

# MIBCO Increases Guide

The below increases are effective 01 January 2020.

## MISA Union Fund Contributions

The weekly rate for the MISA contributions has increased from R24.50 to R27 per week.

This affects transaction I012, the amount on this transaction has been updated for each frequency. To calculate the monthly amount, use the following formula (weekly rate\*52/12) and to calculate the fortnightly amount, use the following formula (weekly rate\*2).

<b>MISA Union – weekly contribution</b>	<b>New rate</b>
<b>Old rate</b>	
R 24.50	R 27.00

## Moto Health Care Plan Increases

The rates for each health care plan have increased, this will affect transactions I015 and I016 which are the employee's contributions and transactions I115 and I116 which are the Employer Contributions.

See new rates per plan below:

### Classic Options

MONTHLY CONTRIBUTION			
OPTION	MEMBER	ADULT	CHILD
Classic Network	R3 140	R2 670	R790
Classic	R3 685	R3 130	R920

### Custom Option

MONTHLY CONTRIBUTION			
SALARY BAND	MEMBER	ADULT	CHILD
R0 – R3 200	R1 010	R810	R255
R3 201 –R5 800	R1 060	R845	R265
R5 801 – R8 500	R1 160	R930	R290
R8 501 – R10 500	R1 330	R1 065	R335
R10 501 +	R1 845	R1 480	R460

## Essential Option

MONTHLY CONTRIBUTION			
SALARY BAND	MEMBER	ADULT	CHILD
R0 – R3 000	R370	R220	R150
R3 001 – R6 500	R390	R230	R150
R6 501 – R9 500	R560	R340	R225
R9 501 +	R645	R390	R260

## Hospicare Options

MONTHLY CONTRIBUTION			
OPTION	MEMBER	ADULT	CHILD
Hospicare Network	R1 875	R1 590	R465
Hospicare	R2 170	R1 835	R540

## Optimum Option

MONTHLY CONTRIBUTION		
MEMBER	ADULT	CHILD
R6 795	R5 780	R1 700

You can download the full plan details from the link below:

<https://mhcmf.co.za/2020-benefit-options/>

**Note:** The employee contribution transactions are setup at 100%, which means the employee pays the full plan amount. If the employer contributes towards the Moto health Care, then this percentage must be reduced to the employee's contribution percentage and the remaining percentage must be added to the corresponding employer contribution transaction.

## **Sick, Accident and Maternity Pay Fund**

The weekly contributions for 2020 will not increase for these funds, therefore the contributions will remain the same. This is for transaction I111, see existing contributions below:

<b>Table 1</b>	<b>Sick Fund</b>	<b>Maternity Fund</b>	<b>Death &amp; Funeral</b>	<b>Total New Contribution</b>
<b>Male</b>	R14.99	-	R3.50	R18.49
<b>Female</b>	R14.99	R7.06	R3.50	R25.55