



CIRCULAR

Reference: Study on trustee remuneration

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Circular 47 of 2013: The Development of Guidelines for Remuneration of Medical Schemes Trustees

The Council for Medical Schemes (CMS) has appointed Ernst & Young South Africa to conduct a detailed study on the current practices of remunerating trustees within medical schemes.

The objectives of the study are to:

- undertake a detailed analysis of the current practices and processes with regards to the remuneration of trustees and sub-committees within medical schemes;
- review the similarities and/or differences in remuneration philosophies and procedures; and
- propose a remuneration benchmark and guideline to inform the medical schemes industry on remuneration practices.

The scope of work includes the following:

- a detailed methodology outlining the study design, sampling framework as well as data collection and analysis within the medical schemes market;
- a comparative analysis of trustee remuneration within entities similar to medical schemes (with special attention to private not-for-profit entities);
- the collection and analysis of financial and non-financial data across all identified sectors and entities; and
- a guideline on trustee remuneration within medical schemes

Medical schemes, Principal Officers, and trustees are encouraged to participate in this study. Surveys will be conducted during the months of November and December 2013.

For any queries please contact Busi Khuzwayo at b.khuzwayo@medicalschemes.com.

Your cooperation will be highly appreciated.



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