

# Trustees – who was chosen?

Recently you, the member, nominated and elected member Trustees for the De Beers Benefit Society. Benefit Beat reports on who received the most votes and will be representing your interests at board level for the next three years...

*The Society's Board consists of eight Trustees, four of whom are elected by members and the other four appointed by the Company.*

Thanks for your participation in nominating and voting for the new Trustees!

## MEMBER-ELECTED



### (REGION B)

**Johannes H Britz** is the Mine Secretary for Namaqualand. He joined the Society in 2000 and has 1 year's service. Being born and bred in the Free State, he obtained his degree from UOFS. He has 10 years' managerial experience and a B Juris LLB degree. Before joining De Beers, Mr Britz worked for Anglo-American and was a legal advisor at a Local Authority. He enjoys running and canoeing.

### (REGION A)

**Harvey P Kerby** joined the Society in 1970 and had 35 years' service with the Company before retiring. He was the Manager of the De Beers Pension Fund and Benefit Society and is also currently a Trustee of De Beers Pension Fund. Mr Kerby enjoys sea kayaking, walking and going to the gym.



### (REGION C)

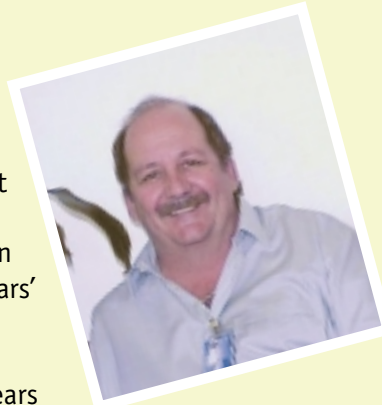
**Terry Baldwin** is the Mine Secretary for Central Mines. He joined the Society in 1990 and has 10 years' service with the Company.



He is currently a Trustee of the De Beers Pension Fund and has the following qualifications: FIAC (SA), FCA, FICB (SA). His experience includes being principal officer for the Kingswood College Staff Pension Fund and Medical Aid and he was also chairman of the Finsch Mine Staff Consultative Committee. Mr. Baldwin, who is married with three children and has six grandchildren, enjoys playing chess, reading and fishing.

### (REGION D)

**Daan Smith** is Senior HR Manager at Venetia Mine. He joined the Society in 1972 and has 28 years' service with the Company, of which approximately 14 years was in senior management. He has an IPM HR Management diploma and an MPD from Unisa. He has worked at Namdeb, Orapa, Kimberley, Finsch and Koffiefontein. Mr. Smith is married and has two children.



## COMPANY-APPOINTED

Robin Crawford (Chairman), Huck Endersby, Leon Coetzee and Roger Ketley will be serving with the above four gentlemen, as the Company-appointed Trustees.

# Save TAX by deducting your medical expenses



Do you have quite a lot of medical expenses? You may be able to deduct these from your taxable income, thereby reducing your tax.

### HOW DOES THIS WORK?

- You may deduct medical expenses such as your member contributions and co-payments from your taxable income.
- If you are under the age of 65, your claim will be restricted to the amount you paid in excess of the greater of R1000, or 5% of your taxable income. In other words, the first R1000, or 5% of your taxable income, whichever is the greater, will NOT qualify as a deduction.
- If you are over the age of 65, you may deduct all qualifying medical expenses.



### EXAMPLE

- Mr Davids (aged 50) has a taxable income (before deducting medical expenses) of R40 000.
- His qualifying medical expenses (member contributions and co-payments) for the year amount to R3052.30.
- Of the R3052.30, Mr Davids can deduct the amount in excess of R1000 or 5% of his taxable income, whichever is the greater.
- 5% of his taxable income is R2000 (5% of R40 000), which means he can deduct R3052.30 – R2000 = **R1052.30** from his taxable income.
- Mr Davids' taxable income will therefore reduce from R40 000 to R38 947.70, which means that he will be liable for approximately **R275 less tax** for the year.

### HOW TO CLAIM

A. If you earn LESS than R60 000 per year, you don't have to register as a taxpayer. To claim back any medical deductions, you must apply for an IT11 form from the South African Revenue Services (SARS).

B. If you earn MORE than R60 000 per year, you have to register as a taxpayer. You will then automatically receive an IT12 form from SARS, which has a relevant section on medical deductions that you would need to complete.

## INTRANET SPOTLIGHT



Did you know that information on the Benefit Society is but a mouse-click away?

If you have access to the De Beers Group Wide Area Network (WAN), you can visit the Society's intranet site on <http://benefit.debeers.co.za>.

If you are a pensioner (or working member) and DON'T have access to the WAN, but do have a home computer with a CD Rom, you can contact the Society for your own CD copy of this site.

## Frequently asked questions



### Can I still be a member of the Society after I retire?

Yes, if you were a member of the Society while you worked, you may continue your membership after you retire. Your contribution will be based on how much you were earning when you retired, while the Company subsidy will be determined by your employment contract.



### How much does the Company contribute to the Society?

The Company does not fund the Society in any way. However, the Company may subsidise members' monthly contributions. This is not determined by the Society, but by the Company, as part of the member's employment contract.

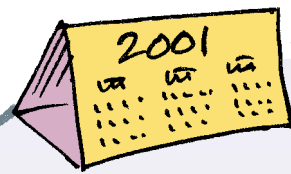


### What is the Acute Medicine benefit?

Currently, the benefit limit for acute medicine is R1 200 per dependant per year. The Society covers 70% of acute medicine costs. This means that you could put in claims amounting to R1 715 before your annual benefit of R1 200 would be exhausted.

### How long do my benefits last?

Most of the benefits are set per benefit year, which runs from 1 January to 31 December.



### Why do I still need a prescription for the dispensary, even when PBM has authorised my chronic medication as ongoing?

PBM only gives authorisation for the Scheme to pay for the medicine as a chronic medication benefit. The dispensary is governed by law, which states that the pharmacist must have a valid hand-written prescription before he/she may dispense any scheduled medication. The PBM authorisation is NOT a valid prescription.



### BENEFIT SOCIETY GENERAL CONTACT NUMBERS

- (053) 807 3400 - Query line
- (053) 807 3333 - Kimberley Dispensary line
- (053) 807 3499 - Fax
- (053) 807 3111 - Switchboard
- (053) 807 3300 - Fax: Kimberley Dispensary
- (053) 807 3371 - Registration / Membership queries
- (053) 807 3427 - Hospital queries

# BENEFIT BEAT

COMMUNICATING WITH MEMBERS OF THE DE BEERS

BENEFIT SOCIETY

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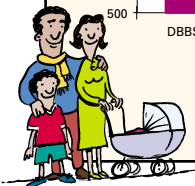
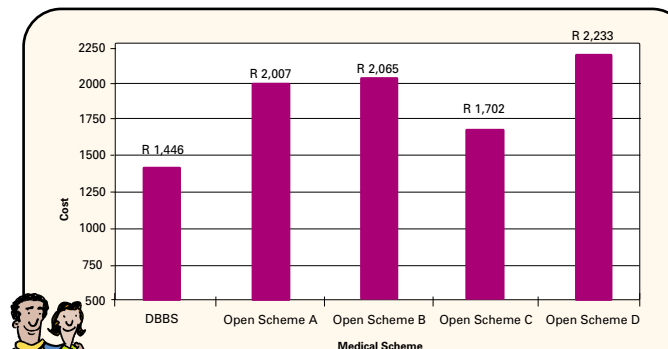
## It's official – you pay less!

When it comes to contribution rates, how does the De Beers Benefit Society compare with some of the well-known commercial medical schemes available?

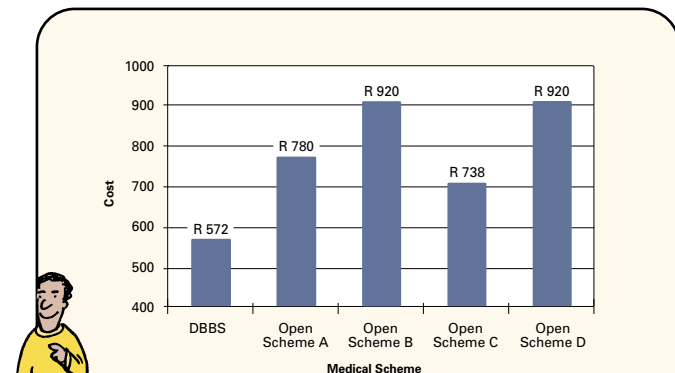
Whether one is shopping for appliances, paying for services or contributing to a medical society – it's always good to know you've found a bargain...

Have you ever wondered whether you would be better off financially if you belonged to a different medical scheme?

Have a look at the following graphs, which compare the average monthly subscriptions (before deducting any employer subsidies) for 2001 for a single adult, as well as for a married couple with two children across different schemes.



Married couple with two children; salary/pension of R4000 - R5000 pm



Single adult; salary/pension of R4000 - R5000pm

KEEP US IN ON YOUR BEAT WITH  
**BENEFIT POST!**

We'd like to hear from you.

Is there something that you'd like to know more about?

e-mail us at:  
benefitpost@debeers.co.za

or write to:  
Benefit Post  
c/o De Beers Benefit Society  
PO Box 1922, Kimberley 8000

## inside...

- Trustees – who was chosen? ..... p2
- Save TAX by deducting medical expenses ..... p3
- Intranet spotlight ..... p3
- Frequently Asked Questions ..... p4