



# ELIAS KUBEKA, THE NATIONAL SECTOR COORDINATOR AND DEPUTY CHAIRMAN OF THE BOARD OF TRUSTEES OF MOTO HEALTH CARE ANSWERS A FEW IMPORTANT QUESTIONS ABOUT MOTO HEALTH CARE

## ONDERHOUD MET ELIAS KUBEKA

Elias Kubeka, Nasionale Sektorkoördineerder en Adjunk-voorsitter van die Raad van Trusteese van Moto Health Care antwoord 'n paar belangrike vrae oor Moto Health Care

### 1. WAT MAAK MOTO HEALTH CARE (MHC) 'N EKSKLUSIEWE MEDIESE FONDS?

Die Fonds is spesifiek vir werkers in die Motorbedryf. Dit is deur die Motorbedryf se Onderhandelingsraad (MIBCO) gestig met deeglike inagneming van die gesondheidsbehoefte van die werkers in hierdie uiteenlopende bedryf, hul gesinne en werkgewers. Dit is 'n geslote Fonds wat deur die wet tot die bedryf beperk word, daarom is dit eksklusief.

### 2. WAAROM IS DIT BELANGRIK DAT WERKNEMERS AAN MHC BEHOORT?

Dit is belangrik dat werkers aan MHC behoort omdat die Kontribusies van die verskillende planne billik en bekostigbaar is, terwyl die voordele mededingend is; met 'n werkgewersubsidie van ten minste 50%.

### 3. WATTER VOORDELE ONTVANG LEDE WAT AAN MHC BEHOORT?

Hulle het toegang tot die bestuur, personeel en trusteese. Hul sienings word in ag geneem wanneer voordele vir die verskillende opsies vir die toekoms ontwikkel word.

### 4. MHC SE SLAGSPREUK IS "TAKING CARE OF OUR OWN". DOEN MHC DIT WERKLIK GESTAND?

Ja, inderdaad. Soos vroeër genoem, is die trusteese en bestuur van MHC toeganklik vir lede en navrae word opgelos sonder uitgerekte verdragings.

### 5. WAT IS MHC SE STRATEGIESE DOELWITTE EN WAT HOU DIE TOEKOMS VIR DIE MEDIESE FONDS IN?

Om MHC te vestig as die Fonds van voorkeur in die motorbedryf – om die bekostigbaarste te wees, met die beste voordele vir werkers in alle kategorieë en hul werkgewers in die planne wat hulle gekies het. Ons beoog om in die medium- tot langtermyn chroniese voordele onder alle planne te verskaf. Ons doel is om die toekomstige Nasionale Gesondheidsversekering (NHI) te oortref.

### 6. HET U 'N PERSOONLIKE BOODSKAP VIR WERKERS IN DIE BEDRYF WAT NOG NIE AAN MHC BEHOORT NIE?

Dit is jou reg om lid te wees van MHC, die fonds van die werkers in die Motorbedryf vir werkers in die Motorbedryf. Die tyd het aangebreek dat jou eie trusteese na jou omsien. Ek moedig werkgewers aan om MHC se voordele en bydraes te ondersoek voordat hulle eksterne makelaars kontak.

### 7. WELKE STRATEGIEË HET NUMSA OM MHC LIDMAATSKAP ONDER SY LEDE TE LAAT GROEI?

Ons het begin om MHC en ander maatskaplike voordele op die sakelys van raadsvergaderings van ons plaaslike vakbond verteenwoordigers ('shop stewards') te plaas. Ons sal 'n veldtog vir Streekskakelkomitees loods wat op MHC-navrae regoor die land sal fokus. Ons het onlangs met Thethani en MMSA vergader om te sorg dat ons NUMSA-lede werf, oplei en inlig oor MHC ten einde dit uiteindelik oor die langtermyn vir die hele bedryf verpligtend te maak. Vrstellings sal op grond van individuele sake oorweeg word.

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## INGXOXO NO-ELIAS KUBEKA

U-Elias Kubeka, uMxhumanisi Wemboni Kuzwelonke kanye NePhini LikaSihlalo weBhodi Yababhekeleli Besikhwama Ye-Moto Health Care, uphendula imibuzo embalwa ebalulekile nge-Moto Health Care

### 1. YINI EYENZA I-MOTO HEALTH CARE (MHC) IBE UHLELO LOMSHWALENSE WEZOKWELASHWA OKHETHEKILE?

Yenzelwe abasebenzi abase Mbonini Yezimoto. Yaqalwa i-Bargaining Council yeMboni Yezimoto icabangela izidingo zokunakekelwa kwempilo yabasebenzi bale mboni abahlukahlukene, imindeni yabo kanye nabaqashi babo. Nguhlelo ngokomthetho olwenzelwe le mboni kuphela, yingakho ikhethekile.

### 2. KUNGANI KUBALULEKILE UKUTHI ABASEBENZI BABE NGAPHANSI KWE-MHC?

Kubalulekile ukuthi abasebenzi babe ngaphansi kwayo ngoba imali ekhokhwa nyanga zonke iphansi futhi iyafinyeleleka kuye ngepulani oyikhethayo, izinzu z ziyancintisana futhi kunemali umqashi akuxhasa ngayo engekho ngaphansi kuka-50%.

### 3. AMALUNGA AZUZANI NGOKUBA NGAPHANSI KWE-MHC?

Ayakwazi ukuxhumana nabaphathi, abasebenzi bayo, kanye nababhekeleli besikhwama. Imibono yawo iyaqashelwa lapho kwenziwa izinhlelo zesikhathi esizayo.

### 4. ISIQUBULO SE-MHC SITHI "SINAKEKELA OKUNGOKWETHU" (TAKING CARE OF OUR OWN) INGABE I-MHC IYAKWENZA LOKHO?

Yebo, iyakwenza. Njengoba kubonisiwe ngaphambili, amalungu ayakwazi ukuxhumana nababhekeleli besikhwama kanye nabaphathi be-MHC futhi izinkinga zizazululwa ngaphandle kokuthatha isikhathi eside.

### 5. IYINI IMIGOMO YESIKHATHI ESIDE YE-MHC FUTHI IKUSASA LILUPHATHELENI LOKU HLELO LWEZOKWELASHWA?

Ukwenza i-MHC ibe ukuphela kohlelo lwe-Medical Aid ekhethwayo kule mboni – ngoba iphansi imali oyikhokhayo kanti izinzu zayo zihamba phambili kuzo zonke izigaba zabasebenzi nabaqashi kuwo wonke amapulani abawakhetayo. Sibheke ukuba sinikeze izinzu ezihlale zikhona kuwo wonke amapulani esikhathi esiphakathi nendawo nesikhathi eside. Sifuna ukuba ngaphambili ngamanyathelo amaningi kwe-National Health Insurance ehlongozwayo.

### 6. UKHONA YINI UMLAYEZO ONGAWUDLULISELA KUBASEBENZI BALE MBONI ABANGAKABI NGAMALUNGA E-MHC?

Unelungelo lokuba le-MHC yabasebenzi beMboni Yezimoto olwenzelwe abasebenzi beMboni Yezimoto. Manje yisikhathi sokunakekelwa ngababhekeleli besikhwama sakho. Nginxusa abaqashi ukuba babheke izinzu ze-MHC nemali ekhokhwayo ngaphambi kokushintshela kwezinye izinkampani ze-Medical Aid ezingaphandle KweMboni Yezimoto.

### 7. I-NUMSA ISEBENZISA ZIPHI IZINDLELA UKWANDISA INANI LAMALUNGA E-MHC KUMALUNGA AYO E-NUMSA?

Sesiqale ukuba ne-MHC kanye nezinye izinzu zeZenhlo kuma-agenda ethu omkhandlu wabaxhumanisi babasebenzi nezinyunyana zeNdawo. Sizocalisa umkhankaso wamaKomiti Okuxhumana Ezifunda azogxila ezindabeni ze-MHC ezweni lonke. Muva nje besihlangene nabakwa Thethani nabakwa MMSA ukuze siqinisekise ukuthi siyabheka, sifundise futhi senze amalunga e-NUMSA abe nolwazi nge-MHC ukuze ekugcineni kube yisibopho ukuba yilunga le-MHC embonini yonke ngokuhamba kwesikhathi. Ukuhluka kulesibopho kuyocatshangelwa ukuya ngesimo ngasinye.

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## DITHERISANO LE ELIAS KUBEKA

Elias Kubeka, e leng Mohokahanyi wa Setheo Naheng le Motlatsi wa Modulasetulo wa Legqolla la Bahlokamedi la Moto Health Care, o araba dipotso tse mmalwa tsa bohlokwa ka Moto Health Care

### 1. KE ENG SE ETSANG HORE MOTO HEALTH CARE (MHC) E BE MEDICAL SCHEME O IKHETHANG?

E etseditse mosebetsi Indastering ya Makoloi. E thehilwe ke Legqolla la Ditherisano la Indasteri ya Makoloi, ele ha e hlwaile ka ho loketseng ditlhoko tsa bophelo bo botle tsa basebetsi ba indasteri ba fapaneng, malapa a bona le bahiri. Ke moralo o baletsweng ka molao hore o sebeletse feela indasteri ena, e leng lebaka le etsang hore e be o ikgethang.

### 2. KE KA LEBAKA LANG HO LE BOHLOKWA HORE BASEBETSI E BE DITHO TSA MHC?

Ho bohlokwa hore basebetsi e be ditho hobane ditafello di a amoheleha le ho kgoneha ha ho bapiswa le meralo e fapaneng, menyetla e a lekalekana ha e bapiswa le e mong, mme ho na le thuso ya mohiri e seng ka tlase ho 50%.

### 3. KE MENYETLA EFE E FUMANWANG KE BASEBETSI HA E LE DITHO TSA MHC?

Ba kgona ho fihlella botsamaisi, basebeletsi, le bahlokamedi. Mehopollo ya bona e nkelwa hloohong ha ho hlophisetswa nako e tlang.

### 4. LEPETJO LA MHC KE "TAKING CARE OF OUR OWN". NA MHC E PHETHAHATSA SEO KA BOTLALO?

Ee. E etsa jwalo. Jwaloka ha ho boletse pejana, bahlokamedi le botsamaisi ba MHC ba fihlella ke ditho mme diqaka di rarollwa ntle le tieho ya nako e telele.

### 5. NA MAIKEMISETSA A MAWALA A MHC KE AFE, MME BOKAMOSO KE BA MOFUTA OFE BAKENG SA MEDICAL SCHEME?

Ho etsa hore MHC e be moralo o kgethang ke bohle indastering ena – e le o kgonehang ka ho fetisisa, ka menyetla e ikgethang ho mekgahlelo yohle ya basebetsi le bahiri meralong eo ba ikgethetseng yona. Re ikemiseditse ho nehelana ka menyetla ya mahloko a nako e telele meralong yohle nakong ya bohareng le ya ho ya ho ile. Re ikemiseditse hape ho ba ka sehloohong ka ho fetisisa ho National Health Insurance e sa tlang.

### 6. NA O KA RE NEHA MOLAETSA WA HAO WA BOHLOKWA BAKENG SA BASEBETSI INDASTERING BA ESONG HO BE DITHO TSA MHC?

O na le tokelo ya ho ba setho sa MHC moralo wa basebetsi ba Indasteri ya Makoloi bakeng sa basebetsi ba Indasteri ya Makoloi. Jwale ke nako ya ho hlokomelwa ke bahlokamedi ba hao. Ke kgothaletsa bahiri ho lekola menyetla le ditafello tsa MHC pele be jahela ho barekisi ba kantle.

### 7. KE MAWALA AFE AO NUMSA E NANG LE ONA A HO HODISA LENANE LA DITHO TSA MHC KA HARA DITHO TSA YONA TSA NUMSA?

Re se re qadile ho ba le MHC le menyetla e meng ya setjhaba ho mananetsamaiso a rona la legqolla la baemedi ba basebetsi la lehae. Re tla ba mosebetsing wa ho kgakola letsholo la Dikomiti tsa Dikgokahano tsa Lebatowa tse tobaneng le dintlha tsa MHC naha ka bophara. Haufinyane re kopane le Thethani le MMSA ho netefatsa hore re a hira, re rupelle le ho tsebisa ditho tsa NUMSA ka MHC; hona ke ho etsa hore qetellong ho qobellwe bohle indastering ka bophara ho ba ditho tsa MHC ho ya ho ile. Mekgelo e tla shejwa ho ya ka maemo ka ho fapana.

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## INTERVIEW WITH ELIAS KUBEKA

Elias Kubeka, the National Sector Coordinator Deputy Chairman of the Board of Trustees of Moto Health Care answers a few important questions about Moto Health Care

### 1. WHAT MAKES MOTO HEALTH CARE (MHC) AN EXCLUSIVE MEDICAL-AID FUND ?

It is meant for the worker in the Motor Industry. It was established by the Motor Industry Bargaining Council (MIBCO) taking due consideration for the healthcare needs of the diverse industry workers, their families and employers. It is a closed scheme restricted for this industry by law, which is why it is exclusive.

### 2. WHY IS IT IMPORTANT FOR EMPLOYEES TO BELONG TO MHC?

It is important for the workers to belong as the premiums are reasonable and affordable across the different options, the benefits are competitive and there is an employer subsidy of not less than 50%.

### 3. WHAT ARE THE ADVANTAGES MEMBERS RECEIVE WHEN THEY BELONG TO MHC?

They have access to the management, staff, and trustees. Their views are taken into account when future plans are developed.

### 4. THE PAY-OFF LINE FOR MHC IS "TAKING CARE OF OUR OWN." DOES MHC REALLY LIVE UP TO IT?

Yes it does. As indicated earlier, trustees and management of MHC are accessible to members and issues are resolved without lengthy delays.

### 5. WHAT ARE THE STRATEGIC OBJECTIVES FOR MHC AND WHAT DOES THE FUTURE ENTAIL FOR THE MEDICAL-AID FUND?

To make MHC the only Fund of choice in this industry -being the most affordable, with the best benefits for all categories of workers and employers in their chosen options. We are looking to provide chronic benefits across all options in the medium to long term. We intend to be steps ahead of the coming National Health Insurance (NHI).

### 6. CAN YOU PROVIDE US WITH A PERSONAL MESSAGE FOR WORKERS IN THE INDUSTRY THAT DO NOT YET BELONG TO MHC?

You have the right to belong to MHC, the Fund of the Motor Industry workers for the Motor Industry workers. Now is the time to be taken care of by your own trustees. I urge employers to look at MHC benefits and contributions before rushing to outside brokers.

### 7. WHAT STRATEGIES DOES NUMSA HAVE TO GROW THE MEMBERSHIP OF MHC AMONGST ITS NUMSA MEMBERS?

We have started to have MHC and other Social benefits on our Local shop stewards council agendas. We will be launching a campaign for Regional Liaison Committees focused on MHC issues across the country. We have recently met with Thethani and MMSA to ensure that we recruit, educate and inform NUMSA members on MHC to eventually make it compulsory for the whole industry in the long term. Exemptions will be considered on a case by case basis.



**To join the fund or for any queries, please call us on 0861 000 300 TODAY!**