

September 2017

# Risk in Context

Introduction of Compulsory  
Medical Insurance in Oman  
from 2018

## Are you regulation risk ready?

With a population of nearly 4.74 million, Oman's population has grown significantly since 2010 when the population was approximately 2.77 million<sup>1</sup>. This exponential growth has seen downward pressure and stress being placed on Government run medical facilities as well as a rising number of Omani's travelling abroad for treatment. Thus providing a strong case for the introduction of compulsory medical insurance.

Over the past year there have been numerous reports in the media about the proposed introduction of mandatory medical insurance from early 2018. On September 26th, 2017, Dr. Ahmed bin Mohammed bin Obaid Al Sa'eedi, Minister of Health<sup>2</sup> announced that mandatory health cover for nationals and expats working in the private sector will be enforced from early next year. This confirms the news published last month, by two separate media outlets<sup>3</sup>, who quoted the Oman Chamber of Commerce and Industry (OCCI), that the scheme is in its final stages and will be implemented with effect from January 2018 pending the necessary approvals. This brings Oman in line with Abu Dhabi, Dubai and Saudi Arabia in rolling out a compulsory employer paid insurance system.

# Will the New Compulsory Health Care Insurance Scheme Affect My Company?

## PHASE

1

1st January 2018 all Excellent Grade companies and/or all companies with more than 100 employees and/or all consultancy firms.

---

## PHASE

2

1st May 2018 all A Grade companies and/or all companies with more than 50 employees.

---

## PHASE

3

1st January 2019 all other companies

- There are no details at the moment on the minimum level of cover companies will need to provide to their employees.
- The CMA (Capital Markets Authority) has formed a committee to draft the regulation.

## The Time to Act is Now

With January 2018 less than four months away now is the right time to start speaking to a medical insurance provider to ensure your organisation is compliant.

## How Can We Help

Through the Mercer Marsh Benefits network, you have access to an experienced team who will take the time to understand your business, and who have access to the technology and systems that will provide you with the information which will enable your decisions making and ensure you achieve the best outcome for your organisation and your employees.

## We can help you:



### Optimise Your Benefits Spend

---

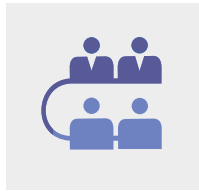
- Leveraging our strong relationships and in-depth analysis
- Harnessing our expertise and market knowledge
- Helping you receive favourable rates, terms and outcomes
- Providing competitive and leading-edge benefits
- Managing your benefits programs cost-effectively at local, regional and global levels



### Select the Best Solution for Your Business

---

- Providing insights and advice to help you make informed and strategic benefits decisions
- Choosing innovative solutions for benefits analytics, health management, voluntary options and international benefits



### Help Simplify Your HR Operations

- Helping your HR to save time and streamline processes by providing ongoing benefits support, administration and effective communication
- Ensuring programs are competitive and compliant
- Communicating best practices



### Engage Your Workforce

- Creating benefits plans that resonate with your workforce
- Offering supplemental services to engage employees to improve their health and well-being and increase their productivity

## What our worldwide network brings you



### Proactive Client Focus

We take the time to gain a deep understanding of your business.



### Strong Insurer Relationships

We have placed more than \$60 billion in benefits premiums and equivalencies.



### Global Talent and Expertise

We employ more than 7,200 benefits experts worldwide.



### Global Breadth and Depth

We offer benefits specialists who can facilitate benefits in more than 150 countries.

Over 130 Employee Health & Benefits Clients in Oman



Over 1,300 Employee Health & Benefits Clients in MENA

Premium placed in Oman US\$20million  
Premium placed in MENA US\$750million for Medical Insurance



For further information, please contact your local Marsh office or visit our web site at: [www.mercer-marsh-benefits.marsh.com](http://www.mercer-marsh-benefits.marsh.com)

**SAJEEV WARRIER**  
Business Development  
Leader, Oman  
+968 2456 4271  
[sajeev.warrier@marsh.com](mailto:sajeev.warrier@marsh.com)

1. <http://worldpopulationreview.com/countries/oman-population/>
2. <http://timesofoman.com/article/118011>
3. [omanobserver.om/mandatory-health-insurance](http://omanobserver.om/mandatory-health-insurance)

IMPORTANT NOTICE: This document does not constitute or form part of any offer or solicitation or invitation to sell by either Marsh to provide any regulated services or products in any country in which either Marsh has not been authorized or licensed to provide such regulated services or products. You accept this document on the understanding that it does not form the basis of any contract.

The availability, nature and provider of any services or products, as described herein, and applicable terms and conditions may therefore vary in certain countries as a result of applicable legal and regulatory restrictions and requirements.

Please consult your Marsh consultants regarding any restrictions that may be applicable to the ability of Marsh to provide regulated services or products to you in your country. © Copyright 2017 Marsh Oman LLC. All rights reserved.