I-MEDICAL AID YABO BONKE ABASEBENZI BASE-SOUTH DEEP

GOLD FIELDS

Njengengxenye Yesivumelwano Samaholo sango-2018, kwavunyelwana nabasebenzi abangamalungu ezinyunyana ukuthi abasebenzi ababengewona amalungu e-medical aid kuzodingeka ukuthi bathathe i-medical aid kungekadluli uFebhuwari 2021. Sikholwa ukuthi ubulungu be-medical aid kuyintuthuko enhle kubo bonke abasebenzi bethu. I-South Deep ithole izinhlelo okungakhethwa kuzo ezingabizi kakhulu ze-medical aid futhi izokhokha ingxenye yemali oyikhokha nyangazonke ukuze ube ku-medical aid oyikhethayo.

Kungani ukuba ku-medical aid Kuphoqelekile

1. Sifuna bonke abasebenzi bethu babe nenzuzo yokusebenzisa izinsizakalo zokunakekelwa kwempilo ezizimele, abangakwenza ngokuba yilungu le-medical aid. Njengamanje, akubona bonke abasebenzi bethu abaku-CAT 4-8 abangaba ku-medical aid.
2. Umnyango wezokwelapha we-South Deep ngeke usakwazi ukuhlinzeka ngezinsiza zokunakekelwa kwezempilo okuyisisekelo, ngakho-ke ngeke ukwazi ukuthola ukwelashwa emtholampilo wemayini kusukela ngo-2021. Esikhundleni salokho, umnyango wezokwelapha uzogxila kakhulu ezinsizeni ezahlukene Zezempilo Emsebenzini kanye nezinsiza zempilo yabo bonke abasebenzi.

Ngabe ihlinzeka ngani i-medical aid?

I-medical aid ihlinzeka ngemihlomulo eyahlukahlukene ngezindleko ezihleliwe zanyanga zonke. Izinzuzo ozikhokhela inyanga ngayinye zifaka phakathi izinsiza zokubhekelela impilo yakho ngokomzimba nangokwengqondo, njengokuvakashela:

- udokotela
- udokotela wamazinyo
- i-physiotherapist
- isazi sokusebenza kwengqondo (psychologist)
- isibhedlela

kanye nemithi yezifo ezingelapheki neyansukuzonke.

Umthetho uthi i-medical aid ngayinye kufanele inikeze lokho okubizwa ngokuthi yimihlomulo eyisisekelo ebekiwe (PMBs) okusho ukuthi noma ngabe ukhetha yiphi i-medical aid, uvikeleka ngezifo ezinjengezinhlobo ezahlukene zomdlavuza, izinkinga zenhliziyo, isifo sikashukela nezinye eziningi, kubandakanya nezimo zempilo eziphuthumayo.

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KUNGANI KUFANELE UBE NE-MEDICAL AID?

I-medical aid ifana nomshwalense wakho wezempilo, kanye nowamalungu omndeni wakho athembele ku-medical aid yakho.

Ngokukhokha imali yanyangazonke, ungasebenzisa imihlomulo eyahlukahlukene ebandakanya ukunakekelwa kwempilo kwansukuzonke, imithi, ukufinyelela ekunakekelweni ongoti, kanye nokunakekelwa kwasesibhedlela. Ihlinzeka ngokuvikeleka kwezezimali uma kungazelelwe ubhekena nezindleko zezokwelapha ezingalindelekile.

I-medical aid izokhokhela izindleko zokwelashwa kwakho ngaphansi kwemikhawulo ethile.

Ukuba ne-medical aid kukuvumela ukuthi unakekele umndeni wakho ngokuwutholela ukwelashwa kusenesikhathi, esikhundleni sokulinda baze bagule kakhulu ngaphambi kokuya kudokotela.

Nge-medical aid, ungakhetha ukusebenzisa odokotela, odokotela bamazinyo nezibhedlela eziseduze nawe ezaziswa yi-medical aid yakho oyikhethile.

Lokhu kungafaka izibhedlela ezizimele, lapho kungenzeka ubonwe khona ngokushesha okukhulu kunasesibhedlela sikahulumeni.

KUZOBA NOMTHELELA KANJANI EHOLWENI LAMI UKUBA NE-MEDICAL AID?

Uma ukhetha i-medical aid yakho, kuzodingeka ucabange ngalokho ongakwazi ukukukhokhela nokuthi mangaki amalungu omndeni wakho (abantu abathembele kuwe) ofuna ukuwafaka njengamalungu esikimu. Uma ungenabo abantu abathembele kuwe, noma ungafuni ukubafaka ku-medical aid, kuzoba uwena kuphela ilungu.

I-Gold Fields izokhokha u-60% wenani lanyanga zonke, kuze kufike ku-R1 200 njengomxhaso. Enye imali ekhokhwayo yenyanga (u-40% wemali ekhokhwayo noma inani elingaphezu kuka-R1 200) izothathwa emholweni wakho ngaphambi kokuba ukhokhelwe yona inyanga ngayinye.

Uma ungakhethanga futhi wajoyina i-medical aid yakho ngasekupheleni kuka-2020, uzokwenziwa ilungu le-medical aid eshibhe kunawo wonke engakhethwa. Uzokwazi ukushintshela kwenye yamanye ama-medical aid okungakhethwa kuwo ngemuva konyaka.

Izindleko zanyanga zonke ziyashintsha minyaka yonke, futhi njalo ngonyaka unethuba lokushintsha ubulungu bakho uye komunye umhlinzeki we-medical aid, noma uhlelo oluhlukile nomhlinzeki wakho wamanje we-medical aid.

YINI ELANDELAYO EYENZEKAYO?

1 **Kusuka mhla zingama-20 ku-Okthoba, sizobe sabelana ngolwazi mayelana nama-medical aid ehlukene okungakhethwa kuwo, nokuthi ungaba kanjani yilungu**

Uzosebenzisa lolu lwazi ukwenza izinqumo mayelana nokuthi:

- Iyiphi i-medical aid ofuna ukuyijoyina
- Yibaphi abathembele kuwe, uma bekhona, ofuna ukubafaka

Sizokwabelana ngalolu lwazi nge-imeyili, ngomphathi wakho, eqembini se-WhatsApp nakumabhodi ezaziso kagesi nawokuphrintiwa. Uma ungakajoyini iqembu le-WhatsApp, sicela wenze njalo ngokucela umphathi wakho ukuthi akufake.

2 **Kusukela ngomhlaka 3 kuya kumhlaka 19 Novemba 2020, zonke izinkampani zama-medical aid zizoba nabazimele ku-roadshow e-South Deep. Sihlele nabaphathi bakho ukuthi abasebenzi abangewona amalungu e-medical aid, bazokwazi ukuya ku-roadshow, lapho ungagcwalisa khona amafomu akho okufaka isicelo, noma ucele eminye imininingwane ezokusiza ukuthi uthathe isinqumo sakho. Sizoba nomxhumanisi ozimele (independant consultant) lapho ongakunika izeluleko.**

Amalungu omnyango wase-HR azobe ekhona nawo futhi, ukuze achaze kuthi ukujoyina i-medical aid kuzoba nomthelela kanjani enanini lemali oyiholayo ngemva kwezimali ezodonswa emsebenzini inyanga ngayinye.

Okwamanje, bheka ezokuxhumana ezizophendula imibuzo ongase ube nayo mayelana:

- Nongakhetha kukho ngokuphathelene ne-medical aid
- Ukuthi isebenza kanjani i-medical aid
- Imihlomulo nezinsiza ongazisebenzisa nge-medical aid yakho
- Okudingayo ukuze ulungiselele usuku ojoyina ngalo i-medical aid