THEBEMED BENEFIT BROCHURE FANTASY PLAN | 2024





Approved by CMS

Accessible Care • Affordable Prices

FANTASY PLAN Comprehensive Primary Care & Savings



Thebemed Medical Aid Scheme is inspired by the vision of the pioneering black-owned Thebe Investment Corporation. The sole shareholder at the time was Batho Batho Trust, a community-based trust which included Nelson Mandela (Chairman), Walter Sisulu and Reverend Beyers Naude as original Trustees and Dr Enos Mabuza as the first Chairman of Thebe. Thebe is driven by a commitment to serve the broader interests of communities at large.

Thebemed Medical Aid Scheme was established on the 12th of September 2002 and is focused primarily on providing healthcare to beneficiaries previously excluded from cover. The Scheme is providing healthcare predominately in the mining, logistics and agricultural industries. Thebemed is driven by a commitment to serve the broader interests of communities at large to provide quality healthcare solutions at affordable and sustainable manner.

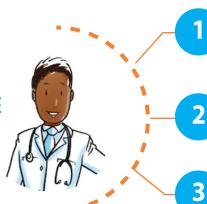


- Designed for Single and Young Couples with healthy lifestyles.
- Unlimited Private Hospital Cover.
- The Medical Savings Account (MSA) provides additional funds to top up some scheme benefits and also cover for additional medical expenses not covered through risk.
- Full cover for chronic medicine for all Chronic Disease List (CDL) conditions plus some additional chronic conditions from a Non-CDL benefit.
- Cover for comprehensive healthcare services for maternity.
- Preventative Care designed to promote healthy lifestyles.

FANTASY 2024

CHOOSING YOUR DESIGNATED SERVICE PROVIDER (DSP*)

Each Family Dependant can select their own DSP* Primary Care Provider at the start of the year.



Call the Thebemed Call Centre

0861 84 32 36 An agent will guide you and register your DSP*, or send a WhatsApp to **0861 84 32 36** with your member number. (Please provide the DSP GP Name and Practice number that must be linked to the family dependants (Name and date of birth).

Log onto www.thebemed.co.za

and follow the "**Providers**" then the "**Designated Provider**" link to select a DSP*.

Supply your own family doctor's details

to the **Thebemed Call Centre**. They will contract them into the **Thebemed Doctor Network**.

FANTASY PLAN CONTRIBUTION RATES

Hospital Network:

Mediclinic, Life Healthcare, National Hospital Network (NHN), Netcare and Lenmed.

Pathology Network:

Medilab, Ampath, Lancet and Vermaak, Target Lab, Pelo Laboratory, Sterm Path and Hamadi.

	INCOME	PER MEMBER PER MONTH
Ŷ	0 + Risk Savings	R2 147 R1 932 R215
+0	0 + Risk Savings	RI 757 RI 581 RI76
+**	0 + Risk Savings	R884 R796 R88





Premium penalties for persons joining late in life: Applied in respect of persons over the age of 35 years, who were without medical scheme cover for the period indicated hereunder after the age of 35 years as follows:

I - 4 years@ 0.05 multiplied by the relevant contribution5 - 14 years@ 0.25 multiplied by the relevant contribution15 - 24 years@ 0.50 multiplied by the relevant contribution25 + years@ 0.75 multiplied by the relevant contribution

"creditable coverage" means any period of verifiable medical scheme membership of the applicant or his or her dependant, but excluding membership as a child dependant, terminating two years or more before the date of the latest application for membership. Any years of creditable coverage which can be demonstrated by the applicant or his or her dependant shall be subtracted from his or her current age in determining the applicable penalty.

OUT OF HOSPITAL BENEFITS

ALL BENEFITS ARE PAYABLE AT DESIGNATED SERVICE PROVIDER (DSP)*. PRE-AUTHORISATION AND PMB*.



GP CONSULTATIONS

- UNLIMITED but managed
- 100% of Negotiated Tariff at DSP* Network
- After the 10th visit / beneficiary pre-authorisation is required.
- Member to choose and consult two (2) DSP GPs as primary provider / beneficiary.
- 2 Out of Area Emergency Visit Beneficiary / year
- Non-emergency services obtained from a Non-DSP Network provider is subject to Savings

HELLO DOCTOR **CONSULTATIONS**

- UNLIMITED
- Alternative to face-to-face GP consultations
- Access to Medical Scripts
- Available 24 hours a day
- Available via text, call or on-line



SPECIALIST CONSULTATIONS (Subject to referral by GP)

• Limited to 5 visits / family / year.

MEDICAL AND ORTHOPAEDIC **APPLIANCES**

Subject to Pre-authorisation and GP /

Specialist referral.

PMB* based on internal protocols)

The following Appliance sub-limits are

• Wheelchair: One every 3-year

• Limited to an overall R6 750 /

100% Negotiated Tariff.



ACUTE MEDICATION (Medication, Injection & Material)

- M+: R5 814 / family / year
- 100% of Negotiated Tariff at DSP* based on generic substitute and Schemes formulary
- 100% of cost at Single Exit Price and Regulated Dispensing Fee

CHRONIC MEDICATION

(Subject to Registration;

Pre-authorisation; Internal Treatment

Protocols & Medicine Formulary;

PMB* and renewal of prescription every

6 months)

• 100% of Cost at Single Exit Price &

Formulary Services provided by DSP*

Regulated Dispensing Fee.

Subject to Generic and Scheme

• Other chronic (NON-CDL)

Limited to R12 156 / family and R4 228 / beneficiary / year.

CDL/PMB Chronic Disease List

Payable first from Other Chronic

medicine:

medicine:

Unlimited.

Medicine.



PHARMACY ADVISED THERAPY

(Over the counter medicines in consultation with pharmacist, restricted to Schedule 0, 1 and 2 medicines)

- Limited to R193 / Script
- R850 from the Savings benefit, thereafter R464 is Subject to Risk
- 100% Cost at Single Exit Price and Regulated Dispensing Fee



OPTOMETRY

(Frames, Lenses, Readers, Contact Lenses and Disposable Contact Lenses) (Subject to pre-authorisation)

- I Pair of frames limited to R825 / beneficiary / 2 years.
- Single and Bifocal and Multifocal lenses covered at 100% at DSP* Negotiated rate.
- Contact Lenses Limited to R1 380 / beneficiary / 2 years.
- No benefit for Contact Lenses if Frames are puchased.



EMERGENCY VISITS (Facility Fee & Consultations)

- 100% of Negotiated Tariff.
- Cover for trauma and emergencies, any other event covered from Savings.

cycle / beneficiary; • Speech and Hearing Aid: One every 3-year cycle / beneficiary.

applicable:

family / year.



REFRACTION/EYE TESTS

- | Test / beneficiary / 2 years.
- 100% of Negotiated Tariff.
- Managed by PPN*





ALL BENEFITS WILL BE PRO-RATED FOR MEMBERS ADMITTED DURING THE BENEFIT YEAR.



DIAGNOSTIC **PROCEDURES**

(Pathology and Radiology Managed by Request Form as prescribed by the GP and referred Specialist)

100% of Negotiated Tariff at DSP*

OUT OF HOSPITAL BENEFITS

IN HOSPITAL BENEFITS

ALL BENEFITS AND SERVICES MUST BE PRE-AUTHORISED PRIOR TO ADMISSION, BY THE RELEVANT MANAGED HEALTHCARE COMPANY ON 0861 84 32 36. PRE-AUTHORISATION IS NOT A GUARANTEE OF PAYMENT. SCHEME RULES, FORMULARY, INTERNAL PROTOCOLS AND PMB'S WILL BE APPLIED WHERE APPLICABLE.



AUXILIARY, ALTERNATIVE HEALTHCARE AND PHYSIOTHERAPIST PRACTITIONERS

(Limited to Chiropractors, Podiatry, Hearing Aid Acousticians, Audiology, Dieticians, Occupational Therapists, Physiotherapist and Speech Therapists) (Appropriate referral by GP or Authorised Specialist)

- Limited to R1 050 / family / year.
- Subject to Savings.
- 100% of Negotiated Tariff.



CONSERVATIVE DENTISTRY

(Set list of codes, including consultations, X-rays, scale and polish, root canal therapy, extractions, fillings & plastic dentures)

- Subject to Pre-authorisation.
- 100% of Thebemed Dental Rates.
- Based on DENIS* managed care protocols.



SPECIALISED DENTISTRY (Partial Chrome Cobalt Frame Dentures, Crowns and Periodontics)

- Limited R2 500 family / year.
- Subject to Savings.
- 100% of Thebemed Dental Rates.
- Based on DENIS* managed care protocols.



HOSPITALISATION

(Including accommodation, neonatal intensive care, theatre, materials and all related services)

- UNLIMITED
- 100% of Negotiated Tariff.
- Based on internal protocols
- Subject to PMB's
- Based on the Clinical protocols and Tariff Negotiations.
- The Scheme has the right to channel cases to the most competitive network



DIAGNOSTIC INVESTIGATIONS (Pathology and Radiology

- 100% of Negotiated Tariff
- PMB* based on internal protocols

MRI / PET / CAT SCANS

(Subject to Pre-authorisation and Specialist referral)

- 2 MRI or CT Scans/beneficiary / year (In / Out of Hospital).
- 100% of Negotiated Tariff. PMB* based on internal protocols.





MATERNITY (Home Delivery: By Registered Midwife)

- UNLIMITED
- Normal, Caesarean & Home Delivery
- 100% of Negotiated Tariff.
- PMB* based on internal protocols
- 2 Maternity Sonars
- Maternity Vitamins. Limited to R100 / month / female beneficiary based on generic substitute and Schemes formulary



With registration on the Thebe Bambino Programme

- I Additional Sonar
- 2 Additional Gynaecology visits / pregnancy
- 3 Pre or Post-natal Midwife Consultations
- Maternity Bag at 7 months -Mother and baby essentials to get you started on your journey to motherhood



- 100% of Negotiated Tariff.
- PMB* based on internal protocols.

IN HOSPITAL BENEFITS



PLANNED HOSPITAL **PROCEDURES**

- 100% of Negotiated Tariff.
- RI 000 Co-payment for the planned procedure[.] Removal of skin lesions
- RI 500 Co-payment for these planned procedures:
- Tonsillectomy, Adenoidectomy, Vasectomy, Functional endoscopic sinus surgery.
- R3 500 Co-payment for these planned procedures:
- Back and neck pain without neurological symptoms, Arthroscopy, Hysterectomy, Laparoscopy, Nissen Fundoplication (Reflux Surgery)
- R8 000 Co-payment for these planned procedures: Spinal Surgery and Joint Replacements.
- Subject to PMB's and internal protocols



ALTERNATIVES TO HOSPITALISATION (Subject to Pre-authorisation &

Case Management.)

- UNLIMITED
- At Step Down, Sub-acute & **Terminal Care Facilities**
- 100% of Negotiated Tariff. • PMB* based on internal protocols



REPLACEMENT PRODUCTS

- 100% of Negotiated Tariff.
- PMB* based on internal protocols



RENAL DIALYSIS

(Including Immune Suppressive Medication)

- 100% of Negotiated Tariff.
- PMB* based on internal protocols and Treatment Plan
- Subject to PMB's



ORGAN TRANSPLANTS

- 100% of Negotiated Tariff.
- PMB* based on Department of
- Health protocols



- · Limited to 21 days / beneficiary / yearr
 - 100% of Negotiated Tariff.
 - PMB* based on internal protocols
- Subject to Contracted Private Facility



AUXILIARY, ALTERNATIVE HEALTHCARE AND PHYSIOTHERAPIST PRACTITIONERS

(Includes Dieticians, Occupational Therapists, Physiotherapist and Speech Therapists) (Referred by treating doctor)

- 100% of Negotiated Tariff.
- PMB* based on internal protocols. Treatment Plan and Progress Report should be submitted during the hospital event to manage the clinical outcome.



INTERNAL & EXTERNAL PROSTHESIS

- Limited to an overall R53 000 / family / year
- 100% of Negotiated Tariff and based on internal protocols



MAXILLOFACIAL SURGERY

- 100% of Negotiated Tariff
- PMB* based on Department of Health protocols



MENTAL HEALTH

(Psychiatric Treatment including Clinical Appropriate referral by GP / Specialist. Subject to Pre-authorisation for In and Out of hospital. Treatment Plan Submission & Progress Report



HOME BASED CARE

- In lieu of hospitalisation
- Subject to clinical indication and pre-authorisation



MEDICAL RESCUE (Ambulance, Medical Emergency Evacuation Transport to Advisory Services)

- 100% of Negotiated Tariff at DSP*
- Subject to Pre-authorisation

- PMB Conditions Only.
- 100% of Negotiated Tariff.
- Payment up to 3 days for Psychologist therapy sessions with or without a Psychiatrist in the same admission, thereafter pre-authorisation is required with treatment plan and progress report





myHealth Health and Wellness Management Programme

- INFORMS MEMBERS OF POTENTIAL HEALTH RISKS
- SUPPLIES A BASKET OF CARE FOR THOSE DIAGNOSED WITH A CHRONIC CONDITION.
- SUPPORTS MEMBERS WITH MOTIVATION, COACHING, ADVICE, RESOURCES AND TOOLS TO HELP THEM ACHIEVE THEIR GOALS.



MYPLAN2BWELL www.thebemed.co.za/myhealth

- Rate your health
- Choose your goal & register for e-coaching
- Personalise your meal
- Design your fitness plan
- Track your results
- I Membership / beneficiary / year for beneficiaries over 18 years
- Subject to online registration



TELEPHONIC SUPPORT 08002BWELL (0800 229 355)

Trauma & Short Term (Relationship, Family, Health, Lifestyle) Counselling 24 hours a day / 7 days a week

• UNI IMITED



HIV ASSIST

Includes Consultations, Counselling, Medication and Pathology Tests. Members encouraged to register on the HIV/AIDS Management Programme

- 100% of Negotiated Tariff. Subject to PMB's
- Pre- and post-exposure prophylaxis included

IDENTIFY

EDUCATE



HEALTH ASSIST

Limited to referral from DSP* GP & Specialist 100% of Negotiated Tariff. (Test to be done at DSP Pathologist)

- I Health Risk Assessment Test (over 18yrs) / beneficiary / year. Available at DSP* Pharmacy without a DSP* GP referral
- | Flu Vaccine (over 12 yrs) / beneficiary / year
- | Blood Sugar/Glucose Test (over 15 yrs) / beneficiary / year
- I Colon Cancer Test (over 50 yrs) / beneficiary / year
- I Bone Density Scan (over 50 yrs) / beneficiary / year. Limited to RI 800
- 2 Dietician Consultations for BMI 35+ / beneficiary / 6 months. Limited to RI 200 (over I2 yrs)
- I Biokinetic Consultation / beneficiary / year Subject to Dietician Consultations for BMI 35+ and Limited to R300 (over 12 yrs)



Designed to help the youth deal with conflict, drug and alcohol abuse, teenage pregnancies and abortions.

- 2 Free sessions at registered social worker or psychologist for beneficiaries 12-21 years / beneficiary / year
- Limited to R1 200 / beneficiary
- 100% of Negotiated Tariff
- · Contraceptives Oral injectable and patch only. Limited to: Energy - R199 / script / month or R2 388 / annum. Universal/Fantasy - R166 / script/ month
- IUD (only on Fantasy and Energy)



POWERED BY momentum

wellness

THEBEMED MOSADI

All benefits payable at DSP*

- 100% of Negotiated Tariff at DSP*
- | Pap Smear / beneficiary / year (females | 8yrs+)
- I Mammogramme / beneficiary / 2 years (females 40yrs+)
- Contraceptives Oral, injectable and patch only Limited to: Energy - R199 / script / month or R2 388 / annum. Universal and Fantasy - R166 / script / month
- IUD (only on Fantasy and Energy)

XMONNA

- 100% of Negotiated Tariff at DSP*
- I Men's Health Consultation (males over 18 yrs)
- Circumcision Limited to R1 524 / beneficiary
- I PSA (males over 40 yrs) / beneficiary / 2 years
- Internal protocols applicable



Subject to Registration on the

Disease Management

Programme

Management protocols

• Basket of Care provided

• Subject to Disease



FREE AIRTIME

Sign up with Thebemed and receive a FREE SIM CARD. This provides easy communication with consultants and you receive R55 airtime monthly.







For detailed information contact Momentum Wellness on 08002BWELL (0800 229 355)







THEBEMED MONNA

All benefits payable at DSP*



hello doctor

Hello Doctor lets you talk to a doctor on your phone, anytime, anywhere.

Just request a call, or send your question via text



- Expert advice from qualified doctors FREE for Thebemed Medical Aid Scheme members.
- Send a Call Back request from the Hello Doctor App, and a doctor will call you back within an hour.
- Check your symptoms on the App to get an idea of what's wrong.
- Get daily tips from a doctor to stay healthy.

ABBREVIATIONS

BHF	- Board of Healthcare Funders
BMI	- Body Mass Index
DSP	- Designated Service Provider
NON-DSP	- Service Providers that fall outside of the DSP List
CO-PAYMENT	- Payment that needs to be made to service providers that
	are not on the DSP* list, including certain planned hospital
	procedures and services to specialists not referred
CDL	- Chronic Disease List
DENIS	- Dental Information Systems
GP	- General Practitioner
ICD10	- International Statistical Classification of Disease and
	Related Health Problems
PMB	- Prescribed Minimum Benefits
PPN	- Preferred Provider Negotiators
SEP	- Single Exit Price
THEBE BAMBINC	- Thebemed's Maternity Programme
PROGRAMME	
VCT	- Voluntary Counselling and Treatment

CHRONIC DISEASE LISTING

Chronic medication for the following disease listing is considered as Prescribed Minimum Benefits (PMBs)*.

- Addison's Disease
- ADHD
- Allergic Rhinitis
- Asthma
- Bipolar Mood Disorder
- Bronchiectasis
- Cardiac Failure
- Cardiomyopathy
- Chronic Renal Disease
- Chronic Obstructive
 Pulmonary Disease
- Coronary Artery Disease
- Crohn's Disease
- Depression
- Diabetes Insipidus
- Diabetes Mellitus Type I
- Diabetes Mellitus Type II
- Dysrhythmias

- Epilepsy
- Erythematosus
- Gastro-oesophageal reflux disease
- Glaucoma
- Gout
- Haemophilia
- Hyperlipidaemia
- Hypothyroidism
- Hypertension
- Incontinence
- Multiple Sclerosis
- Osteoarthritis
- Parkinson's DiseasePsoriasis
- r sonasis
- Rheumatoid Arthritis
- Schizophrenia
- Systemic Lupus
- Ulcerative Colitis

EXCLUSIONS & LIMITATIONS

The scheme will pay in full, without co-payment or use of deductibles, the diagnosis, treatment and care costs of the prescribed minimum benefits as per regulation 8 of the Act. Furthermore, where a protocol or a formulary drug preferred by the scheme has been ineffective or would cause harm to a beneficiary, the scheme will fund the cost of the appropriate substitution treatment without a penalty to the beneficiary, the scheme will fund the cost of the appropriate substitution treatment without a penalty to the beneficiary as required by regulation 15H and 15I of the Act.

Expenses incurred with any of the following will not be paid by the scheme, except where included as Prescribed Minimum Benefits:

- Treatment or operations for cosmetic purposes including Blepharoplasties, Genioplasties, Rhinoplasties, Otoplasties, removal of tattoos, Labial frenectomies for patients over the age of 8 years old, etc.
- 2. Treatment for obesity including Liposuction, tummy tuck, Bariatric Surgery, etc.
- 3. Cosmetic breast reduction and reconstruction, refractive surgery and human growth hormones
- Treatment for infertility or artificial insermination limited to Prescribed Minimum Benefits in State Hospitals
- 5. Holidays for recuperative purposes
- 6. Services rendered by persons not registered with a recognised body in South Africa constituted in terms of any law
- 7. Purchase of medicines and proprietary preparations, including but limited to:
 - · Bandages and aids
 - · Nutritional / food supplements including patented baby foods and special formulae
 - · Acne treatment including Roaccutane and Diane, refer to Scheme
 - · Toning and slimming products
 - · Domestic and biochemical remedies
 - Vitamins except when prescribed for prenatal conditions, children under 12 years. Including people living with HIV/AIDS and registered on the programme
 - Aphrodisiacs
 - All soaps and shampoo (medicated or otherwise)
 - Anabolic steroids
 - · Contact lenses preparations
 - Medicines and preparations advertised to the public and readily available without prescription, except where indicated in relevant benefit option
- 8. Examinations for insurance, visas, employment, school camps and similar purposes
- Services rendered during any waiting periods that are imposed on the member or any dependant joining the scheme
- 10. Travel costs other than in an ambulance for emergency service to hospital only
- 11. Appointments not kept and fees for writing prescriptions
- 12. Non-PMB claims resulting from war, invasion, act of foreign enemy, hostilities, warlike operations (whether war be declared or not) civil war, rebellion, revolution, insurrection, military or usurped power, wherever a member has been participating
- Convalescent or recuperative homes or clinics for the aged and chronically ill including frail care based on managed care protocols.
- 14. Loss of libido, including Viagra and Caverject
- 15. Acupuncture, reflexology and aromatherapy
- 16. Ante- and Postnatal exercise, except under Prescribed minimum Benefits and Post-natal visits at registered nurse once registered on the Bambino Programme
- 17. Osseo-integrated tooth implants

- X-rays performed by anyone other than a registered Radiologist, Radiographer, Registered Radiographer Assistant or Dentist
- 19. Benefits in respect of the cost of medical expenses incurred whilst overseas are subject to approval by the Board of Trustees, if approved, cover will be at the applicable South African tariff
- 20. Complications arising from procedures or / and condition which is a scheme exclusion
- 21. Revision of scars Keloid removal except for burns and functional impairment
- 22. All expenses incurred due to elective Caesarean surgery out of protocol are not covered by the Scheme
- 23. Purchase or hire of medical, surgical or other appliances or devices not provided for in the rules or protocols or not scientifically proven. Including appliances to treat headaches, autopsies, back rests and chair seats, beds and mattresses, blood pressure monitors, elctroninc tooth brushes, humidifiers, pain relieving machines (e.g. TENS and APS),
- 24. Erythropoeitin unless pre-authorised
- 25. Gender re-alignment
- 26. Uvulopalatopharingoplasty
- 27. Hyperbaric oxygen treatment except for Prescribed Minimum Benefits
- 28. Organ donations to anyone other than a member or dependent of the scheme
- 29. Exclusions listed under "Dental Benefit Exclusions Summary", available on request from Scheme
- 30. Positron Emission Tomography (PET) scans where applicable
- Alternative Health Practitioners (Osteopathy, Registered Counsellors; Reflexology; Phytotherapy, Therapeutic massage therapy)
- 32. 3D and 4D Maternity scans
- 33. MRI scans ordered by a general practitioner, unless there is no reasonable access to a specialist
- 34. X-rays performed by chiropractors
- 35. Chiropractor and Podiatry benefits in hospital
- 36. Sleep therapy
- 37. Bilateral gynaecomastia
- 38. Stethoscopes and sphygmomanometers (blood pressure monitors)
- 39. CT colonography (virtual colonoscopy) for screening
- 40. MDCT Coronary Angiography for screening
- 41. Epilation treatment for hair removal
- 42. Facet joint injections and percutaneous radiofrequency ablations
- 43. Organs and haemopoietic stem cell (bone marrow) donations to any person other than to a member or dependent of a member on this Fund
- 44. Counselling by Registered Councillors and/or Art Therapist. Subject to Prescribed Minimum Benefits
- 45. Allergy screening panels and/or desensitisation
- 46. Arch supports and chair seats
- 47. Beds and mattresses
- Insulin pumps except for children 7 years or younger with frequent documented events of hypo and hyperglycemia
- 49. Blepharoplasties unless causing demonstrated functional visual impairment and pre-authorised
- 50. Persons attending on behalf of another registered beneficiary or main member at a registered healthcare services provider
- 51. Visiting a healthcare service provider with the sole purpose of obtaining a sick certificate without any treatment received
- Maternity Bag is not available for mothers after birth, that did not register on the Bambino Programme
- 54. Biokinetics in and out of hospital, except under Health Assist benefit and protocol rule or when authorised under the Back treatment protocol





PREFERRED SERVICE PROVIDERS

Emergency Service for Netcare 911:

082 911 and 0860 63 82 27

Optical authorisation for PPN:

0861 10 35 29

Dental authorisation for DENIS:

0860 10 49 33



complaints@thebemed.co.za

THEBEMED TIP OFF FRAUD LINE

0861 666 996



Thebemed Medical Aid Scheme

Meersig Building, 269 West Ave, Centurion 0163

7 Lutman Street, Richmond Hill, Gqeberha, 6001.

Website: www.thebemed.co.za Call Centre: 0861 84 32 36

Momentum Health Meersig Building, 269 West Ave, Centurion 0163

Thebemed is administered by Momentum TYB.





General Disclaimer

This brochure is a marketing aid. The registered Scheme Rules will always take precedence and available on request. Note that Thebemed may specify certain principles relating to the use of your benefits. In terms of the Medical Schemes Act, medical schemes may apply waiting periods and/or late joiner penalties to new members joining the Scheme. If we do apply a late joiner penalty to your membership, we will let you know before we activate your cover.