

Healix

Gender dysphoria benefits



Gender dysphoria

Gender incongruence is defined as the mismatch an individual feels as a result of the discrepancy experienced between their gender identity and the gender they were assigned at birth ⁽²⁾. This condition can cause significant emotional distress in which case it is known as gender dysphoria.

At Healix we are able to offer bespoke healthcare benefits to assist you in providing support to all your employees when it matters most, which is why we have developed a proposition to help support

individuals experiencing gender dysphoria to be able to access both mental health and surgical services.

It is estimated that approximately 0.5 to 1.3% of the UK population has some form of gender variance ⁽¹⁾.



| | Level 1 (outpatient only) | Level 2 (comprehensive) |
|---|------------------------------------|------------------------------------|
| Overall Monetary Limit | £15,000 per lifetime of the scheme | £70,000 per lifetime of the scheme |
| Waiting period | 12 months | 12 months |
| Outpatient treatment limit | N/A | £15,000 within above overall limit |
| Minimum age | 18 | 18 |
| Outpatient consultations with a specialist and diagnostic tests | ✓ | ✓ |
| Mental health support | ✓ | ✓ |
| Hair removal / wigs Up to £1,000 within OP limit | ✓ | ✓ |
| Speech and language therapy Up to £1,000 within OP limit | ✓ | ✓ |
| Breast augmentation | ✗ | ✓ |
| Mastectomy | ✗ | ✓ |
| Genital surgery | ✗ | ✓ |
| Surgical complications | ✗ | ✓ |
| Facial feminisation | ✗ | ✓ |
| Voice surgery | ✗ | ✓ |
| Liposuction | ✗ | ✓ |
| Surgical reversal | ✗ | ✓ |
| Travel expenses Up to £1,000 within OP limit | ✗ | ✓ |

References

- (1) Kenneth J Zucker, 2017. Epidemiology of gender dysphoria and transgender identity
- (2) Gender Identity Research and Education Society 2018. Monitoring Sex and Gender Identity

For additional
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