

# MEDICAL SCHEME MEMBERSHIP POLICY OF IMPERIAL LIMITED AND MOTUS HOLDINGS LIMITED

## 1. INTRODUCTION

In order to ensure the financial viability of the Imperial and Motus Medical Aid (Imperial Motus Med) and particularly to protect it against anti-selection, the policy set out below has been adopted.

## 2. POLICY

Imperial Motus Med offers two benefit options with effect from 1 July 2013. The **Imperial Motus Med Health Plan** offer comprehensive benefits, but it is not affordable for all employees of the Imperial Limited Company and the Motus Holdings Limited Company. The **Imperial Motus Med Budget Plan** offer essential, basic healthcare at a lower cost, and is affordable to a wider range of employees of the Imperial Limited Company and the Motus Holdings Limited Company.

As a general policy principle therefore, the Imperial Motus Med Scheme is compulsory for all employees who earn equal to or more than the thresholds indicated in the attached Annexure A. Imperial Motus Med is optional for Employees who fall below these thresholds.

Employees may choose any one of the two Benefit plans on offer and movement between the two benefit plans will be regulated by the registered Imperial Motus Med Scheme Rules.

It is accepted that due to conditions of employment which apply to current employees of Imperial and Motus, it would not be possible to enforce the above-mentioned policy on all the current employees of the two entities.

The policy should therefore be implemented as set out below:

### 2.1. **New Employees, excluding commission earners, who earn equal to or more than the thresholds indicated in the attached Annexure A**

- New Employees who fall in this category will not be offered a choice of Medical Scheme but will be compelled through their Contract of Employment to become a Member of Imperial Motus Med. (but can choose between the two available benefit plans of Imperial Motus Med)

### 2.2. **Existing Employees, excluding commission earners, who earn equal to or more than the thresholds indicated in the attached Annexure A.**

- Existing Employees who fall in this category and who are currently Members of Imperial Motus Med should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.
- It is accepted that it would not be possible to compel current Employees that are not Members of Imperial Motus Med to transfer to Imperial Motus Med. It is,

however, important to implement structured processes to persuade as many Employees as possible who fall in this category to transfer to Imperial Motus Med.

- Existing Employees who fall in this category and who were Members of another Medical Scheme and who elected to transfer to the Imperial Motus Med Scheme, should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.

**2.3 Existing Employees, excluding commission earners, who earn equal to or more than the thresholds indicated in the attached Annexure A due to promotion or salary increase**

- Existing Employees who, due to promotion or salary increase, fall in this category should be given an opportunity to join Imperial Motus Med within 90 days of such a change with no penalties being applied. Such a member should **not** be permitted to terminate their Membership of Imperial Motus Med once registered and whilst still in the employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.

**2.4 New Employees who earn less than the thresholds indicated in the attached Annexure A.**

- Employees in this category will be given an option to become a Member of any of the two Imperial Motus Med benefit plans upon Employment and will be permitted to choose other Medical Schemes offered by their employer.
- Once an Employee who fall in this category has chosen to become a Member of Imperial Motus Med, such an Employee should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.

**2.5 Existing Employees who earn less than the thresholds indicated in the attached Annexure A and who are members of Imperial Motus Med**

- Existing Employees who fall in this category and who are currently Members of Imperial Motus Med, should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company to transfer to another Medical Scheme, but has the opportunity to choose between the two available benefit plans of Imperial Motus Med, subject to the provisions of the rules of the Scheme.

**2.6 Existing Employees who earn less than the thresholds indicated in the attached Annexure A who are not Members of Imperial Motus Med**

- Existing Employees in this category who are Members of other Medical Schemes will be permitted to continue to be members of these Medical Schemes. It is, however,

important to implement structured processes to persuade as many Employees as possible that fall in this category to transfer to Imperial Motus Med.

- Existing Employees who fall in this category and who were Members of another Medical Scheme and elected to transfer to the Imperial Motus Med Scheme, should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.

## **2.7 New Employees who are commission earners**

- Employees in this category will be given an option to become a Member of any of the two Imperial Motus Med benefit plans upon Employment and will be permitted to choose other Medical Schemes offered by their employer.
- Once an Employee who fall in this category has chosen to become a Member of Imperial Motus Med, such an Employee should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.

## **2.8 Existing Employees who are commission earners**

- Existing Employees who fall in this category and who are currently Members of Imperial Motus Med should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.
- It is accepted that it would not be possible to compel current Employees that are not Members of Imperial Motus Med to transfer to Imperial Motus Med. It is, however, important to implement structured processes to persuade as many Employees as possible who fall in this category to transfer to Imperial Motus Med.
- Existing Employees who fall in this category and who were Members of another Medical Scheme and who elected to transfer to the Imperial Motus Med Scheme, should **not** be permitted to terminate their Membership of Imperial Motus Med whilst still in the Employment of the Imperial Limited Company or the Motus Holdings Limited Company in order to transfer to another Medical Scheme.

## **2.9 New and Existing Employees who are registered dependants of another Registered Medical Scheme.**

- The only exception to the above-mentioned eligibility principles should be in respect of Employees who are registered as a dependant on a spouse's Medical Scheme.

- Should the Medical Scheme of the spouse be terminated, the above-mentioned eligibility principles should be applied.

## **2.10 Acquisition of New Companies**

In the event of the acquisition of other businesses by the Imperial Limited Company or the Motus Holdings Limited Company, the Policy Principles as set out above should apply in that the current Employees of the acquired business be afforded the opportunity to become Members of Imperial Motus Med, but that the above-mentioned principles in terms of compulsory Membership is applied to new Employees after the acquisition of the Company.

Once again, the principle that once an Employee chose to become a Member of Imperial Motus Med, the Employee should **not** be permitted to become a Member of another Medical Scheme whilst employed in the Imperial Limited Company or the Motus Holdings Limited Company, should be applied.

## **2.11 Exemption**

Categories of Employees who are compelled to belong to another Medical Scheme in accordance with a Bargaining Council Agreement will be exempted from the Principles as set out in this Policy document.

## **3. ANNUAL THRESHOLD INCREASE**

The thresholds mentioned on Annexure A attached, will be reviewed annually in line with the increase in the income categories of the Imperial Motus Med contribution tables.

## **4. EFFECTIVE DATE**

**1 July 2022**

  
\_\_\_\_\_  
**Imperial Limited**  
**Group Financial Director**

  
\_\_\_\_\_  
**Motus Holdings Limited**  
**Group Financial Director**

## Annexure A

Annexure A is amended to affect the annual increase in threshold values for compulsory membership and this Annexure replace any previous Annexures to this Policy.

**The thresholds for compulsory membership indicated in the afore-going Membership Policy for Imperial Limited and Motus Holdings Limited are as follows:**

REMUNERATION STRUCTURE	ANNUAL INCOME THRESHOLD	MONTHLY INCOME THRESHOLD
Basic plus Benefits	R190 292	R15 858
Cost to Company	R250 047	R20 837

### EFFECTIVE DATE

**1 July 2022**

  
\_\_\_\_\_  
**Imperial Limited**  
**Chief Financial Officer**

  
\_\_\_\_\_  
**Motus Holdings Limited**  
**Chief Financial Officer**