

Compensation for Kidney Donors January 2020

Quick reference if you don't need long explanations:

Category	How much	When applicable	Dept.	Comments
Lost work days	40 days of salary (approx. 1 month)	After surgery	Health Ministry	One-time
Travel	2724 NIS	After surgery	Health Ministry	One-time
Therapy	Up to 436 NIS x 5 sessions	Up to 48 months after surgery	Health Ministry	One-time
Recuperative vacation	Up to 545 NIS/night for 7 consecutive nights	Up to 90 days after surgery	Health Ministry	One-time
Health insurance	Up to 60 NIS/month	One year periods beginning 12-15 months after surgery	Health Ministry	Period of 60 months
Disability insurance	Up to 207 NIS/month	One year periods beginning 12-15 months after surgery	Health Ministry	Period of 60 months
Life insurance	Up to 131 NIS/month	One year periods beginning 12-15 months after surgery	Health Ministry	Period of 60 months
Nat'l health insurance exemption	Depends on salary	<u>Salaried employees and retirees</u> – Until 2020 – apply the SECOND January after the surgery. CHANGES EXPECTED IN 2020 – WILL UPDATE! <u>Self-employed workers, yeshiva students, unemployed</u> : automatic exemption beginning January after surgery	Bituach Leumi	Period of 36 months

We don't donate a kidney to make a profit, but nevertheless, kidney donors are eligible to receive a number of benefits and refunds from the government. It's important to understand these benefits and to take advantage of them. Although it may take some time to sort through the paperwork and work through the bureaucracy, the effort results in a considerable sum of money.

The following explanations are correct as of the end of 2019. The amounts are periodically updated, and there will probably be changes in the future (hopefully positive ones!). There is already a change in the works regarding the Nat'l Health tax exemption – we will update when the changes are final.

Refunds can be divided into three categories:

1. **Compensation for lost salary/days of work.** This should be requested immediately following the surgery. Travel expenses are refunded as a flat amount of 2724 NIS, with no receipts required.
2. **Refunds for expenses**, such as a post-surgery vacation; psychological therapy; and three types of insurance. Receipts required to receive refunds.

3. **Exemption from National Health Tax.** The exemption period begins in January following the surgery. **UNTIL 2020:** Salaried workers receive reimbursements retroactively at the end of each 1-year period, self-employed workers and yeshiva students are automatically exempted and the tax is not deducted from their salary. **BEGINNING IN 2020:** there are supposed to be improvements to the procedure for salaried workers, we will advise when the changes are final.

Salary Compensation:

The government compensates donors with a payment for a period of 40 days (about one month of work days). The amount is based on the donor's regular salary (similar to "miluim" payment/reserve duty). This payment is meant to cover hospitalization and recuperation at home, as well as the days prior to the surgery that are required for tests, etc. For this refund you must download the documents found here:

<http://www.health.gov.il/DocLib/ADI-earning.pdf>

Submit the following:

- a. Completed request form (pages 2-4 of the PDF file)
- b. A completed 101 form, required because it is as if the donor is receiving a month's salary from Misrad Habriut (the Health Department). The form can be downloaded here:
https://taxes.gov.il/TaxesFormsList/itc101_2017.pdf
For help filling out the 101 form please see appendix A.
- c. Both salaried employees and the self-employed must submit a tax reconciliation form. This requires interaction with the tax authorities (Mas Hachnasa) using the tax number of Misrad Habriut: 943006098. Many people can do this reconciliation online, which saves time and energy. The link is:
<https://www.gov.il/he/service/tax-coordination-online>
It is advisable to add the amount of the transportation refund (currently 2724 NIS) to the amount you record on the reconciliation form to avoid additional tax.
- d. A photocopy of your Israeli ID (teudat zehut)
- e. Additional documents
 1. Salaried employees must submit a confirmation from the employer regarding position and salary (pages 5-6 of the pdf). In addition, salaried workers must submit pay slips from the last three months preceding the surgery (not including the month in which the surgery takes place).
 2. Self-employed workers must submit the form that indicates the taxable monies earned in the year preceding the surgery, along with the confirmation from the tax authority that tax was deducted.
 3. Those who are neither salaried nor freelance workers (i.e., those who are not employed, including yeshiva students), must submit a form from Bituach Leumi (the National Insurance) that confirms their unemployed status.

Remember to photocopy every document so that you retain a copy! Send all the completed forms and documents to the address in the PDF via registered mail or submit it in person. The money will be deposited directly into your bank account, along with a pay slip.

For further assistance, you can contact Osnat Yunayev, the Refund Coordinator at the Organ Transplant Division of the Health Department, by calling 03-6061742, Monday – Thursday, 9:00 AM – 1:00 PM. Even better, email Osnat at: osnat.yunayev@moh.health.gov.il. If you hand-deliver the documents, the address is 15 Noach Moses Street, Tel Aviv (near the Azrieli Towers). Call ahead.

Refund of Out-of-Pocket Expenses

Kidney donors are eligible to receive refunds for certain expenses after the surgery. The form that explains this process can be found here: <http://www.health.gov.il/DocLib/Adi-request.pdf>

1. Transportation refund: A one-time, uniform amount of 2,724 shekels, with no need to submit receipts. The form can be submitted immediately following surgery.
2. Therapy treatments: Misrad Habriut funds up to five sessions with a therapist, up to 436 shekels per session. Invoices must be submitted and the sessions must take place within 48 months following the kidney donation. You are not required to disclose the contents of these sessions but the therapist must be either: a) a psychologist licensed through the Health Department; b) a social worker licensed through the Health Department; or c) a psychotherapist who is also a social worker licensed through the Health Department.

Other types of treatments or therapists are not eligible. This is a one-time refund for up to five separate sessions (not five sessions a year). The refund request must be submitted within a year from the expenditure of funds for the first therapy session.

3. Recuperative vacation: A refund for a holiday in a hotel for a period of up seven **consecutive** days/nights, up to 545 shekels per night. Receipts/invoices must be submitted and the vacation must take place within 90 days of the surgery. Even if you stay in the hotel for less than a week, you will be compensated only for the days that you were at the hotel. Nor can you submit a claim for two separate vacations that total seven days. In theory the vacation must take place at a hotel and not “tzimmers” (B&Bs), but in practice they often honor requests for B&B’s. Best to get approval for this in advance. The request for a refund must be submitted within a year after payment was made to the hotel. The invoice can be from the hotel itself or from a travel agent, as long as the name of the hotel, the dates, the price, and the number of nights is clearly written.
4. Private health insurance or supplemental health insurance through the health funds (kupat cholim): This refund is valued at up to 60 shekels/months for 60 months, upon submission of the policy and receipts confirming that the premiums were paid. Most donors submit receipts for supplemental insurance through their kupat cholim. You’ll have to download the invoices from the website of the Fund or wait until they arrive in the mail, and then send them to Misrad Habriut. This can be for an existing policy or a

new policy. The refund period begins 1-3 months after the surgery, and the request is submitted after 12 months. For instance, if you donated in August 2018, the refund period begins in September 2018, and continues for 60 months. The request for the first 12 months, in this case, can be submitted in September 2019. Don't wait more than 12 months, or you may not receive a refund for the full amount.

5. Disability Insurance: A refund of up to 207 shekels/month for a 60-month period with submission of the policy and receipts indicating payment. Typically, people are covered through their pension plan or insurance from their employer (bituach menaholim), and have to bring proof of payment. In the case of a policy included within a pension program, you may have to call the agent and request a separate document detailing the specific payment for disability Insurance within the overall payment. It's a hassle but it's worth it in the end. If you don't already have this type of insurance, consider taking out a policy. The refund period starts in the three months following surgery and you submit the request 12 months later, similar to the example given above (and the same warning applies not to wait more than 12 months to apply).
6. Life Insurance: Refund of 131 shekels/month for a period of 60 months with submission of the policy and receipts indicating premiums were paid. If you already have life insurance, that's great – you'll get a refund. If not, consider taking out a policy. The refund period starts in the three months following surgery and you submit the request 12 months later, similar to the example given above (and the same warning applies not to wait more than 12 months to apply).

Again the file you need with all the forms is: <http://www.health.gov.il/DocLib/Adi-request.pdf>. Fill out the request form on pages 3-4. Include a copy of your ID (the picture and the additional information). All the amounts listed above include VAT. Save copies of everything and send with registered mail or hand-deliver. (In subsequent years, you may be able to submit forms via fax or email.) Start by asking for the transportation refund (with no need for receipts) and for the vacation refund (with receipts), and work your way forward from there. You'll receive payments directly to your bank account.

For further assistance, you can contact Osnat Yunayev, the Refund Coordinator at the Organ Transplant Division of the Health Department, by calling 03-6061742, Monday – Thursday, 9:00 AM – 1:00 PM. Even better, email Osnat at: osnat.yunayev@moh.health.gov.il. If you hand deliver the documents, the address is 15 Noach Moses Street, Tel Aviv (near the Azrieli Towers). Call ahead.

Exemption from Health Tax

Kidney donors are eligible to an exemption for the government Health Tax for three years – a benefit that is worth hundreds of shekels a month. As opposed to the previously mentioned refunds, which are handled by the Health Dept. (and Osnat Yunayav), this exemption is handled by **Bituach Leumi** (the National Insurance).

Instructions for receiving exemptions for years prior to 2020:

Kidney donors should ask employers to complete the Form 100 from Bituach Leumi. Preferably, the information must be printed and not hand-written. Most bookkeepers and accountants should be able to print this out with a push of a button, as the information is already in their computer. In case of an older salary program or inexperienced bookkeeper – you can if necessary download the form at: <http://www.all-forms.co.il/wp-content/uploads/2015/04/t100.pdf> and fill it in by hand.

Send the form and an explanatory letter including name, Teudat Zehut number, date of donation and bank account details to Bituach Leumi. For donors prior to 2019, send in the information the second January after you donated. Donated in September 2018, submit the paperwork in January 2020.

Send the form and letter via email to:

trumutbb@nioi.gov.il

or fax 02-6515471

You may not hear anything back from them, but the money should be deposited in your account within a few weeks.

Self-employed worker? Yeshiva student? Unemployed? – beginning January after your donation you should see that you are no longer charged for the national health tax.

Instructions for receiving exemptions beginning in 2020 :

We are expecting changes in the procedure for receiving the exemption starting this year. As soon as we have official information we will notify everyone. There are no changes for receiving the exemption for years prior to 2020!

For additional assistance and information, contact:

Judy Singer, Matnat Chaim

judy@kilya.org.il

Appendix A – how to fill out the 101 form (only for initial salary reimbursement)

Fill out the personal details in sections ב, ג, ו, sign the form and include a copy of your teudat zehut.

In section ד choose "משכורת חודש"

Section ה

Unemployed; stay at home mom; yeshiva student	Choose אין לי הכנסות אחרות לרבות מלגות
Salaried worker	יש לי הכנסות נוספות Attach tax reconciliation (can often be done online)
Self-employed	אין לי הכנסות אחרות לרבות מלגות Inform your accountant regarding the extra income.
Salaried and self-employed	יש לי הכנסות נוספות Tax reconciliation between salaried employer and the health ministry. Inform accountant of the extra income.
Pensioner-early retirement	יש לי הכנסות נוספות Tax reconciliation with pension income
Pensioner -no early retirement	יש לי הכנסות נוספות Tax reconciliation with the portion of the pension income that is liable for taxation

If you have done a tax reconciliation – write by hand in section ה and in section ט: "מצורף תאום מס"

Notes:

1. Tax reconciliation can only be done online ONCE A YEAR. If you have already done one, you will have to go to the tax office.
2. If your gross income exceeds 297,180 NIS/year (avg. 24,765/month) you have to go to the tax office.
3. If your tax bracket is 47% (near half million per year) – there is no need to do the reconciliation. Choose הכנסה נוספת.
4. If you are simultaneously salaried and self-employed, you will get the tax refunded in your yearly report even if you don't do a reconciliation.

Thanks to Yehuda Hoyzman for the information.