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## **TO ALL PROVINCIAL HEALTH DEPARTMENTS AND NATIONAL DEPARTMENT OF HEALTH**

**(FOR ATTENTION: ALL HR MANAGERS/HEADS OF CORPORATE  
SERVICES/ CHIEF FINANCIAL OFFICERS)**

### **MEDICAL ASSISTANCE TO HEALTH PROFESSIONALS WHO HAVE TO UNDERGO COMMUNITY SERVICE**

1. After the implementation of Resolution 1 of 2006 and the Determination on Medical Assistance, this Department received enquiries regarding medical aid subsidy for health professionals who have to serve community service. The enquiries dealt specifically with those community service workers who were in service before 1 July 2006 who belonged to medical schemes other than GEMS and received medical subsidies on 30 June 2006. Their contracts of employment ended and were thereafter appointed in permanent positions without a break in service.
2. According to information received, certain Provincial Health Departments deem such change from contract to permanent employment not merely as a change in the nature of employment but as an actual termination of service and compels such employees in order to receive medical subsidy, to resign their membership of their medical scheme and become members of GEMS.
3. Resolution 1 of 2006 and the Determination on Medical Assistance clearly indicate that the rights of those employees who were in the Public Service before 1 July 2006 and who belonged to medical schemes other than GEMS and who received medical subsidies on 30 June 2006 are protected, on condition that they remain members of medical schemes without a break in membership.
4. In view of the above, health professionals that are appointed on fixed term contracts after completing their community service and who take up permanent employment in the Public Service without a break in service, must be allowed to continue being members of medical schemes with an

employer's subsidy of two-thirds to a maximum limit of R1014.00, on condition that they remain members of such medical aid schemes without a break in their membership.

5. It should be noted that employees who were appointed from 1 July 2006 onwards, will have to join GEMS to qualify for an employer subsidy of 75% of membership contribution limited to R500 for the principal member, R500 for the first dependant and R300 for each additional member, to a maximum limit of R1900.
6. The National Department of Health and Provincial Health Departments are requested to ensure that the measures as contained in this circular are adhered to and implemented.
7. Your co-operation to this request is appreciated.

*FOR*   
**DIRECTOR-GENERAL**  
**DATE :** 5/3/2007