

TSHWANE UNIVERSITY OF TECHNOLOGY

POLICY ON MEDICAL AID SCHEMES

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This policy and its rules, guidelines and procedures shall replace all previous policies and/or circulars pertaining to medical aid.

1. POLICY ON MEDICAL AID

It is the policy of the Tshwane University of Technology (TUT)-
To make a medical aid scheme available to its staff members as part of their conditions of service.

2. DEFINITIONS

In this document, unless otherwise indicated –

“official medical scheme” means the medical aid scheme currently approved by the Tshwane University of Technology;

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“conditions of service” means part of the set out duties and responsibilities, working hours, salary, leave and other benefits to be enjoyed by the person employed;

“TUT” means the Tshwane University of Technology, as duly constituted in terms of the provisions of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended;

“University” means the Tshwane University of Technology as duly constituted in terms of the provisions of the Higher Education Act, 1997 (Act No. 101 of 1997), as amended

3. RULES

3.1 TUT prefers that all permanent and fixed term staff members belong to the medical aid scheme. If a staff member for some reason does not belong to the medical scheme, he or she shall receive the medical contribution as part of his or her non-pensionable allowance according to the package remuneration principle.

3.2 The medical aid schemes contribution will be deducted from a staff member's salary as stipulated in the regulations of South African Revenue Services.

3.3 Dependents on the medical aid schemes:

The only restrictions on dependants are those imposed by the medical aid scheme.

3.4. Medical aid benefits upon retirement for the former Technikon Northern Gauteng (TNG)

The University does not subsidise the medical aid premiums of pensioners, except those of staff members (pensioners) who have vested rights in lieu of their existing conditions of service at the time of the merger.

3.4.1. Staff members have to belong to the medical aid scheme for at least 5 years period to date of retirement to qualify for any medical aid benefit after retirement.

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3.5. Medical aid benefits upon retirement of staff of the former Technikon Northern Gauteng

3.5.1 60% (sixty percent) of the medical aid premiums of staff appointed before 1 June 2002 shall be subsidized when they retire at the age of 55 years.

3.5.2 The medical aid premium of staff appointed after 31 May 2002 shall not be subsidized when they retire.

3.5.3 Only dependants who are listed in the medical aid scheme as dependants of staff members shall be subsidized when those staff members retire.

- Staff members who retire at various ages from 55 to 60 shall continue to, after retirement, receive medical benefits as stipulated and prescribed in the table below:

AGE OF MEMBERS	APPOINTMENT BEFORE 1 JUNE 2002	APPOINTMENT AFTER 31 MAY 2002
55	60%	0%
56	60%	0%
57	60%	0%
58	60%	0%
59	60%	0%
60	60%	0%

3.6 Medical aid benefits upon retirement of staff of the former Technikon North-West (TNW)

3.6.1 Staff members from the former Technikon North-West shall receive no subsidy for medical aid benefits when they retire.

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3.7 Medical aid benefits upon retirement of staff of the former Technikon Pretoria

- 3.7.1 Staff appointed from 1 April 2000 shall, upon their retirement, receive no contribution to their medical aid premiums.
- 3.7.2 The University shall subsidise 50% of the medical aid premiums of staff appointed after 1 August 1991 but before 1 April 2000.
- 3.7.3 The University shall pay the medical aid contributions in full of retired staff members who were appointed before 1 August 1991.
- 3.7.4 Only dependents who are listed in the medical aid scheme as dependant of staff members shall be subsidized when those staff members retire.
- 3.7.5 Staff members may retire from the age of 55 years, on the assumption that their medical aid contribution shall be phased in.

- Staff members who retire at various ages from 55 to 60 shall continue to, after retirement, receive medical benefits as stipulated and prescribed in the table below:

AGE OF MEMBERS	APPOINTMENT BEFORE 31 JULY 1991	APPOINTMENT AFTER 31 JULY 1991	APPOINTMENT AFTER 31 MARCH 2000
55	50%	0%	0%
56	60%	10%	0%
57	70%	20%	0%
58	80%	30%	0%
59	90%	40%	0%
60	100%	50%	0%

3.8 Medical aid benefits upon retirement of staff appointed at TUT

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3.8.1 Staff members appointed at TUT shall receive no subsidy for medical benefits when they retire.

3.9 Members who have been declared medically unfit by the group life assurance company and/or the pension fund shall be treated as if they have reached the age of 60, subject to the conditions in paragraphs 3.4.1, 3.5 and 3.7.

3.10 Subsidy upon retirement

The subsidy paid by TUT towards a pensioner's medical aid scheme is based on the plan on which the employee is at the time of his or her retirement. If TUT change to another official medical aid scheme, the subsidy will be equal to that of the previous medical aid.

4. PROCEDURES

The relevant HR procedures

5. DOCUMENTS

None



Prof NT Mosia
Administrator
28 May 2012