UNIVERSITY OF PROFESSIONAL STUDIES, ACCRA (UPSA)

GENERAL PROVISIONS OF MEDICAL SCHEME

Revised Version

(August 2021)

MEDICAL AND DENTAL CARE

An employee of UPSA, his/her spouse and a maximum of two children while resident in Ghana, shall enjoy free medical treatment at the University's Clinic. Members shall also benefit from the following:

i. As a general principle, expenditures associated with medical, dental or optical care shall be considered for reimbursement only if care is received **upon referral** by the UPSA Clinic.

ii. Authorised care providers outside the UPSA Clinic are Government hospitals/health facilities such as Korle-Bu Teaching Hospital, 37 Military Hospital and Ridge Hospital. Government hospitals/health facilities include teaching hospitals, CHPS Compounds, Health Care Centres, Polyclinics, Districts and Regional hospitals.

iii. In emergency situations, UPSA employees should go to the nearest Government medical facilities/hospital as indicated in ii above, and inform the UPSA Clinic as soon as practicable.

iv. The University shall refund to the member of staff, the cost of medical, optical and dental appliances such as spectacles and dentures once every two (2) years at a pre-determined level.

v. Management may authorise that an employee be reimbursed the full amount or a percentage thereof, of costs of medical care taken outside the scope of the conditions contained in this section, if the University is satisfied that these costs ought properly to be met from its funds and based on the availability of funds.

vi. All University employees are encouraged to enroll and participate in the National Health Insurance Scheme for purposes of using their cards to receive the appropriate medical care and attention as and when needed.

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