

**Q Do I qualify for post retirement medical assistance?**

**A Yes, herewith the determination on medical assistance for the Public Service including educators remunerated by the State.**

#### **1. GENERAL PROVISIONS**

- 1.1 The employer shall assist a former employee by providing him/her with an employer subsidy, subject to the conditions set out hereunder. Only subscription fees as contained in the registered rules of the relevant medical scheme may be taken into account for subsidy purposes.
- 1.2 The former employee must be a principal member of a registered medical scheme to be eligible for the employer subsidy of 75% of the employee's membership fees, on the basis of the member profile, subject to a maximum of R1850.00 per month. *The full costs for any additional dependants shall be borne by the former employee.*
- 1.3 The employer shall continue to provide medical assistance if an employee –
- 1.3.1 exited or exits the public service because of retirement (including early retirement), death or dismissal on account of incapacity due to ill health or injury;
- 1.3.2 has attained at least fifty (50) years of age;
- 1.3.3 has at least fifteen (15) years of actual service; and
- 1.3.4 remains a principal member of a registered medical scheme for twelve (12) months immediately before the date he/she exited or exits the public service.

#### **BENEFITS FOR ELIGIBLE FORMER EMPLOYEES**

Note : In this table, "service" refers to employment by an institution funded primarily and directly from the central or provincial budget.

<b>GROUP</b>	<b>BENEFITS</b>
<i>(a) An employee who dies or who retires for reasons not related to health:</i>	
(i) aged at least 50 with at least 15 years of service	Two thirds of the subscription to the employee's medical scheme up to maximum of R1014.00 per month.
(ii) aged under 50 with at least 15 years of service	From age 50, the same as in (i) above.
(iii) with at least ten but less than 15 years of service, irrespective of age.	A payment of 36 times the employer's monthly contribution to the employee's medical scheme calculated as two thirds of the member's full contribution to the medical scheme up to a maximum of R1014.00 per month.
(iv) with less than 10 years of service	A payment of 12 times the employer's monthly contribution to the employee's medical scheme calculated as two thirds of the member's full contribution to the medical scheme up to a maximum of R1014.00 per month.

<i>(b) An employee discharged for ill health</i>	
(i) with at least 10 years of service	Two thirds of the medical scheme subscription, up to the maximum provided in item (a)(i) above.
(ii) with at least five but less than 10 years of service	A payment of 24 times the employer's monthly contribution to the employee's medical scheme calculated as two thirds of the member's full contribution to the medical scheme up to a maximum of R1014.00 per month.
(iii) with less than five years of service	A payment of 12 times the employer's monthly contribution to the employee's medical scheme calculated as two thirds of the member's full contribution to the medical scheme up to a maximum of R1014.00 per month
(iv) employees who retire due to an injury on duty (1)	Two thirds of the medical scheme subscription up to the maximum provided in item (a)(i) above.
(1) It is injury on duty the employee or the spouse will receive continuous medical assistance immediately at any age.	