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Beyond Barriers: Navigating the
Future for Sustainable Healthcare

Succession planning for boards of trustees

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**Sustainability =
interconnectedness of
all things**



Source: kininc.com



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FUTURE FOR SUSTAINABLE HEALTHCARE**



Relationship: medical schemes & sustainability

Social

- Healthier, happier and **more engaged** population
- Proactive role in prevention of diseases – **proactive management of well-being**
- **Digitisation** allows scheme members to **manage their own health**



Economic

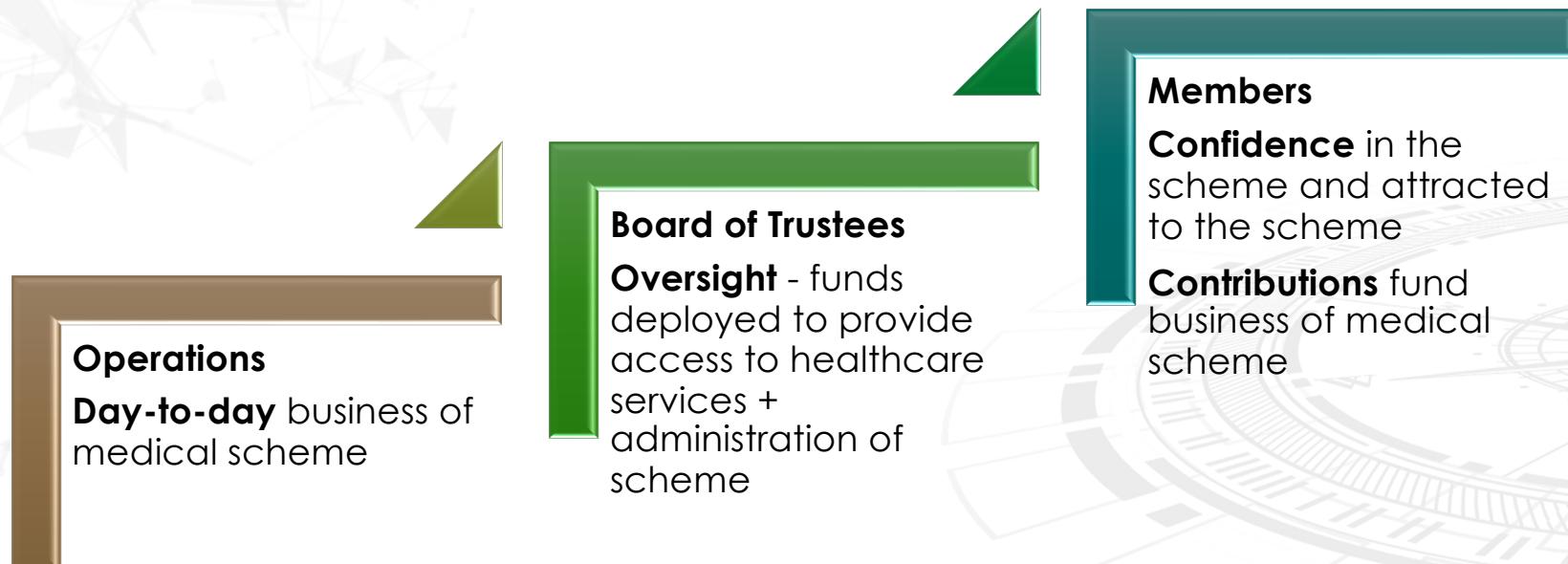
- **Health = our greatest wealth**
- **Early intervention** reduces overall pressure on the healthcare system
- Alleviation of **increasing pressures on public sector**:
 - Reduce **financial burden** on state
 - **Free up space** for other patients accessing healthcare through the public sector



Source: www.abi.org.uk/products-and-issues/choosing-the-right-insurance/health-insurance-supporting-sustainable-healthcare/, www.unep.org/news-and-stories/speech-sustainable-insurance-time-planetay-crisis

How do medical schemes do this?

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Source:www.pwc.com/ng/en/assets/pdf/state-health-schemes-part2.pdf



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King IV



Source: erzap.com



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Typical succession plan

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Future
business
needs

Identify
leadership
qualities

Gap
analysis

Timely
rotation

Balance knowledge, expertise, and experience vs “fresh” thinking

Constraint: Medical Schemes Act

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Source: blogspot.com

- Section 57(1)

Every medical scheme shall have a board of trustees consisting of persons who are **fit and proper** to manage the business contemplated by the medical scheme in accordance with the **applicable laws** and the **rules** of such medical scheme.

- Section 57(2)

At least 50 percent of the members of the board of trustees shall be **elected from amongst members**.



Solution – King IV

- Retirement funds supplement
 - **Appointed trustees:**
 - requisite expertise and experience
 - **Elected trustees:**
 - member education – trustee duties and competencies
 - **Ongoing development programme**
 - **Independent experts**



Source: iconsconcept.com

Other possible solutions

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- **Rules**
 - trustee **rotation** and tenure
 - **nomination process**
- **Committees**
 - **test-drive** potential trustees
 - **composition** - mixture of trustees and “independents”
 - employer-nominated
 - member-nominated
 - **transfer of knowledge, skill & expertise**
 - builds **trust**



Questions?



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