



## ANNEXURE F

### COMPREHENSIVE & ESSENTIAL OPTION

#### Employer Contribution Categories

This annexure sets out the employer salary categories and subsidization of medical aid contributions based on salary categories

#### 1. Contribution categories for active employees

- 1.1 members in SAB and ABI in grades G and above are on a non-contributory basis
- 1.2 members in SAB in grades A-F contribute 50% of the cost of medical aid and the employer contributes the remaining 50%
- 1.3 members in ABI in grades Peromnes P9 – P19 contribute 50% of the cost of medical aid and the employer contributes the remaining 50%

#### 2. Contribution categories for retiring employees

- 2.1 On retirement, the following provisions apply for members electing to remain on the medical aid scheme:
  - 2.1.1 The board of trustees determines the contribution applicable to members.
  - 2.1.2 The date an employee first joins the Employer in either ABI or SAB determines what post-retirement subsidy is applicable. Below is a table listing the subsidy benefit for the Companies and levels of employees in the organization:
- 2.2 Medical Aid earning at retirement to be calculated as follows:
  - 2.2.1 Grade 1 – 5 and Grade A – F 100% salary multiplied by 67%
  - 2.2.2 Grade G and above 100% package multiplied by 70% and further multiplied by 67%

<b>SAB</b>	<b>Grades A to Exec</b>	<b>Grades 1 – 5</b>
Subsidized by Company	Joined SAB before 1 March 1998	Joined SAB before 1 March 2003
100% own costs (no Company subsidy)	Joined SAB on or after 1 March 1998	Joined SAB on or after 1 March 2003
<b>ABI</b>	<b>All employees</b>	
Subsidized by Company	Joined ABI before 1 January 1996	
100% own costs (no Company subsidy)	Joined ABI after 1 January 1996	

