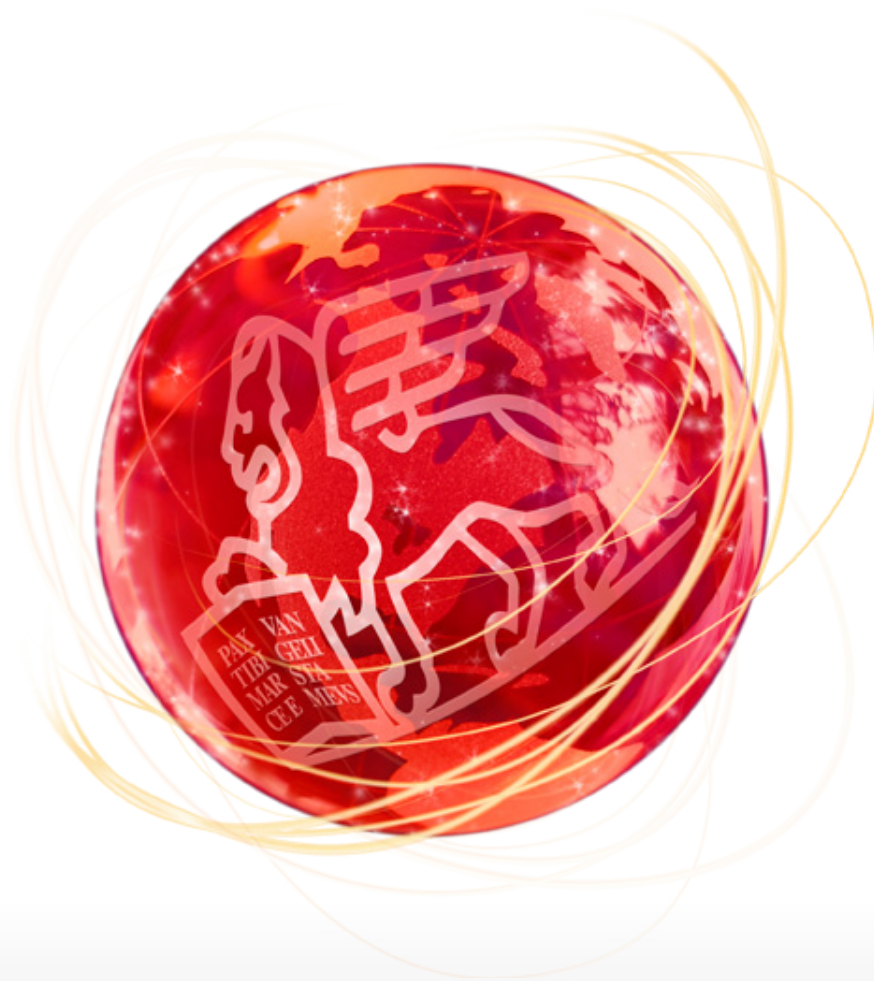




GEB News - July 2014



Generali Employee Benefits
Local protection, global connection



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Generali Group results at March 31, 2014

Net profit rose to € 660 million (+9.4%)

Solvency I ratio the highest result achieved by the Group at 152% at the end of the quarter (+ 11 pp YE13), at the end of April approximately 160%. Net equity increased during the quarter to € 21.7 billion (+9.9%)

Premiums exceed € 18 billion (+1.5%) due to the growth in the life sector

Operating result at € 1.3 billion (+0.5%) reaching pre-economic crisis levels, thanks to the performance in all segments, particularly in the property & casualty sector (+3.7%)

Completion of refinancing requirements until 2016 call dates. The reduction of debt of € 1 billion expected by 2015.

The Generali Group Chief Financial Officer, Alberto Minali, commented: *“The first quarter results confirm the progress we are making in terms of business profitability, operating performance and capital strengthening. We continue to be focused on executing our strategy and we believe we will be able to meet our disposal and Solvency targets ahead of schedule”.*

You can read the full press release on the [Generali Group's website](#)

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Antoine Parisi new Europ Assistance CEO

Trieste. From September, 9 Antoine Parisi will be the new Europ Assistance CEO. Parisi (46) has developed a strong international experience in the insurance and assistance sectors, holding important positions in the AXA Group in the past years.

The **Generali Group Head of Global Business Lines, Paolo Vagnone**, stated: *“I am pleased to welcome Antoine as the head of Europ Assistance. Thanks to his long international experience and his managing skills, I am sure that Antoine will contribute to further consolidate Europ Assistance’s position within the Group and to strengthen the company’s leadership in the assistance sector at a global level”*.

Parisi holds the Actuarial Statistic Diploma of the University of Paris and the Executive MBA of the ESSEC Business School of Paris. In 1992 he joined the AXA Group, where he later became the CEO of AXA Group Solutions. From 2009 he served as Managing Director of AXA P&C Retail in Belgium and from 2013 as CEO of AXA Assistance France.

You can read the original press release on the [Generali Group’s website](#)

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Marco Giacomelli, GEB Chief Insurance Officer, appointed Chairman of IEBA

On June 12th in London, the International Employee Benefits Association (IEBA) announced the appointment of Marco Giacomelli, GEB Chief Insurance Officer, as Chairman for the two-year period 2015-2017.

IEBA is the world's leading association providing education, information and professional development opportunities in the constantly evolving world of International Employee Benefits.

This appointment marks the first time that GEB is represented at the highest level of the most important international organisation in the Employee Benefits industry.

Today IEBA counts more than 1,000 members half of which are business enterprises.

"This appointment is definitely a very rewarding statement of esteem from the market towards my 20-year commitment to the development of the Employee Benefits sector, as well as a recognition of GEB as a driving force" said Marco Giacomelli "and I am looking forward to working with the IEBA Committee and its Members' community to provide professional support, networking opportunities and the highest standard of training and education for new Employee Benefits professionals worldwide"

Mr. Paolo Vagnone, Head of Global Business Lines for Generali, commented: *"I am particularly pleased about Marco's appointment as Chairman of IEBA, because this is a further, authoritative testimony not only of Marco's continuing contribution to the employee business industry, but also of GEB's human capital and ability to shape the market"*.

The IEBA statute foresees a period of co-leadership between the outgoing chairman and the newly appointed one. This transition period will last until the next edition of the IEBA annual conference that will take place in Brussels in March 2015. Starting from this date Marco Giacomelli will take the full responsibility of the role until March 2017.

GEB congratulates with Marco for this prestigious achievement.

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GEB Multinational Pool – an “end of season” special

Multinational Pooling is one of the core businesses at GEB, and this year again, the so called Pool “Hot Season”, which runs from January until June every year, took place at GEB’s headquarters in Brussels and was led by Piero Ravenna, GEB’s Head of Multinational Pooling.

During these six months, Piero and his resident team of Pool specialists were supported by colleagues from several GEB Regional Offices (Frankfurt, Miami, London, Hong Kong and Brussels): this multicultural, diverse team worked on the complex task of producing almost 300 pool reports within the agreed contractual deadline of June 30th. This daunting task includes analysing raw portfolio data, checking all accounting items for consistency and accuracy, connecting with the Reinsurance team and with several local GEB carriers to clarify any doubts, and liaising with all Regional Offices in order to present the final pool booklet which will be delivered to our clients and their advisors.

Careful planning, execution and, most importantly, the commitment and proactive efforts of all participants, made it possible once again that all Pool Reports due were completed within almost 2 weeks from the June 30th deadline, with impressive month by month performance stats:

- 32% by the end of March
- 41% by the end of April
- 76% by the end of May
- 100% by the end of June

Congratulations therefore to Piero and all his team, and a special thank you to the “seasonal” contributors, for yet another successful Pool Season!

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Generali UK Branch achieves Information Security Certification ISO 27001:2013

Generali has long recognised the importance of information security and our duty of care to preserve the integrity of data we process and host for our policyholders and stakeholders. Now more than ever before, our existing and potential clients seek independent assurance that their data is comprehensively secured against the threats associated with information security.

ISO 27001:2013¹ is an internationally recognised standard providing the framework for information security best-practice; clients increasingly expect their key suppliers to demonstrate accredited certification to this standard.

During 2014 Generali UK Branch took steps to formalise the information security best-practice already embedded within the organisation and to seek recognised certification to ISO 27001:2013. A full round of internal audits, a legal & compliance assessment and a review of Information Security Management Systems (ISMS) were undertaken prior to certification.

Management system documentation was drafted, including the formation of an ISMS Manual, Risk Assessment, Statement of Applicability, Legal Compliance Register and the updating of requisite policies, procedures and operational controls.

A comprehensive communication and awareness programme was rolled out to staff with emphasis placed on participation and feedback from everyone within Generali UK Branch.

In April 2014, following assessment by **Certification Europe**², Generali UK Branch achieved certification to ISO 27001:2013

Mr Rajeeva Aluwihare, Head of IT and Operations at Generali UK Branch said: *“Information security is vital to both Generali and our customers, so operating an Information Security Management System to ISO 27001 provides peace of mind for all parties.”*

¹ ISO 27001:2013 is an information security standard that was published on 25 September 2013. It cancels and replaces ISO/IEC 27001:2005, and is published by the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC) under the joint ISO and IEC subcommittee, ISO/IEC JTC 1/SC 27. It is a specification for an information security management system (ISMS). Organisations which meet the standard may be accredited by an independent accreditor.

² Certification Europe Founded in 1999, Certification Europe is an accredited certification body which provides International Organization for Standardization (ISO) management system certification.

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Deferred Compensation, a German obligation

Germany has a long-standing tradition of company pension schemes being provided by the employer. The Voluntary Occupational Pension schemes (Betriebliche Altersvorsorge) were created under the Company Pensions Law in 1974 and are a benefit granted by a company to its employees.

According to § 1a and § 17 BetrAVG all employees in Germany have a legal right to use part of the agreed remuneration in cash for an occupational pension plan. This means that all employees are entitled to convert future salary into a company pension scheme. The conversion is limited to 4% of the annual social security contributions ceiling (2.856 € per annum in 2014). This concept was implemented in 2002 to balance the reduction in the State Pension Scheme.

This type of company pension schemes is supported by tax advantages. The converted part of salary is not liable to income tax (according to § 3 Sub Paragraph 63 EStG - Income Tax Act -) and social contributions up to 4% (according to § 1 Abs. 1 Sub Paragraph 4 + 9 SVeV - Social Security Remuneration Act -). The tax load is shifted to retirement age with lower tax implications.

With company pension plans the employee contributions are typically set at 3% to 15% of monthly gross salary. But the employer has the possibility to add an additional contribution to the pension scheme for all employees.

It is important to note that the employer is under the obligation to inform all employees about the possibility of participating to the company pension scheme which can be set-up in different ways, including Pension Fund, Direct Insurance or Pension Pool (Pensionsfonds, Direktversicherung or Pensionskasse). It is the employer's right to choose the insurance company with which he decides to fulfil his obligation to provide a scheme for deferred compensation to his employees.

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PJSIC «INGO Ukraine» and GEB: results of the first year of cooperation

Last June, PJSIC «INGO Ukraine», PJSIC «INGO Ukraine LIFE» and Generali Employee Benefits Network (GEB) presented together the results of the first year of cooperation, started in April 2013.

“We successfully implemented the main goal of our partnership, providing customers with a new level of service and solutions for corporate risk life insurance and voluntary medical insurance (VMI)” said Sandor Jonas, GEB CEE/CIS Regional Manager.

“Our companies’ combined efforts, together with the high quality of insurance services provided, allowed us actively attract new clients, including large multinational companies” stated Igor Gordienko, Chief Executive Officer of PJSIC «INGO Ukraine».

“During the first year of our cooperation we insured employees of 11 companies under the corporate voluntary medical insurance programs. And we are just at the beginning of our journey”, added Gennadiy Mysnik, Deputy CEO of PJSIC «INGO Ukraine».

“Our collaboration allowed us to significantly increase our portfolio of corporate risk life insurance and to achieve a leading position in this segment as we have signed more than 70 contracts with international clients” – said Tatiana Ryzhova, General Director of PJSIC «INGO Ukraine LIFE».



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Ukraine's Current Outlook

Due to the recent political and economic developments in Ukraine, GEB received a number of requests from its clients, who were clearly worried about the situation and continuation of the service GEB and its local partners Ingo Ukraine and Ingo Ukraine Life can provide. Ukraine is followed by GEB's newly set-up Regional Office in Prague overlooking the CEE / CIS region and its team is taking a closer look on what happens in this country. Sandor Jonas, GEB CEE/CIS Regional Manager, together with Svetlana Barkar, GEB Account Executive, have visited Kiev from 2nd to 5th June.

"We wanted to transmit a strong reassuring message to all our clients in Ukraine, that together with our partner Ingo we are at their service and will continue our strong relationship. The cooperation started over a year ago and by today we are servicing more than 70 international clients in Ukraine" explained Sandor Jonas. GEB and Ingo organised together a market event on 3rd June which was attended by more than 30 clients and the recent developments and most urgent questions were discussed.

"I was very positively surprised by the number of clients attending this event and by the interest shown during the session. There is a sense of positive optimism in the country and actually during all this period there was no interruption in business requests and questions from the market" continued Sandor Jonas.

During the event the clients had the possibility to visit the call center of Ingo used mainly for their medical services which is considered to be the leading call center in the Ukrainian market. It is fully owned by Ingo as well as the recently opened state of the art Ingo Clinic that puts Ingo in pole position when it comes to medical service capabilities.



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Oman Insurance Company insurer of the year



Mr. Patrick Choffel

Oman Insurance Company (OIC) won the Insurer of the Year Award at the Bankers Middle East Industry Awards, held at the Emirates Towers Hotel, Dubai on June 3rd 2014.

Every year, through a combination of reader votes and in-depth analysis of financial statements, Banker Middle East assesses all financial institutions in the region, and celebrates the best of the sector. Respective winners have outperformed their peers across a variety of key performance indicators to witness unrivalled growth and success in the last year. OIC is the winner for Insurance!

This award recognizes OIC's market leadership and strong partnerships, Patrick Choffel, Chief Executive Officer, said: "We are honoured to be singled out as the Insurer of the Year. The constant efforts of our dedicated team in following clear strategies, developing intelligent products and solid long-term partnerships, have allowed OIC to consolidate its leadership position. This is a proud moment for us and I would like to associate clients and business partners to this award, as we could not have won without their valuable support."

With gross written premium exceeding AED 2.9 billion, assets reaching AED 5 billion and a robust profitability of AED 246 million in 2013, OIC has now set its sights to ensure a stellar performance in 2014.

GEB congratulates with its local partner for this prestigious award!

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GEB & Hollard Group Risk International talk trends this June

With Companies expanding globally, more and more are looking at opportunities on the African Continent.

There is no shortage of economic growth in Africa. In fact, six of the world's ten fastest growing economies of the past decade are in sub-Saharan Africa with a clutch of countries enjoying growth in income per person of more than 5% a year since 2007.

Moreover, Jim Myers, president of the American Chamber of Commerce in South Africa, says that nearly 50% of the Chamber's members are Fortune 500 companies, and that over 90% of these operate beyond South Africa's borders into southern Africa, sub-Saharan Africa and across the continent.

There is an ever increasing demand by many of these multinationals to include their employees within existing global insurance programmes – and it was in response to this demand that Generali Employee Benefits (GEB) visited South Africa on 9 and 10 June to co-deliver, alongside Hollard Group Risk International, a workshop presentation on Global Multinational Employee Benefits Trends & Opportunities.

Over the two days, one on one sessions were conducted with Alexander Forbes, Mercer Marsh Benefits and Towers Watson and ended off with a final presentation to a variety of other key clients at the African Pride Melrose Arch Hotel in Johannesburg.

Andrea Valacchi, GEB EMEA Director, Pietro Cappello, GEB MEA Regional Manager, and Vittorio Zaniboni, GEB Chief Actuary, discussed multinational global trends and pooling models as well as the strategic objective and value of pooling programmes. George Allen, Head of Hollard Group Risk International (kindly confirm), wrapped up the presentation looking at Africa in a global context.

The two days were extremely well received and is demonstrated by the following feedback form Suzanna Blunden of NBC Holdings; "I am grateful for the time and effort taken to share both Hollard Group Risk International's and GEB's thoughts, experiences and knowledge with myself and my colleagues. Undoubtedly, years of research, an in-depth understanding of the employee benefits arena, and the ability to present the subject in such an interesting way produced one of the most memorable presentations I have attended."

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GEB APAC Regional Conference

GEB Network – Asia Pacific hosted its annual APAC conference in Singapore between 14th to 16th May 2014.

This year the internal meeting on 14th and 15th May took place at a scenic resort – The Shangri La Rasa Sentosa Resort, located on Siloso Beach, overlooking the South China Sea. Mauro Dugulin, GEB Chief Executive Officer, kicked off the event with a welcome speech and he touched on GEB's strategy within the Generali Group and its long terms goals to be a market leader and market shaper. Ludovic Bayard, GEB Chief Commercial Officer, shared on the Group's renewed focus to promote global & corporate capabilities and new synergies between GEB, Europ Assistance and Generali Corporate & Commercial. Marc Reinhardt, Director of GEB Americas, and Mr Ainsley Oliveiro, Regional Manager of GEB APAC, shared on market growth trends and business development strategies in the Americas and Asia Pacific respectively.

Throughout the two day meetings which brought together all 14 countries network partners, every

participant had the opportunity to connect and interact with key GEB representatives, sharing special topics of interests, exchanging each country's market trends & developments, sharing ideas and challenges.

This year all GEB network partners were all well represented, with the addition of a new partner, Generali Japan. The new partnership with Generali Japan marks the beginning of a stronger GEB presence in Japan. Mitsui Life remains as the partner for Group Life and Group Medical while Generali Japan is an added solution for GEB clients in the Group Accident and Group Disability Income.

On 16th May, the GEB Network Asia Pacific Annual Seminar held at the Hilton Hotel Singapore, brought together more than 100 participants, including HR practitioners, risk managers, consultants and brokers from across the Asia Pacific region. Audiences at this well attended seminar had the opportunity to receive updates on employee benefits related topics, presented by guest speakers who are industry experts and practitioners.



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Joan Collar, Marsh Asia Pacific, EH&B Regional Leader, was the first guest speaker. She focused on Employee Health and Benefits Trends in Asia, where costs continue to rise and explained what strategies organisations should implement to engage employees, how to contain increasing healthcare costs and tackled the issues of bridging the social security and the private plans. She updated all participants on the healthcare reforms in Asia, in particular Vietnam, Indonesia, Malaysia and Singapore, with key takeaways on how employers should help their organisations design their healthcare programs, keeping up with trends, from the strategy to the design and delivery of local employee benefits programs.

Franck Baron, Group General Manager, Risk Management & Insurance for International SOS and Chairman of PARIMA (Pan Asia Risk & Insurance Management Association) presented Employee Benefits from a client's perspective. From a Risk Management and Insurance perspective, Franck gave a refreshing insight into the value of Employee Benefits Pooling and how clients can re-engage key stakeholders in their organisation and how global employee benefits pooling can create value and become a sustainable risk management tool.

Grace Fong, Towers Watson Singapore Health and Benefits Practice Leader, presented "Wellness - Health and Productivity", covering several key topics of interests in the Wellness and Healthcare arena. Companies rank workplace culture and engagement as top priorities of health and productivity programs. She shed new light on increased intensity and new focus of organisations in Asia, and how the biggest obstacles faced by companies - Employee Engagement - may be resolved through various participation and commitment tactics.

GEB's partner from South Korea, represented by Mr Jin Ho Park, Executive VP, Head of Corporate Pension & EB Division at Kyobo Life, presented the South Korean Pension Systems and Risk Management. He shared why retirement planning is emerging as a challenge globally and why companies should be engaged to help employees be more aware of retirement planning.



The last speaker, Mr. Na Boon Chong, AON Hewitt Singapore Senior Client Partner, presented "Managing rewards in an increasingly complex workplace". Total Rewards was a high priority in most organizations but a low priority on execution. Mr. Na touched on the changing paradigm of total rewards and how companies are paying for critical roles, for employee performance and potential. He stressed that it is time for breakthrough thinking and bold new ideas and new framework for total rewards, explaining how using a new model could stimulate new thinking around where to focus energy, effort and expense in total rewards.

The event was well organized and very informative. Business partners, clients and consultants appreciated this rare opportunity to re-connect and even find new ways to renew business synergies with each other.

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Social Security Reform in Indonesia

Regulations

1. Presidential Decree No. 12-2013
2. Presidential Decree No. 111-2013
3. Government Regulation No. 86-2013

Summary

New Structure of Social Security Program Starting on January 1, 2014

Insurance	Agent		Coverage
	Old	New	
Health	- Jamsostek - Askes	BPJS Health	Basic health insurance
Non-Health	- Jamsostek	BPJS Employment	- Workplace accident - Old age savings - Death insurance - Pension

Employers and employees in private sectors must participate in healthcare program under BPJS Health at the latest by 1st January 2015.

The Transition Time Line

1 January 2014	BPJS Healthcare starts to manage health insurance for existing participants (Jamsostek).
1 January 2015	All employees, regardless they are currently covered under commercial health insurance, should join the social security scheme.
1 January 2019	BPJS Healthcare fully operates health insurance for all Indonesia citizens.

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This compulsory enrollment applies to all employees, including expatriates who have been working in Indonesia for more than 6 months.

Currently a company which provides better health coverage to its employee can choose not to join the healthcare program under Jamsostek. It is also not mandatory for companies to cover the healthcare of employee's dependents. But under BPJS Law, all employees and their families (spouse and children) must be covered.

The premium for this healthcare program will be split between employers and employees, based on monthly Salary or Wage.

- From January 1, 2015 until June 30, 2015 the contribution is 4% (four percent) paid by Employer and 0.5% (zero point five percent) paid by Employee
- Effective July 1, 2015 the contribution is 4% (four percent) paid by Employer and 1% (one percent) paid by Employee
- The limit of salary or wage per month used as basic calculation of premium are:
 - i. The minimum limit is Provincial Minimum Wage
 - ii. The maximum limit is twice of Non-taxable income with marriage status and having 1 (one) child
- Salary or wage used as basic calculation of premium consist of basic salary and fixed allowance.
- There is no difference of premium contribution between single and married employees
- Eligible participants are employees, spouses and maximum three children

Employer who does not register their employees for healthcare program under BPJS Health will be given administrative sanctions in the form of: a) warning; b) a penalty; and/or c) loss of certain public services, such as business license processing.

As regulated in Presidential Decree No. 12-2013, healthcare program provided by BPJS Health covers basic medical benefits using managed care system with following characteristics:

- The use of panel or network of healthcare providers whereas most of providers are public clinics and hospitals
- Gatekeeper concept that requires member to select one primary health care physician only and to use this physician as the first stop for illness-related and preventive healthcare
- Tiered referral system, by which primary health care physicians determine if they need to refer a patient either to specialist or for services to be performed outside the primary care clinics. If referral is necessary, the physician needs to decide to whom the referral is made and for what services.

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On 4th June 2014 Generali Indonesia has officially established cooperation with BPJS Health for coordination of benefits (COB). This cooperation allows Generali Indonesia to bill BPJS for any hospitalization claims at approved out-of-network hospitals. BPJS would then pay Generali Indonesia a fix amount based on standardized code called Indonesia Case Based Group (INA CBGs).

In accordance with this cooperation, Generali Indonesia is developing A system to offer new services to clients:

- One stop administration to enroll members in Generali's health insurance and BPJS health insurance
- Though details of COB is still being formulated, most likely Generali will offer two alternative of COB scheme:
 - Option 1-Transfer any refund claims of BPJS to Policy Holder after deducting administration cost, at the end of policy period, or
 - Option 2-Offer upfront premium discount with understanding overall claims would reduce because of refund claims of BPJS

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Updates on national healthcare insurance system in Singapore

A recent development in the national healthcare insurance system in Singapore may change the way employers view their Group Medical insurance.

Currently, all Singaporeans and Permanent Residents (PR) are covered under a mandatory Medishield scheme, a basic healthcare insurance that pays for large hospital bills and expensive outpatient treatments such as chemotherapy and dialysis. It is targeted at offering basic healthcare for subsidised treatment in the public hospitals – class B2 and class C wards.

By the end of 2015, Singapore is introducing a new scheme – ‘Medishield Life’ to replace the old ‘Medishield’ scheme. This new automatic inclusion scheme is aimed at offering higher pay-outs and protection so that patients pay lesser upfront cash for large bills. It is for all Singaporean Citizens and Permanent Residents, including the very elderly and those who have pre-existing illnesses. This is offered as a life time coverage. The Medishield Life premiums will be made affordable to all eligible members, and can be fully paid from each member’s ‘Medisave’ account, a national savings scheme in the form of compulsory monthly contribution from each individual monthly payroll. The assurance given by the government is that no Singaporeans will drop out of this new scheme due to their inability to pay for premiums. Therefore we are expected to see new subsidies to be provided for the needy, lower and middle income, and the elderly (Pioneer Generation).

According to [The Singapore MediShield Life Review Committee Report](#), the committee has made the following recommendations for MediShield Life Benefit Features:

- Remove the lifetime claim limit of \$300,000
- Increase the policy year claim limit by 40% from \$70,000 to \$100,000
- Increase the daily claim limits for normal wards and Intensive Care Unit wards by up to 55%
- Increase the claim limits for surgical procedures by between 25% and 93%
- Increase the daily claim limit for Community Hospitals by 40% from \$250 to \$350
- Substantially increase the claim limits for outpatient chemotherapy and radiotherapy treatments, to better cover the cost of subsidised cancer treatment
- Reduce co-insurance rates from the current 10 – 20% to 3 – 10%
- Start premium rebates earlier from age 66, instead of age 71

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This is a nationwide effort carefully calibrated to offer a balance between providing more benefits and keeping premiums affordable and sustainable in the long term. This is a major step to provide a strong and sustainable social safety net, with the government bearing the bulk of the cost (75% of the cost for bringing in those with pre-existing conditions under MediShield Life, estimated at S\$850 million over five years and a further subsidy of S\$430 million for the others in the Pioneer Generation and lower to middle class).

How this change will impact Group Employee Benefits Medical insurance landscape?

As this change is expected for end of 2015, it is still yet to be decided on any right or common approach to take by employers in Singapore. Currently, a large majority of employers in Singapore offer both outpatient and inpatient medical benefits. Such employer sponsored medical benefits are usually more comprehensive and tend to have higher perceived value to employees than those under MediShield and Integrated Shield Plans.

With this change, the MediShield Life Review Committee has called on employers and unions to work together to avoid duplication of cover between an employer sponsored scheme and the new MediShield Life. Employers are encouraged to restructure their medical benefits so that employees ride on this new scheme, or provide additional medisave contributions to help employees pay for MediShield Life or the Integrated Shield Plan premiums.

The New Integrated Shield Plan – a voluntary ‘top up’ plan to supplement MediShield Life – will be made available for those employees who wish to pay for better coverage (at class B1 ward, class A ward or private hospitals) or reducing deductibles, etc. To date, there are 5 Medisave-approved private insurers in Singapore which are allowed to sell Integrated Shield Plans, and premiums can be paid for by Medisave.

According to a note published by [Life Insurer Association \(LIA\) Singapore](#), with the MediShield Life Review Committee’s (MLRC) suggestion that incentives be strengthened to provide portable medical benefits to employees by their employers, there will be more choices going forward. Employers can assess the merits of providing medical benefits via group insurance or via the portable approach or via a combination of both, and decide on the best option.

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Due to the market conditions in Australia, and in particular to the fact that disability claims can be submitted without limit in time, starting from 1st July GEB Network does not reinsure anymore new business from Australia.

Existing accounts remain reinsured as per current Terms & Conditions. Exceptions can be discussed for captive cases willing to fully accept the risk.

To be noted that GEB can still offer local solutions on a “service only” basis.

For more information do not hesitate to contact marketing@geb.com

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Have a great summer!



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