

FRSC/HQ/CMRS/395/VOL.X/098

26 Mar, 2025

SEE DISTRIBUTION

ADMINISTRATIVE INSTRUCTIONS FOR VOLUNTARY PURCHASE OF FRSC HMO SHARES

The Federal Road Safety Corps registered the Federal Road Safety Corps Health Management Organisation (HMO) at the Corporate Affairs Commission (CAC). The FRSC-HMO is established with the aim of addressing the medical needs of all staff and their dependants without the gridlock or bottlenecks being faced by staff and dependants at the moment.

2. Consequent upon the establishment of the FRSC-HMO, interested staff are to voluntarily subscribe to the shares of the HMO at N1.00 per share as a form of financial investment which staff will benefit from the interest and dividends at the end of every financial year. Staff are therefore encouraged to voluntarily subscribe to the shares of the HMO either by cash payment or direct deductions from the subscriber's salary in three (3) installments (three (3) months' salary). This is to ensure flexibility and convenience for all interested parties.

3. Staff who wish to subscribe to the shares are requested to indicate their interest by filling the attached form and submit same through their respective Supervising Officers to the undersigned on or before 10th April, 2025.

4. Heads of Departments, Corps Offices, Institutions, Special Units and Commanding Officers are kindly requested to communicate the contents of this circular to all staff within their purview, emphasizing the voluntary nature of this opportunity and phased approach over three (3) months.

5. Heads of Departments, Corps Offices, Institutions, Special Units and Commanding Officers are to ensure prompt submission of completed forms to ACM (F&A) on or before 20th April, 2025.

6. Treat with utmost imperative and acknowledge receipt.

DCM A Akinlade MNSE, MNIM, FISPON, FinsTA

Deputy Corps Marshal
Admin & Human Resources

DISTRIBUTION

External Action

FRSC Command/ Formations

- ZCOs
- SCs
- UCs
- OC Outposts
- Head of Zebras
- Head of DLCs
- Station Officers

FRSC Institutions

- Cmdt FRSC Academy Udi
- Cmdt FCSC Udi
- Cmdt Marshal Training School OwaAlero.
- Cmdt FRSC Training School Jos

FRSC Medical Centre/Clinics

- Medical Centres/ Staff Clinics
- RTC Clinics
- Road Side Clinics/Help Areas
- Zebra Points

FRSC Other Formations

- NVIS Plants
- Print Farm
- Signage
- Traffic Service unit

Internal Action

- Departments
- Corps offices
- Special Units

Internal Info

- CM
- PSO-CM
- file

FRSC HEALTH MAINTENANCE ORGANIZATION
FREQUENTLY ASKED QUESTION (FAQ)

1. What is HMO?

Ans: Health Maintenance Organization popularly known as HMO is a legal body authorized by the National Health Insurance Authority (NHIA) with the task of managing the delivery of Health Care Services in Nigeria through NHIA accredited Health Care Providers.

2. What are the benefits of FRSC owned HMO to staff?

Ans: The Benefits of establishing FRSC owned HMO are as follow;

- a) Improved Quality Health Care Services
With the establishment of FRSC HMO, all staff will receive high quality Health Care Services without any delay or refusal from any NHIA accredited Medical Facility due to the early payment of funds by HMO (removal of bottle necks).
- b) Reduction in Medical Cost
Having an in-house HMO can potentially lower the cost of health care for staff and their dependents. FRSC can negotiate better rate of Quality Health Care with Healthcare Providers for the benefit of subscribers.
- c) Upgrade of FRSC Medical Centres and Clinics to Global Best Standard or Practices. Money generated from these funds will be used for the upgrade of FRSC clinics by procuring modern medical equipments and consumables in line with global best practices.
- d) Enhanced control and Oversight
With the establishment of FRSC Owned HMO, FRSC will have better control and oversight over the Health Care Services provided to our staff ensuring that they receive the best possible care (removal of the middle man and delay in generating referral codes)
- e) Provide Post-retirement benefits through Jobs Opportunities for FRSC Veterans and also retired staff. Also Retirees can key into the NHIA scheme with a yearly levy so as to enjoy optimum medical care especially those suffering from ailment associated with aging.

3. What Happens to Staff Shares Upon Retirement?

Ans: Upon retirement, staff will continue to benefit from the dividend of the shares, remember dividends of the shares is life-long; hence the staff is always a bona-fide stakeholder.

4. How long will staff family members/Next of Kin benefit from shares after their death?

Ans: For as long as the HMO Exist, the staff family/NOK will continue to benefit from the shares for life.

5. Will the Shares be Available to Outsiders or General Public?

Ans: No for now, it is strictly for FRSC staff. It may be open to the public subsequently.

6. What are the modes of subscription of shares?

Ans: Cash payment or direct deductions from staff salary.

7. Will the Monthly Deductions be made periodically, like the PSS, or in lump sums?

Ans: Deductions will be made in installments for a maximum of three (3) months and not in lump sums.

8. What guarantee is there that the FRSC HMO will not experience similar challenges as Heath Care International?

Ans: It is because of the challenges the staff of FRSC experienced from Health Care International (HCI) that warranted the Corps to establish its own HMO in order to look inward in the maintenance of its staff health issue.

9. Will staff receive share certificate?

Ans: Yes, subscribers will receive share certificates.

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FEDERAL ROAD SAFETY CORPS
NATIONAL HEADQUARTERS, WUSE ZONE 3, ABUJA
FRSC HEALTH MANAGEMENT LIMITED
VOLUNTARY APPLICATION FORM FOR PURCHASE OF SHARES

NAME _____

PIN _____

RANK: _____

SEX: MALE FEMALE COMMAND

E-MAIL: _____ PHONE NO. _____

UNIT COST OF SHARES: N1.00 PER SHARE (MINIMUM OF N2,000 TO PURCHASE)

FUNDING OPTIONS: CASH PAYMENT DEDUCTION FROM SALARY

NUMBER OF SHARES TO BE SUBSCRIBED (e.g. 10,000 unit)

COST OF SHARES SUBSCRIBED (To be written in words):

_____ (N :k)

Note: If you choose to pay in cash, you shall pay for the full cost of the shares once.

DECLARATION FOR DIRECT DEDUCTION FROM SALARY

I, _____ hereby declare my interest to subscribe to shares of the FRSC Health Management Limited. I also consent to the direct deduction of payment for my shares from my salary. This amount should be deducted in three (3) installments.

SIGNATURE: _____

DATE: _____

DECLARATION FOR CASH PAYMENT

I, _____ hereby declare my interest to subscribe to shares of the FRSC Health Management Limited. I declare to make cash payment for the full cost of the shares I subscribe to.

SIGNATURE: _____

DATE: _____

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FOR OFFICIAL USE

APPROVED

NOT APPROVED

REASONS (IF NOT APPROVED):

AUTHORIZED SIGNATURE: _____ DATE: _____

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