

KAREEBERG MUNICIPALITY



DRAFT CONTINUED MEMBERSHIP OF MEDICAL FUNDS POLICY

2026/2027 FINANCIAL YEAR

**POLICY MUST ALSO BE INLINE WITH SALGBC COLLECTIVE AGREEMENT AND
SALARY DIRECTIVES**

CONTINUED MEMBERSHIP OF MEDICAL FUNDS POLICY

1 DEFINITIONS

For the purpose of this Policy any word or expressions to which a meaning has been assigned in the Act shall bear the same meaning in this Policy unless the context indicates otherwise-

Medical Aid: Are an approved medical fund by South African Bargaining Council

2 PURPOSE OF THIS POLICY

The council wishes to achieve the following objectives by adopting this policy:

- a. To comply with the constructive obligation for employee benefits as per Government Gazette dated 13 May 1994
- b. To comply with the SALGA Regulations no 8

3 QUALIFICATIONS TO BE A MEMBER OF A MEDICAL FUND

- a. Personnel are not obliged to belong to a medical fund
- b. when a staff member resigns from a medical aid fund, he may not re-join another medical aid fund within one year (refer to lost costs in respect of council contributions)
- c. however, a staff member may make use of the arrangement by the Bargaining Council that they may move from one approved medical aid fund to another approved medical aid fund annually.
- d. the member (existing or continuing members) has the choice to register any person as a dependent (eg parents, grandparents and grandchildren, children older than 21 years) on his medical fund, BUT the municipality will contribute any

contributions to these dependents, taking into account the top limit determined annually by agreed upon at the SALGBC. SALGBC has however done away with the definition of dependents and this means, for example, that a single person can now list his grandparents, a father and / or mother, a sister and / or brother as dependents. However, municipalities can apply to the SALGBC for an exemption if the additional costs cannot be absorbed. (Circular 138 of 2005)

- e. Continued membership is only granted to:
 - i. personnel who were employed by the municipality before 2003
 - ii. direct dependents (companion / spouse, children) of a deceased staff member employed by the Council)
 - iii. direct dependents of a staff member of the Council who died while employed by the Council
- f. Article 56 and 57 personnel receiving an all-inclusive package are also excluded

4 COMMENCEMENT

This policy takes effect on 1 July 2026.

APPROVED BY COUNCIL: