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# NAPOTEL

MEDICAL AID FUND



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# NEWSLETTER

NOVEMBER  
2018

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## CONTENT

1. Benefit & Premiums Changes
2. Insurance Premiums
3. Add - On Benefits
4. Operating hours: Festive season



[www.napotelmedical.com.na](http://www.napotelmedical.com.na)

Administered by  Prosperity Health

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## BENEFIT & PREMIUM CHANGES EFFECTIVE 01 JANUARY 2019

1

Dear Members,

The Board of Trustees of the Napotel Medical Aid Fund would like to take this opportunity to thank all members for their loyal support and continuous feedback on the Fund benefits. The feedback received plays a very important role, as the information is used as part of the annual benefit review process.

The performance of the Napotel Medical Aid Fund and its long term sustainability like any other business organization is influenced by factors such as medical inflation, claims, demographics and ageing of the fund. Sound financial position of the Fund is critical to provide members with peace of mind and also to meet the regulatory requirements as set by the Registrar of Medical Funds/Namfisa. These factors are all considered annually by the trustees in consultation with fund actuaries when determining the proposed percentage increase in contributions and improvement of benefits. The benefit enhancements of the Fund for members is a fine balanced between the impact on contributions and the affordability of members.

For the 2018 Financial year, the fund remained relatively stable but was characterized by a high claims ratio's, aging of the fund and high levels of utilization. These factors in combination with provider tariff increases continues to drive

the cost of healthcare at a rate faster than CPI. The Fund is projected to have solvency of slightly over 70% at the end of the 2018 financial year. A risk-based capital assessment was also performed on the Fund during 2018, this indicated that a 50% solvency level is sufficiently strong given the size of the Fund and the range of risks facing the Fund. Consequently, the Board of Trustees agreed to a strategy that will gradually lower the solvency level of the Fund over a 5-year time horizon. The solvency is being targeted at around 50% in 2023, and it is agreed that this will be achieved in part, through benefit enhancements in 2019 and a competitive contribution increase of 7.5%. This strategy will ensure Fund sustainability while also releasing value to members in the form of stronger benefits and a relatively low contribution increase in 2019.

It is against this background that the Board of Trustees, herewith announces a premium increase of 7.5% effective 1st of January 2019 to ensure the long-term sustainability of the Fund, catering for health cost inflationary increases and additional benefit enhancements for the new financial year.

The new benefits and premium structure is included in this newsletter and the deductions of the new increase will commence at the end of January 2019. In conclusion the Board of Trustees would like to take this opportunity to wish all members and their loved ones a joyous festive season, and encourage members travelling during this period to adhere to the road rules and drive safely.



## BENEFITS & PREMIUM CHANGES

### 1.1 BENEFIT CHANGES

All benefit categories received an overall inflationary increase for 2019 but the following benefits listed below were allocated a higher percentage increase. All the new increased benefits will be effective 01 January 2019. The new benefit structure is attached on Annexure B.

### SUMMARY OF BENEFIT CHANGES

NO	BENEFIT	2019 CHANGES
1	In Hospital Pathology & Radiology	New benefit limit category created for 2019
2	Refractive Surgery	New benefit increase by more than 50% for 2019
3	Chronic Medication	2019 limit increased by more than 40%
4	Optical Benefit	Overall limit increased by 7% Benefit still allocated for 2 year however benefit rule was amended to allow members to claim more than once if they have benefits available  Bifocal Benefit of N\$ 2132 was extended to cover Multi & Tri-focals
5	OTC ( Over the counter medicine)	Benefit increased by 15% for 2019
6	Psychiatry	Benefit was part of Psychology & Psychiatry benefit for 2018, a new benefit category for Psychiatry was implemented for 2019
7	Add Benefits	<ul style="list-style-type: none"> <li>• Benefits on all add-on benefits were increased with an overall 6.6% for 2019</li> <li>• Add-On Medication: Four new levels introduced for 2019 to provide members with more options</li> <li>• Dental: New revised premiums introduced for 2019</li> </ul>

### 1.2 NEW PREMIUMS EFFECTIVE 01 JANUARY 2019

Napotel Medical Aid Contribution Table: N\$ Dollar Increase (Member Portion Only)

INCOME CATEGORY	M0	M +1	M +2	M +3	M +4
N\$0 - N\$3 270	38	59	82	102	123
N\$3 271 - N\$5 880	62	91	121	149	179
N\$5 881 - N\$13 290	70	100	130	160	189
N\$13 291 - N\$18 660	71	101	131	161	190
N\$18 661+	71	102	132	163	192



## TOTAL CONTRIBUTION TABLE: EFFECTIVE 01 JANUARY 2019 (COMPANY AND MEMBER)

INCOME BAND 0-3270	M	M1	M2	M3	M4+
	1650	2550	3517	4390	5301
Employer	1100	1700	2345	2927	3534
Employee	550	850	1172	1463	1767
<b>TOTAL</b>	<b>1650</b>	<b>2550</b>	<b>3517</b>	<b>4390</b>	<b>5301</b>
INCOME BAND 3271-5880					
	2681	3911	5185	6401	7692
Employer	1787	2607	3457	4267	5128
Employee	894	1304	1728	2134	2564
<b>TOTAL</b>	<b>2681</b>	<b>3911</b>	<b>5185</b>	<b>6401</b>	<b>7692</b>
INCOME BAND 5881-13,290					
	3005	4298	5571	6863	8108
Employer	2003	2865	3714	4575	5405
Employee	1002	1433	1857	2288	2703
<b>TOTAL</b>	<b>3005</b>	<b>4298</b>	<b>5571</b>	<b>6863</b>	<b>8108</b>
INCOME BAND 13,291-18,660					
	3033	4338	5622	6928	8183
Employer	2022	2892	3748	4619	5455
Employee	1011	1446	1874	2309	2728
<b>TOTAL</b>	<b>3033</b>	<b>4338</b>	<b>5622</b>	<b>6928</b>	<b>8183</b>
INCOME BAND 18,660+					
	3063	4378	5675	6991	8259
Employer	2042	2919	3783	4661	5506
Employee	1021	1459	1892	2330	2753
<b>TOTAL</b>	<b>3063</b>	<b>4378</b>	<b>5675</b>	<b>6991</b>	<b>8259</b>



## INSURANCE PREMIUMS (UNDERWRITTEN BY PROSPERITY LIFE) 2

The new insurance premiums effective 01 January 2019, are as follows:

**E-Med Emergency evacuation cover** - N\$ 59.77 per family  
**Funeral Cover** - N\$ 15.00 per family

## ADD-ON BENEFITS 3

Members are hereby notified that all Add-on benefits taken out during the course of the year will only be valid until 31 December 2018. No Add-On Benefits will be rolled over to the 2019 financial year.

Members who wish to continue with their add-on benefits for 2019 are urged to re-apply by submitting new application forms to the Napotel Office.

## OPERATING HOURS OF ALL PROSPERITY HEALTH OFFICES OVER THE FESTIVE SEASON 4

NO	OFFICE	OPERATING HOURS & ADDITIONAL INFORMATION
1	Prosperity Head Office	Office will remain open, operating on all working days except Public Holidays:  Normal working hours will be from 08h00 till 05h00:
2	Napotel Office (Telecom Head Office)	Office will be closed as from 18 December 2018 opening on Monday, 07 January 2019.  All Members enquiries should be directed to the Prosperity Head Office at: 083 2999 000
3	Tsumeb Oshakati Oranjemund Walvisbay Swakopmund	All Offices will remain open operating normal working hours from 08h00 till 05h00:
4	Luderitz  Keetmanshoop	Office will be closed as from 18 December 2018 opening on Monday 07 January 2019.  All Members enquiries should be directed to the Prosperity Head Office at: 083 2999 000

