



Contribution table

Effective 1 January 2025

The total contribution towards the medical scheme benefits will be as follows from 1 January 2025:

Income category	R0	R4 521	R9 731	R14 551	R19 501	R24 331	R29 251	R36 421	R51 801
	▼ R4 520	▼ R9 730	▼ R14 550	▼ R19 500	▼ R24 330	▼ R29 250	▼ R36 420	▼ R51 800	+
Principal member	R1 924	R3 381	R3 578	R3 790	R4 054	R4 271	R4 370	R4 411	R4 434
Adult dependant	R1 924	R3 381	R3 578	R3 790	R4 054	R4 271	R4 370	R4 411	R4 434
Child dependant	R601	R914	R975	R1 016	R1 084	R1 156	R1 178	R1 185	R1 193

Company subsidy policy

- ▶ For active employees in job grades E to G, the company pays 50% of the total contribution for immediate family dependants. No subsidy is paid by the company for financial dependants.
- ▶ For active employees in job grades A to D, the company's contribution has been taken into account in the cost-to-company package. No additional subsidy will be applied.
- ▶ Pensioner members are responsible for the full contribution.
- ▶ The member is responsible for the full adult dependant contribution for dependants over the age of 25 who are full-time students, financially dependent or who are mentally or physically disabled.
- ▶ The annual allocation to the Medical Spending Account (MSA) will be 20% of the total monthly contribution multiplied by 12 months (MSA contributions are included in the above contribution table). Members who join during the year will receive an allocation on a pro rata basis. Members who resign during the year will only be entitled to an MSA allocation equal to the number of months they contributed. Amounts overspent will be collected from the member.