



# ALL SAPU MEMBERS!!!



## POLMED

Previously POLMED was a support service for members which was administered by SAPS within the SAPS budget. Most of the other State Departments at the time had similar schemes but were administered by Medihelp. Government then introduced the new Act on Medical Schemes which compelled all medical support schemes to register as medical aid schemes in terms of the act. POLMED as it was administered by SAPS then stop to exist as it was previously known. A collective Agreement was then signed in the Bargaining Council that determined the following:

- As a condition of service, all SAPS Act employees are compelled to membership of the newly established POLMED.
- POLMED will be a closed scheme with only SAPS Act employees as members.
- POLMED will be administered by a Board of Trustees which will be elected at the AGM.
- The Founding Board will consist of an equal number of Trustees from the employer and Organised Labour.
- The employer will make a monthly contribution (subsidy) to POLMED as part of the condition of service.
- The Board must act in the best interest of the scheme.

POLMED is now an independent institution like any other medical scheme. During the recent past Board members were elected at the AGM and SAPU lost their representativity on the board to individual members of SAPS. At the last AGM the current Board was elected with more or less than over 1000 votes. This puts a huge question mark over the validity of the election process because this figure is arguably not representative of the +/- 150 000 members. POLMED is further governed by rules which forms part of the constitution of the Scheme. The Rules do not require the Board to get a mandate from the members if they want to implement any changes to the scheme tariffs or benefits.

Neither SAPU nor SAPS have any influence over the Board. Currently POLMED announced an increase which fluctuates between 72% and 84% in the membership contribution with a significant lesser benefit. This was a decision by the Board.

The question from all members now is how can we challenge this decision from the board. There are basically two options: Firstly we can get a mandate from members of POLMED which clearly demonstrates that they believe the Board is not acting in the best interest of the scheme and its members and therefore brings a vote of no confidence in the current Board. Demand the Board to be removed and call for a special AGM to elect a new Board.

To put on hold and/or reverse the decision of the current Board. Should the current Board refuse to adhere to this demand, bring an urgent application in the High Court to have them removed. Then the members will have to actively participate in the election process and elect a Board that is representative and will take care of the best interest of the scheme and its members and change the rules of the scheme which will guarantee all the role-players a position on the Board to prevent a re-occurrence of the current situation. In this option members should remember that SAPU does not have any *Locus Standi* to challenge the Board and will merely administrate the process on behalf of our members.

Secondly we can get a mandate from POLMED members to table an agenda point at the SSSBC and demand from the employer to renegotiate the previous agreement (which has been repealed) condition of service which compel members to belong to POLMED and move the condition of service to another medical scheme i.e. GEMS, Medihelp or any other similar scheme. If no agreement is reached it will spell the end of POLMED.

In this process SAPU does have *Locus Standi* to engage the employer (**not the Board or POLMED**) but there are no guarantees that the employer will agree to any of this and any dispute will have to follow the normal dispute resolution process of arbitration. Please exercise your decision and mandate SAPU by completing the attached form.

**OPTION ONE**

(PLEASE MARK WITH AN X)

\_\_\_\_\_

I believe that the Board of Trustees of POLMED is not acting in the best interest of the Scheme or its members. That the current increase in membership contributions is excessive and not justifiable. That the current Board of Trustees are not representative of the members of POLMED. I herewith put a vote of no confidence in the Board of Trustees of POLMED and demand their immediate removal. I further demand an immediate urgent Annual General Meeting to elect a new Board of Trustees. I further demand the current Board of Trustees not to proceed with the implementation of the increase or immediately reverse such implementation until the urgent AGM.

\_\_\_\_\_  
Signed

\_\_\_\_\_  
PERSAL NUMBER

**OPTION TWO**

(PLEASE MARK WITH AN X)

\_\_\_\_\_

I herewith mandate SAPU to act on my behalf in this matter. I believe that the current administering of the condition of service which compell me to membership of POLMED is not in the best inters of the employer and myself. I therefore want to renegotiate my conditions of service with the employer with regard to my compelled and continuous membership to POLMED.

\_\_\_\_\_  
Signed

\_\_\_\_\_  
PERSAL

***PLEASE COMPLETE YOUR OPTION AND FAX IT TO 012-804 3017 URGENTLY ON OR  
BEFORE CLOSE OF BUSINESS ON  
MONDAY 07/12/2009***

***OR***

***SMS YOUR MANDATE OPTION BY INDICATING THE NUMBER 1 OR 2, TOGETHER  
WITH YOUR POLMED NUMBER AND PERSAL NUMBER TO  
083 4415 801 9287***

***Together we will make a Difference!!!***

