box MB 149	028932911, 0289322913, 0289322921
Accra North Area /& A.I.A Branch Offices	"	(0302)225233, 256347, 232997, 232998 E-mail: sasia@ssnit.org.gh

Accra Area Office	"	0289500902
Area Manager	"	0289-522909 Fax (0302) 225135
Accra Industrial Area Branch	"	0289674677
Accra Industrial Area Branch Manager	"	(0302) 225318, Tele/Fax: 232999
Benefits/Customer Service Unit, A.I.A	"	0289674676
Data & Statistics	"	0289322903
Area Accountant	"	0289522904
Legon Branch	"	(0302) 506224, 506226
		E-mail: sslegon@ssnit.org.gh
Legon Branch Manager	"	(0302) 506210 Tele/Fax
Senior Compliance Officer	"	(0302) 506227
Weija Branch	P.O. Box WJ 318	(0302) 850216, 850220
		E-mail: ssweija@ssnit.org.gh
Weija Branch Manager	"	(0302) 850218; Fax (0302) 850219
Weija Branch Customer Service	"	(0302) 850217
Achimota Branch	P.O. Box MB.149	(0302) 402210, 402300, 0289322917, 0289322920
		E-mail: ssachimota@ssnit.org.gh
Achimota Branch Manager	"	(0302) 400489 Tele/Fax
Kokomlele Branch	P.O. Box MB. 149	0289522901, 0289522905
		E-mail: sskokomlele@ssnit.org.gh
Kokomlele Branch Manager	"	(0302) 237691 Direct, (0302) 237773, (0302) 237692 Fax
Agona Swedru Branch	P.O. Box 399	(033 20) 20399
		E-mail: aswedru@ssnit.org.gh
Agona Swedru Branch Manager	"	(033 20) 20984, (033 20) 20986 Fax
ACCRA SOUTH AREA		
Accra South	-	0289322922, 0289322918
Head Office Branch	-	0302) 667731, 667736, 668664, 668665, 668669, 668671, 668672, 668673 & 668675
		Fax: (0302) 662226, 667746, 669681
		E-mail: public@ssnit.org.gh
Osu R.E. Branch	"	(0302) 761803, 761804, 771413
		E-mail: ssosu@ssnit.org.gh
Osu R.E. Branch Manager	"	(0302) 761805 Fax: (0302) 761805
Osu R.E. Customer Service	"	(0302) 761802
Osu R.E. Compliance Supervisor	"	(0302) 761806
Adabraka Branch	"	(0302) 669493, 669504, 0289522917 028522919
		E-mail: ssadabraka@ssnit.org.gh
Adabraka Branch Manager	"	(0302) 675761 Fax: (0302) 683143
Senior Compliance Officer	"	(0302) 683140
Accra Central Branch	"	(0302) 664987/8
		E-mail: ssacentral@ssnit.org.gh
Accra Central Branch Manager	"	(0302) 664421, Fax: (0302) 665791
Korle-Bu Branch	"	0289522900, 0289522906, 0302660175
		E-mail: sskorlebu@ssnit.org.gh
Korle-Bu Branch Manager	"	0302664831 Direct, (0302) 660174 Fax
TEMA AREA		
Area Office	P.O. Box CO713, Tema	(0303) 200512, 200514, 200515
Area Manager	"	(0303) 200518 Dir Fax: (0303) 200510
Tema C.2 Branch Manager	P.O. Box CO713, Tema	(0303) 204565 Fax: (0303) 205349
Senior Compliance Officer	"	(0303) 213507/213508
Tema C.2 Branch	"	(0303) 204007, 213507, 213509

		0289322912, 0289322914 E-mail: sstemac2@ssnit.org.gh (0303) 206802, 207375 – 9 E-mail: sstharbour@ssnit.org.gh (0303) 206234 Fax: (0303) 206653 (0303) 207381 Direct (0303) 207380 Direct
Tema Harbour Branch	"	
Tema Harbour Branch Manager	"	
Senior Compliance Officer	"	
Tema Harbour Branch	"	
Compliance Supervisor	"	
Tema Customer Service Unit	"	(0303) 210805
Tema East Branch	P.O. Box CO713 Tema	(0303) 7012081, 7012083 E-mail: ssteast@ssnit.org.gh (0303) 7012082 Fax: (0303)300364/1 (0302) 711022, 711024, 711025, 0289522918 E-mail: sstnungua@ssnit.org.gh (0302) 912143 Fax 711023 (034 20) 91417 E-mail: sssomanya@ssnit.org.gh (034 20) 95585 Dir, Fax: (021) 297010 (036 25) 30946, 30947 E-mail: ssdenu@ssnit.org.gh (036 25) 30945 Fax; 30327 (036 25) 30319
Tema East Branch Manager	P.O. Box CO713 Tema	
Teshie/Nungua Branch	P.O. Box CO713 Tema	
Teshie-Nungua Branch Mgr.	"	
Somanya Branch	P.O. Box 75	
Somanya Branch Manager	P.O. Box 75	
Denu Secretary to Manager	P.O. Box DE82	
Denu Branch Manager	P.O. Box 82	
Denu Customer Service Unit	"	
KUMASI AREA		
Area Manager	P.O. Box 4270	(032 20) 23220 Dir, Fax: (032 20) 27242 (032 20) 27227 Dir, Fax: (032 20) 27227 (032 20) 27210, 27211, 24927/ 24902/ 27234/5 (032 20) 27218 (032 20) 24902; 27218 E-mail: ssadum@ssnit.org.gh (032 20) 27226 Direct Fax: 27243 (032 20) 27219 (032 20) 22266/23085 Fax: (032 20) 22763 E-mail: ssasafo@ssnit.org.gh (032 20) 23345 Fax (032 20) 22763 (032 21) 24470 E-mail: sskonongo@ssnit.org.gh (032 21) 24202 Fax: 24552 (033 22) 28256/28285 E-mail: ssdunkwa@ssnit.org.gh (033 22) 28252 Fax: 28418 (032 25) 41727/40272 E-mail: ssobuasi@ssnit.org.gh (032 25) 41726 Fax: (032 25) 42497 (032 25) 41792 (032 25) 22318 Fax: 22171 E-mail: mampong@ssnit.org.gh (032 25) 22170 - 0244339976 E-mail: swiawso@ssnit.org.gh - (032 24) 20297 E-mail: ssbekwai@ssnit.org.gh
Senior Operations Data Officer	"	
Area Office, Kumasi	"	
Information Desk	"	
Adum Branch	"	
Adum Branch Manager,	"	
Senior Compliance Officer	"	
Asafo Branch	"	
Asafo Branch Manager	"	
Konongo Branch	P.O. Box 82	
Konongo Branch Manager	P.O. Box 82	
Dunkwa Branch	P.O. Box 239	
Dunkwa Branch Manager	P.O. Box 239	
Obuasi Branch	P.O. Box 165	
Obuasi Branch Manager	P.O. Box 165	
Obuasi Archives Manager	P.O. Box 165	
Mampong Ashanti Branch	P.O. Box 35	
Mampong Ashanti Branch Manager	P.O. Box 35	
Atebubu Day Office	P.O. Box 35	
Sefwi-Wiawso Branch	P.O. Box 187	
Bibiani Day Office	P.O. Box 187	
Bekwai Branch	P.O. Box 210	

Bekwai Branch Manager	P.O. Box 210	(032 24) 20148 Fax: (032 24) 20208
SUNYANI AREA		
Area Manager, Sunyani	P.O. Box 411	(035 20) 27258 Fax: (035 20) 27197 E-mail: sssunyani@ssnit.org.gh
Sunyani Area Office	P.O. Box 411	(035 20) 23665
Sunyani Area Accountant	P.O. Box 411	(035 20) 28363
Sunyani Branch	P.O. Box 411	(035 20) 23532 E-mail: sssunyani@ssnit.org.gh
Sunyani Branch Manager	"	(035 20) 24464 Fax: (035 20) 27239
Dormaa Day Office	P.O. Box 411	-
Wenchi Branch	P.O. Box 65	(035 20) 92098 E-mail: sswenchi@ssnit.org.gh
Wenchi Branch Manager	P.O. Box 65	(035 20) 92099 Fax: (035 24) 22623 E-mail: sswenchi@ssnit.org.gh
Goaso Branch	"	(035 20) 94262 E-mail: ssgoaso@ssnit.org.gh
Goaso Branch Manager	P.O. Box 91	0244339975 Fax: 030 2940060
Techiman Branch	P.O. Box 7	(035 25) 91697 E-mail: sstechiman@ssnit.org.gh
Techiman Branch Manager	P.O. Box 7	(035 25) 91487/322398, Fax: (035 25) 22091
Kintampo Day Office	P.O. Box 7	-
TAKORADI AREA		
Area Office, Takoradi	P.O. Box 611	(031 20) 23565 - 6, 21994/22108
Area Manager	P.O. Box 611	(031 20) 24787 Dir, Fax: (031 20) 24246
Takoradi Branch	P.O. Box 611	(031 20) 23565/6 Fax: (031 20) 24685 E-mail: sstakoradi@ssnit.org.gh
Takoradi Branch Manager	P.O. Box 611	(031 20) 24628 Direct
Branch Manager, Informal Sector, T'di	P.O. Box 611	(031 20) 27254 Tele/Fax
Tarkwa Branch	P.O. Box 224	(031 23) 20332 Fax: (031 23) 20332 E-mail: sstarkwa@ssnit.org.gh
Tarkwa Branch Manager	P.O. Box 224	(031 23) 20881
Asankragua Day Office	P.O. Box 224	-
Axim Branch	P.O. Box 61	(031 21) 22303/22238 E-mail: ssaxim@ssnit.org.gh
Axim Branch Manager	P.O. Box 61	(031 21) 22302 Fax: (031 21) 22327
Half Assini Day Office	P.O. Box 61	-
Cape Coast Branch	P.O. Box 602	(033 21) 32991/5, 30381, 30382-4 E-mail: sscapecoast@ssnit.org.gh
Cape Coast Branch Manager	"	(033 21) 32841/32843 Fax: (033 21) 32843
Assin Fosu Branch	P.O. Box 134	(033 21) 92617, Tele/Fax: (033 22) 40544 E-mail: assinfosu@ssnit.org.gh
Breman Asikuma Branch	P.O. Box 98	-
Breman Asikuma Branch Mgr.	P.O. Box 98	E-mail: ssbasikuma@ssnit.org.gh
Twifo Praso Day Office	P.O. Box 134	0244-339974 -
KOFORIDUA AREA		
Area Office	P.O. Box 586	(034 20) 23101/ 23106/ 23086/ 0289522914/5
Area Manager	P.O. Box 586	(034 20) 23252 Direct, Fax: 23125
Senior Operations Data Officer	"	(034 20) 22701
Koforidua Branch	"	(034 20) 23101/23106/23086 E-mail: sskoforidua@ssnit.org.gh
Koforidua Branch Manager	P.O. Box 586	(034 20) 23173 Direct, Fax: 22445

SSNIT AREA & BRANCH OFFICES

Kade Branch	P.O. Box 96	0307011374 Dir., (034 292) 2855 Tel/Fax E-mail: sskade@ssnit.org.gh
Asamankese Day Office	P.O. Box 96	-
Nkawkaw Branch	P.O. Box 48	(034 31) 22143/22540/22541 E-mail: ssnkawkaw@ssnit.org.gh
Nkawkaw Branch Manager	"	(034 31) 22421 (Tel/Fax)
Donkokrom Day Office	P.O. Box 48	-
Akim Oda Branch	P.O. Box 197	0342092396 E-mail: aoda@ssnit.org.gh
Akim Oda Branch Manager	P.O. Box 197	0342092396
Internet Protocol (IP) Phone:		5600
Mampong Akwapim Branch	P.O. Box 91	(034 21) 95803, 0289322916 E-mail: akmampong@ssnit.org.gh
Mampong Akwapim Branch Manager	P.O. Box 91	(034 27) 22107 (Tel/Fax)
Nsawam Day Office	P.O. Box 91	(034 21) 95873
Ho Branch	P.O. Box 321	(036 20) 26657/26658 E-mail: ssho@ssnit.org.gh
Ho Branch Manager	"	(036 20) 26457 (Direct) Fax: 26571
Hohoe Branch	P.O. Box 20	(036 27) 22089 E-mail: sshohoe@ssnit.org.gh
Hohoe Branch Manager	P.O. Box 20	(036 27) 22303 Tel/Fax
Nkwanta Day Office	P.O. Box 1	-
TAMALE AREA		
Area Manager, Tamale	P.O. Box 390	(037 20) 23789 Direct
Area Office, Tamale	P.O. Box 390	(037 20) 22095/22266 Fax: 22266 E-mail: sstarea@ssnit.org.gh
Tamale Branch	"	(037 20) 22096 Fax: 22509 E-mail: sstamale@ssnit.org.gh
Tamale Branch Manager	"	(037 20) 23747
Damongo Day Office	"	-
Salaga Day Office	"	-
Yendi Branch	P.O. Box 46	(037 20) 95243 E-mail: ssyendi@ssnit.org.gh
Yendi Branch Manager	P.O. Box 46	(037 20) 95244 Fax: (037 20) 22111
Bimbila Day Office	P.O. Box 46	-
Wa Branch	"	(039 20) 22435/6 E-mail: sswa@ssnit.org.gh
Wa Branch Manager	P.O. Box 81	(039 20) 22043 Fax: 22434
Tumu Day Office	"	-
Lawra Branch	P.O. Box 64	(039 20) 22819/50502 Fax 20369 E-mail: sslawra@ssnit.org.gh
Lawra Branch Manager		020-2023728/0244-207692
Bolgatanga Branch	P.O. Box 82	(038 20) 22370/23025 E-mail: ssabolga@ssnit.org.gh
Bolgatanga Branch Manager	"	(038 20) 23031 Fax (038 20) 22222
Sandema Day Office	"	-
Bawku Branch	P.O. Box 100	(038 22) 22276, 22579 E-mail: ssbawku@ssnit.org.gh
Bawku Branch Manager	P.O. Box 100	(038 22) 22197 Fax: (038 22) 22189
Zebilla Day Office	P.O. Box 100	-
Gambaga Branch	P.O. Box 28	(037 20) 94424, 94428 E-mail: ssgambaga@ssnit.org.gh
Gambaga Branch Manager	P.O. Box 28	020-2015772/0246-936158
Walewale Day Office	P.O. Box 28	

Have You Completed Your SSNIT Pension Life Certificate?



Pensioners above age 72 must complete Life Certificate twice a year- January and July.



We deliver on our promise!

THE NEW SSNIT PENSION SCHEME UNDER THE NATIONAL PENSIONS ACT, 2008 ACT 766 AT A GLANCE

Introduction

The National Pensions Act has introduced a Three - Tier Pension Scheme comprising:

1. First Tier - A Mandatory Basic Social Security Scheme to be managed by SSNIT.
2. Second Tier - A Mandatory fully-funded and privately managed occupational scheme.
3. Third Tier - A Voluntary fully-funded and privately managed provident fund and personal pension scheme.

1. OBJECT OF THE NATIONAL PENSIONS ACT

The object of the scheme is to:

- a) provide pension benefits to ensure retirement income security for workers.
- b) ensure that every worker receives retirement and related benefits as and when due, and
- c) establish a uniform set of rules and standards for the administration, payment of retirement and related benefits for workers in both the public and private sectors.

2. CONTRIBUTIONS TO THE SCHEME

- Under the new National Pensions Act, 2008 Act 766, the worker contributes 5.5% of his/her basic salary and the employer adds 13% of the worker's basic salary, making a total of 18.5%.
- Out of the 18.5% the employer is obliged by law to remit 13.5% within fourteen days after the end of each month to SSNIT.
- Subsequently, SSNIT also remits 2.5% out of the 13.5% to NHIA for the member's Health Insurance.

Contributions	Old Rates	New Rates	Difference
Worker	5%	5.5%	0.5%
Employer	12.5%	13.0%	0.5%
Total	17.5%	18.5%	1.0%

This means that an additional 1.0% is to be contributed by both the Employer and Worker in equal proportions.

3. SOCIAL SECURITY PAYMENTS AND DATA

- An employer is obliged by law to submit the contribution report for that month at the end of that month, whether the contribution is remitted to the Trust or not.
- All payments of Social Security Contributions shall be accompanied with the relevant data.
- The data must indicate the full Names of Workers, their Valid Social Security Numbers or Reference numbers, the Workers' Salaries and the corresponding Social Security Deductions.

4. PAYMENT OF CONTRIBUTION DURING THE TRANSITIONAL PERIOD

From 1st January, 2010 the payment of the new 18.5% shall start and the first payment will be expected by 14th February, 2010.

However, as directed by the NPRA, from 1st January, 2010 and for the transitional period all Employers shall pay the entire 18.5% to SSNIT as follows:

- Separate payment and Contribution Report for the 13.5% contribution for the first tier and National Health Insurance.
- Separate payment and Contribution Report for the 5% contribution for the second tier.
- Contribution Report shall be submitted at the end of the month, whether contribution is remitted to the Trust or not.
- For those who are 55 years and above and who do not opt. to join the new Three Tier Scheme, the Employer shall continue to pay the old 17.5% on their behalf to SSNIT until they retire.

5. NEW FEATURES OF THE SSNIT PENSION SCHEME

A Minimum Contribution

- This minimum contribution shall be 18.5% of the approved monthly equivalent of the national daily minimum wage.

This is to protect workers whose employers have been contributing on earnings below the national minimum wage.

A Maximum Contribution

- The maximum amount will be determined periodically by SSNIT in consultation with the Board of the National Pensions Regulatory Authority. This is to monitor the practice whereby some members increase their salaries to the detriment of the scheme.

Minimum Contribution Period

- The new minimum contribution period shall be 180 months in aggregate.

Entry Age /Maximum Age

- The new minimum age at which a person may join the social security scheme is 15 years and the maximum is 45 years.

Age Exemption

- A worker who is entitled to retirement benefits under a pension scheme in existence before the commencement of this Act and is aged 55 years or above is exempt from this new scheme.

6. BENEFITS OF THE NEW SSNIT SCHEME

The following benefits are guaranteed under the **NEW SSNIT PENSION SCHEME**

LIFELONG MONTHLY OLD AGE PENSION

QUALIFYING CONDITIONS

FULL PENSION

To qualify for a Full Pension,

- You must be at least 60 years and
- You must have made a minimum contribution of 180 months (15 years) in aggregate.

REDUCED PENSION

To qualify for a Reduced Pension,

- You must be 55 and above but below 60 years of age; and
- You must have made a minimum contribution of 180 months (15 years) in aggregate.

LIFELONG INVALIDITY MONTHLY PENSION

QUALIFYING CONDITIONS

To qualify for invalidity pension,

- You must have made a minimum contribution of 12 months within the last 36 months before being declared invalid
- You must have been declared permanently invalid and incapable of any normal gainful employment;

a) By a qualified and recognised medical officer and

b) Certified by a Regional Medical Board on which a SSNIT Medical Officer is represented.

ONE-TIME SURVIVOR'S LUMP SUM PAYMENT

QUALIFYING CONDITIONS

- Deceased Member must have contributed for at least 12 months within the last 36 months prior to the death of the member.

This benefit is paid to dependants of members under the following conditions:

- When the member dies before retirement; or
- When a pensioner dies before attaining age 75.

RETURN OF CONTRIBUTIONS

In the event that you do not qualify for old age pension, your contributions will be refunded to you with interest, at 75% of the prevailing government treasury bill rate as a lump sum benefit

QUALIFYING CONDITIONS

You must be between 55 and 60 years.

Where you have not made the minimum aggregate contribution period of 180 months, you will be entitled to a lump sum payment of your total contributions with interest.

7. ALL BENEFITS ARE RELATED TO SALARIES ON WHICH CONTRIBUTIONS ARE MADE TO THE SSNIT PENSION SCHEME.

FOR FURTHER ENQUIRIES CONTACT:

SSNIT PENSION HOUSE,
CORPORATE AFFAIRS DEPARTMENT
P.O. BOX MB149, MINISTRIES, ACCRA
Tel: 0302 - 667731/4 9 • 668663-5
Tel/Fax: 0302 - 667742 • Fax: 0302 - 686373
Or Any SSNIT Branch
E-mail: public@ssnit.org.gh • Website: www.ssnit.com
• Toll-Free No.: 0-800-333-33



SSNIT Calling!



**You have worked hard all these years for the development of Ghana.
Ensure your hardwork is not in vain for your family and dependants.**

**Join the SSNIT Pension Scheme
today and contribute to the success of your future and the scheme.**

CORPORATE AFFAIRS DEPT.
SSNIT PENSION HOUSE,
P.O. BOX MB 149 • MINISTRIES • ACCRA
TEL: (233-30) 2667731/4-9 • 2668663-5 2668670-5
Hotline: 030 2667742 • Fax: (233-30) 2686373
E-mail: public@ssnit.org.gh • Website: www.ssnit.org.gh
Toll-Free No.: 0-800-333-33



We deliver on our promise!