

Corporate Profile

Establishment

Swaziland National Provident Fund is established by the King's Order-in-Council No. 23 of 1974 for purposes of receiving contributions and other moneys required or permitted by the Order, and to pay out such benefits and other payments, including payments in respect of the expenses of administration, as are authorized by or under the Order.

Organizational Structure

The Board and Board Committees

The Board is made up of twelve (12) members. Three of them represent Employers, three represent Employees, three represent the Government of Swaziland, and two represent the Swaziland National Council and finally the Chief Executive Office of the Fund.

In compliance with international benchmarks, particularly the King II Report, the Board has five sub-committees:

Remunerations Committee

The Remunerations Committee advises the main Board on all issues of personnel policies, salaries structure and benefits packages for staff members.

Audit Committee

The Audit Committee meets quarterly. Its main purpose is to plan and support the audit of major functions like budgets and organizational systems.

Benefits Committee

The Benefits Committee is mainly responsible for advising the Main Board on products and other benefits that may be introduced for members of the Fund.

Ethics Committee

The Ethics Committee advises the Board on all matters relating to the Code of Ethics. They develop and apply guidelines for ensuring ethical behavior and resolving ethical conflict.

Investment Committee

The Investment Committee is a separate committee from the Board and meets once a quarter. It is made up of experts on issues of finance and investments but is subordinate to the Board. During these quarterly meetings, the Committee takes decisions that give direction to the Fund's investment strategies. It is also in these meetings where reviews of the performance of the entire Fund's Fund Managers are conducted.

Departments

Swaziland National Provident Fund has five (5) departments.

Fund

The Fund Department is responsible for the maintenance of member accounts and the payment of benefits in accordance with the SNPF Order No. 23 of 1974. It is also responsible for employer registration, compliance and prosecution of defaulting employers including employer and member education on the operations of the Fund. This is a core function of SNPF.

Business Development and Finance

This Department is responsible for the overall management of accounting, procurement, business development and the information technology functions. This is another core function of the Fund.

Property Section

This is another support function, which is responsible for the whole property portfolio of the Fund. The portfolio is made up of residential and commercial properties.

Human Resources

The department is responsible for developing Human Resources Strategies that enhance harmonious employee relations, performance improvement and HR best practices, whilst ensuring that required skills and competencies are available and well managed through a planned people development strategy.

Corporate Services

The department is responsible for managing organizational issues covering corporate strategy and governance, legal affairs, public relations and market research.

The Property, Human Resources and the Corporate Services Departments are all support functions of the Fund.

Board Members



Dr. Gideon J. Mahlalela -
Chairman



Musa A. Ngubeni -
Vice Chairman



Mduduzi C. Gina - member



Matford M. Magwaza -
member



Thoko L. Vilakazi-Jele
member



Chief Mgwagwa Gamedze -
member



Samuel M. Shongwe -
member



Erickson L. Dlamini -
member



Dumsile E. Magagula -
member



Teresa S. Mlangeni -
member



Boy M. Mdluli - member



Prince Lonkhokhela
Secretary