

## **5.2 MEDICAL AID SUBSIDY POLICY**

### **5.2.1 PREAMBLE**

Medical Aid Schemes recognized by SALGA are:

- Munimed
- Bonitas
- Bonlife
- Hosmed
- Minmed

### **5.2.2 OBJECTIVES OF POLICY**

Council will only pay its contribution to the above-mentioned recognized schemes, or such additional schemes as may be recognized by the Bargaining Council.

### **5.2.3 CONTRIBUTIONS**

Council will pay a contribution as may be determined by collective agreement as from time to time, current contributions now determined at:

<b>Scheme</b>	<b>Council</b>	<b>Member</b>
Bonitas	60%	40%
Munimed	70%	30%
Bonlife	70%	30%
Hosmed	70%	30%
Minmed	70%	30%

### **5.2.4 COMPULSORY MEMEBERSHIP**

- Membership of a medical scheme is compulsory for all employees of this municipality except where the incumbent cannot afford membership or is covered by a spouse's medical aid.
- Employees who join the municipal council shall be required to join the medical aid scheme approved by SALGA on their first day of job.
- Should an employee not wish to join a medical Aid approved by SALGA, such employees must submit proof to the council that he/she is registered as a dependent of his or her spouse or parent on another medical aid.

### **5.2.5 APPLICATION OF POLICY ON SECTION 57 MANAGERS**

Section 57 Managers are not covered under the Bargaining council's rules and regulation. This policy does not apply to them. However, they may choose to belong to a medical aid scheme of their own choice or alternatively be covered under a spouse's medical aid.

### **5.2.6 MEDICAL AIDFOR COUNCILLORS**

The municipality shall provide SALGA approved medical cover to all councillors unless otherwise the councillor is covered elsewhere.