

Aon Member Letter

Bonitas Medical Fund 2025

Dear Genpact Member,

At Aon, we shape decisions for the better – to protect and enrich the lives of people around the world. We have pleasure in sharing the Aon on-line microsite platform for Bonitas Medical Fund, which has been developed to provide you with essential information to make better decisions regarding your medical scheme and gap cover requirements.

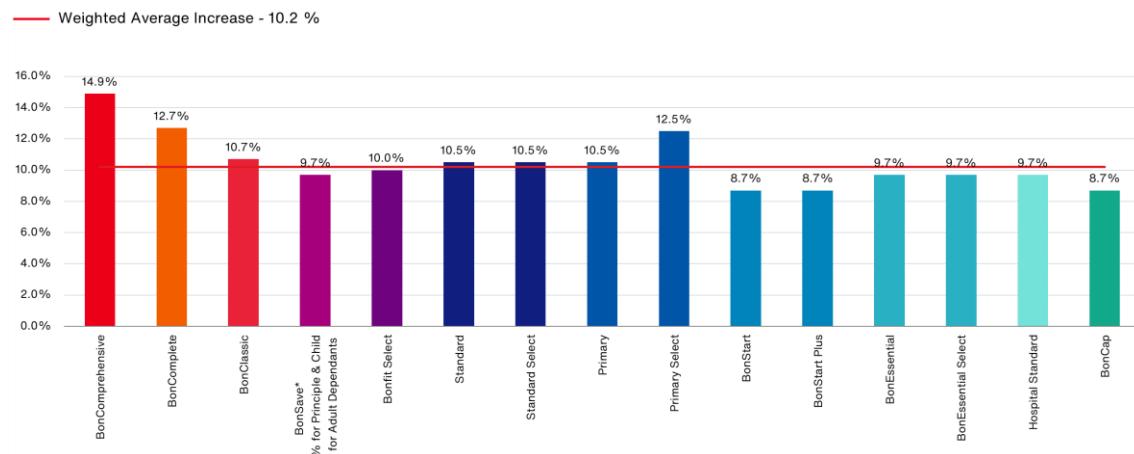
It is important that at this time of the year you evaluate your current healthcare arrangements to ensure the most appropriate cover for 2025. Whether you wish to remain on your current option or change to a more suitable option for 2025, it remains Aon's responsibility to guide you through the review process. This will ensure that you make an informed decision regarding your healthcare cover for 2025.

The information provided in this letter is a summary of changes within the Bonitas options. For more detailed information and clarity on your benefits and contributions please refer to the Aon Microsite. Please find link on page 4.

Benefits and Contributions Update for 2025

What is the contribution increase for 2025?

Bonitas Medical Fund has announced a weighted average contribution increase of 10.2% effective 1 January 2025.



[Click Here](#) to access 2025 contribution table.

Key Benefit Enhancements

- **Mother and Childcare Benefit** including Maternity:
 - The program has been expanded to include milestone reminders for children under the age of three, immunization reminders, and online screenings for infant and toddler health.
 - The provision of 2 vision screenings by a qualified ophthalmologist, for premature newborns, on all options, except BonCap.
 - The maternity program will also have greater support for expectant mothers with high-risk pregnancies and support on mental health both pre- and post-natal.
 - Antenatal vitamins will be covered from the acute benefits or Benefit Booster, on Standard, Standard Select, Primary and Primary Select, subject to a rand value of R195 per month and specific formulary.
 - On the BonEssential and BonEssential Select, BonStart and BonStart Plus, antenatal vitamins will be funded from the Benefit Booster subject to a rand value of R195 per month and specific formulary.
- **Diabetes:** The introduction of Diabetes Nurse Educators. This will be offered to members with Diabetes by providing 2 consultations with a Diabetes Nurse Educator on all options, except BonCap.
- **Realignment of PET Scan Benefit.** The benefit will see the introduction of a PET scan network in 2025. The number of PET scans covered is option dependent. BonComprehensive members will have access to 2 PET scans per family per annum and members on BonClassic, Standard and Standard Select will have access to 1 PET scan per family per annum.
- **Extended Mental Health Support.** The program has been extended to enhance the maternity programme, to treat ante- and post-natal depression.
- **Audiology Benefit Management Program** has been renamed the **Hearing Loss Management Program**. This includes free hearing screenings for all South Africans on the Bonitas website, as well as support in managing audiology benefits, so that members on BonComprehensive, BonClassic, BonComplete, Standard and Standard Select can receive hearing aids, audiology services and hearing aid acoustic services of the highest quality, within the confines of their benefit limits by using network practitioners. Benefits on these options will range between R9 100 to R10 900 per beneficiary on a 3-year cycle for 2025, based on the option selected.
- **Dental Benefits.**
 - Dental tariff will see an overall increase of 5.9%.
 - Dental fissure sealants will now be available on all options, including Hospital Standard.
 - The co-payment per annual check-up per beneficiary have also been increased to R125 on BonStart and R70 on BonStart Plus.

- Standard Select members will now be able to use a dental provider of their choice for conservative and specialised dentistry.
- The cost of dental implants on BonComprehensive will increase to R3 563 per implant.
- The family limit for dentistry on BonClassic will increase to R6 155 per family for conservative dentistry and R7 410 per family for specialised dentistry.
- **Optical Benefits.** The monetary family limit has been removed going forward on the Standard, Standard Select, Primary and Primary Select options. This means that should all dependents have a need for glasses or contact lenses, they will be able to do so within the parameters set, without being restricted by the overall family limit, subject to once every 24 months from date of service.
- **Chronic Medicine Management.**
 - There will be a reduction in the co-payment for using non-DSP's and non-formulary medicine from 40% to 30% on all options.
 - Bonitas will broaden the access to chronic medicines by including the Bonitas Pharmacy Network on BonComprehensive, BonClassic, BonComplete and Standard options.

Benefit reductions

- **Dental benefits on Primary and Primary Select**
 - Basic dentistry will now only be covered at 75% of the Bonitas Dental Tariff.
 - The co-payment on plastic dentures has also increased from 20% to 25%.
- **Co-payments For Chronic Medication on BonStart and BonStart Plus**
 - Should a member choose not to use Pharmacy Direct or not to use formulary medication for chronic, the co-payment will increase from 20% to 30%.

New Care Programmes

- **Female Health Program**
 - Bonitas has launched the program in collaboration with CareWorks.
 - The program will be accessible to all females aged 18 and above with an emphasis on preventative care and early detection of female specific health issues based on life stage.
 - Key benefits include:
 - guidance, support and education led by women's healthcare experts,
 - early detection of diseases and seamless access to specialised care,

- proactive support in accessing essential health services,
- and promotion of preventative healthcare strategies tailored to women's needs.

- **Weight Management Program**

- This program is designed to reduce risk associated with non-communicable diseases, by improving clinical risk indicators, like waist circumference and body fat percentage.
- The program will be accessible to members who meet specific parameters such as: a BMI above 30, men with a waist circumference above 102cm and women with a waist circumference above 88cm.
- The program is led by a biokineticist registered with the Biokineticist Association of South Africa and spans over 12 weeks.
- It is covered entirely from risk and is available on BonComprehensive, BonClassic, BonComplete, Standard and Standard Select options.

- **Geriatric Care Program**

- This program is personalised for high-risk seniors, over the age of 70, and offers a range of screening, prevention and wellness benefits in the comfort of their own home, covered from risk.

Gap Cover

Aon strongly supports the purchasing of Gap Cover to compliment your medical scheme, to reduce your out-of-pocket exposure for in-hospital events. At Genpact members on Bonitas are covered on Kaelo Gap cover.

Microsite

We have pleasure in sharing the Aon on-line microsite platform for Bonitas Medical Fund, which has been developed to provide you with access to voice recorded year-end presentation, launch highlights presentation, member letter, alert, brochures and more to help you make better decisions regarding your medical scheme and gap cover requirements.

To access the microsite, please [click here](#)

Virtual Year-End Training Session

Aon will be conducting virtual training sessions on the relevant information pertaining to the 2025 medical scheme options. These sessions will elaborate on medical scheme benefit changes, enhancements, and contribution increases.

Virtual Year-End Presentation dates are as follows:

Time	Time	Date	Time
30 October 2024	9:00	30 October 2024	11:00
1 November 2024	13:00	1 November 2024	15:00
4 November 2024	9:00	4 November 2024	11:00

NB: Presentations are conducted in English

We look forward to welcoming you at the Bonitas 2025 Virtual Year End Training Session!

How do I book an individual session with the Aon Consultant to discuss my personal circumstances?

If you have attended a training session and still cannot decide whether you need to change your existing option, despite having read all the information, please contact the Aon Resolution Centre (ARC).

It is important to attend a session prior to contacting the ARC.

The Aon consultant will either be available on the day of the training session, or your HR department will advise when the consultant will be available for a one-on-one session.

Please ensure that you e-mail your dedicated consultant as mentioned below, to schedule an individual one-on-one session.

Region	Consultant	E-mail address
Gauteng & other regions	Charmaine van Eck	Charmaine.van.eck@aon.co.za
Eastern Cape	Aneequa Wakefield	aneequa.wakefield@aon.co.za
KwaZulu-Natal	Kady Govender	Kady.Govender@aon.co.za

Where do I get more information and who can I contact if I have any questions?

Bonitas Medical Fund call centre can be contacted on **0860 00 2108** WhatsApp **060 070 2491** for the clarification of benefit changes and contribution increases and the **Aon Resolution Centre (0860 100 404)** or email on arc@aon.co.za will also be available to provide advice on option selections for 2025.

Bonitas option change?

Please complete and Option Change Form and send to optionchanges@bonitas.o.za and cc charmaine.van.eck@aon.co.za no later than 30 November 2024 by completing the attached option change form.

It is important to note that no late changes will be accepted.

Connect with us

We focus on communication and engagement, across insurance retirement and health, to advise and deliver solutions that create great client impact.

We partner with our client and seek solutions for their most important people and HR challenges.

We have established presence on social media to engage with our audiences on all matter related to risk and people.

For more information from Aon Employee Benefits on healthcare, retirement benefits and a wide range of topics feel free to go to www.aon.co.za

Aon Employee Benefits – Healthcare

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About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better – to protect and enrich the lives of people around the world. Through actionable analytic insight, globally integrated Risk Capital and Human Capital expertise, and locally relevant solutions, our colleagues provide clients in over 120 countries with the clarity and confidence to make better risk and people decisions that help protect and grow their businesses.

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