

HR Roundtable Workgroup Meeting



4th Meeting on 15 Nov 2023

The 4th HR Roundtable Work Group (WG) has been held on 15 November 2023 with 18 attendees from the HR professionals and WG committee members. The WG has invited guest speaker, Wallace Fung, Director from Mercer Marsh Benefit who has over 25 years of experience on employee benefits and insurance broking, to share on Medical Conversion Plan upon Retirement, together with Ms Hayly Leung from Jardine Matheson and Ms Doreen Siu from MTR to share their experience.

Wallace shared that medical coverage is often disrupted upon retirement, with challenges of unavailability of coverage for retirees and underwriting requirement. He explained the advantages of Medical Conversion Plan to (1) cover pre-existing conditions to maintain medical coverage, (2) enable renewal and (3) secure a coverage without underwriting requirement and waiting period. Wallace also shared tips for people choosing between a Conversion Plan and individual policies like Voluntary Health Insurance Scheme (VHIS).

Ms. Hayly Leung added that the use of medical conversion should not be under-estimated, as simple causes like historical high cholesterol level can be regarded as pre-existing conditions, and Ms. Doreen Siu shared her past experience in initiating medical conversion feature upon renewal discussion with insurers. Ultimately medical conversion is employees' individual choice. Employers should raise awareness of members about this option for colleagues' early planning.

The WG look forward to the continuous positive impact of the HR Roundtable platform to enable HR professionals to gain support and insights from each other. The group has collected feedback on topics of interests. The next meeting is expected to be held on 23 January 2024. The WG welcomes more HR professionals to join for knowledge sharing and networking.

香港退休計劃協會之人力資源圓桌工作小組（WG）已於2023年11月15日舉行了第四次會議，當天共有18位人力資源代表和工作小組委員會成員參與。工作小組邀請了擁有逾25年員工福利及保險業經驗的Mercer Marsh Benefit公司董事Wallace Fung先生擔任演講嘉賓，聯同工作小組委員會Hayly Leung(怡和集團)及Doreen Siu(港鐵公司)分享她們為員工退休後的醫療保險轉換計劃的經驗。

Wallace表示員工於退休時在醫療保障方面面臨大轉變，退休人士在中斷在職僱員醫療保險後，往往面對承保門檻高和無法續保已有疾病的困難。他闡釋了醫療保險轉換計劃的各項優點：(1) 承保已有疾病以維持醫療保障、(2) 可以續保、(3) 可獲保障而無需醫療核保和等待期；也分享了醫療保險轉換計劃和自願醫保（VHIS）的分別及如何選擇。Hayly補充醫療保險轉換計劃的用途不容小覷，因為如過往曾經有高膽固醇、高血壓等病歷，都可以被視為既往病史而有潛在不能購買新保險單之風險；而Doreen則分享了之前藉着與保險公司進行續約討論時啟動醫療保險轉換功能的經驗。是否購買醫療保險轉換當然是員工的個人選擇，僱主有責任提高僱員對此項選擇的認知度，以幫助他們及早規劃。

工作小組期待人力資源圓桌工作小組之平台能持續發揮正面影響，每次聚會都收集各人感興趣的主題，旨在讓人力資源專業人士獲得更有用的資訊。下一次會議預計將於2024年1月23日舉行。歡迎更多人力資源專業人士加入，分享經驗和建立聯繫。



If you or your HR executive are interested to join the HKRSA HR Roundtable Working Group, please contact The Secretariat of HKRSA at events@hkrso.org.hk for details.

如果您或您的人力資源主管有興趣加入香港退休計劃協會的「人力資源圓桌會議工作小組」，請聯絡秘書處以獲取詳細資訊：events@hkrso.org.hk。

Photo Gallery



“Medical Conversion Plan Upon Retirement”

1

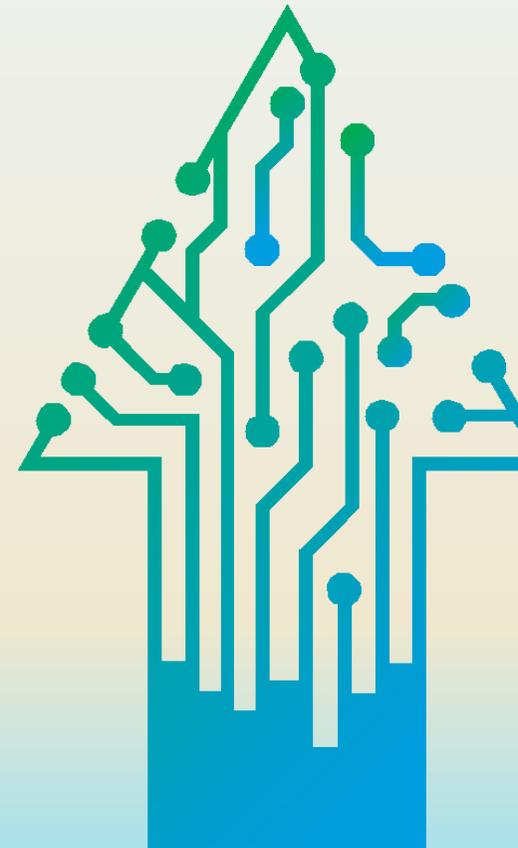
What is a Conversion Plan?

2

What are the key differentiators between a Conversion Plan and Individual Policies like VHIS?

3

What should we consider to ensure adequate coverage when selecting a Conversion Plan?



1

What is a Conversion Plan?

Why should you consider medical conversion plan?

When to plan for a medical conversion plan?

How to plan for a medical conversion plan?

2

What are the key differentiators between a Conversion Plan and Individual Policies like VHIS?

What are the excluded elements?

Is pre-existing condition included in the plan?

Is full medical underwriting required?

3

What should we consider to ensure adequate coverage when selecting a Conversion Plan?

The renewal of group medical

The enrolment timeline, prior to the retirement date

The coverage of the conversion plan

What would be the premium rate?