

SALIENT FEATURES OF GROUP MEDICAL INSURANCE SCHEME FOR RETIRED EXECUTIVES, NON-UNIONIZED SUPERVISORS (NUS) & NON EXECUTIVES OF MISHRA DHATU NIGAM LIMITED – RETIRED PRIOR TO 2007.

1. OBJECTIVE OF THE SCHEME:

To extend the Medical Benefits to the Retired Executives, Non-Unionized Supervisors (NUS) and Non Executives of MIDHANI, their spouses, and the spouse of an employee who dies while in service.

2. PERSONS COVERED

In line with DPE OM No. 2(70)/08-DPE (WC) dated 26th November 2008 duly endorsed by Presidential directive issued to MIDHANI vide letter No. 27(())/2009-D(EPC/MDN), dated 27th April 2009. This Scheme shall applicable to persons **who separated prior to 1.1.2007** as given below.

- a. Retired employees (Executives, Non Unionized Supervisors & Non-Executives) of MIDHANI and their spouses.
- b. The surviving spouse of an employee who died while in service.
- c. *Employees who have retired under the Voluntary Retirement Scheme (VRS) of the Company and their spouses (subject to the condition that such employees have not worked elsewhere and/or are not working elsewhere and other employees who retired/resigned on medical grounds from service in accordance with the rules of the Company before attaining the age of superannuation but after rendering not less than 15 years of continuous service in the Company before such retirement/resignation.*

Note: If the ex-employee and/or his/her spouse covered above is availing medical facilities from any other Organization as a part of his/her post retirement benefit like the CGHS or Armed Forces Medical Scheme or as a dependent on his/her son or daughter, or daughter-in-law, this scheme will not be applicable to him/her. The individual should give an annual declaration in this regard.

The definition of Spouse is the same as was declared by the employee and available in MIDHANI records on the date of his separation.

The scheme is optional and only those who opt for this scheme will be covered.

- **Procedure for joining the scheme will be put on website after finalization of premium amount**

Share of Premium :

Employee / Member : 30% of the Premium Amount every year.

Company : 70% of the Premium Amount every year.

3. **Coverage for those aged above 80 years:** As it is understood that no insurance policy covers people aged more than 80 years as on the date of

enrollment into the medical insurance policy, the expenditure, if any, incurred on in-patient treatment by such ex-employees & their spouses may be reimbursed by the Company out of the fund available in the corpus considering the same as emergency need after obtaining the approval of the competent Authority on case to case basis. On receipt of such claims, the Personnel Department shall obtain approval of the competent authority & forward the same to the trust for payment. Reimbursement may be limited to the amount of Rs 3 Lakhs per annum floater for employee and spouse. This will be in case the Insurance Company does not cover people aged above 80 yrs as per the Insurance Companies Rules. The amount can be split as part payments within the overall limit.

4. **SCHEME:** A Group Medical Insurance Policy of an Insurance Company shall be taken up. The Insurer shall be identified by limited tender to three or five Public Sector Insurance Companies namely- LIC, Oriental Insurance Company Ltd., The New India Insurance Co. Ltd., National Insurance Co. Ltd., & United India Insurance Co. Ltd. The Scheme will be administered through a third party administrator (TPA), recommended by the Insurance Company. TPA will be the intermediary between retired employees, Insurance company & Hospitals.
5. **Policy period & Renewal:** The period of the policy shall be for one year and will be renewed by MIDHANI every year including the new members and exclusions, if any, based on the option exercised by the ex-employees on payment of his/her portion of 30% of premium.
6. **Policy Coverage:** Maximum coverage of Rs. 4,00,000/- per employee (including spouse) on floater basis extending only hospitalization, pre & post hospitalization benefits. (Premium to be finalized with Insurer & is subject to revision from time to time)OPD. Pre-existing illness will be covered under the policy.
7. **HOSPITALISATION BENEFIT:**
Actual Charges up to the premium amounts as per policy period on room, ICU, Surgeon, Consultant expenses etc on the estimation given by the Hospital prior to admission and will be restricted to actual bill claimed by Hospital. The estimate will be sent to the Insurer within 7 days.
8. **Pre-Hospitalization:** Relevant medical expenses incurred during the policy period upto 30 days prior to the hospitalization / disease / illness injury sustained will be considered as a part of claim under hospitalization.
9. **Post Hospitalization:** Relevant medical expenses incurred during the policy period upto 60 days after hospitalization on diseases / illness injury sustained will be considered as part of claim under hospitalization.

10. OUT-PATIENT DEPARTMENT (OPD):

The limit of reimbursement of OPD expenses would be Rs.10,000 per member and Rs.20,000 with floater for the retired employee & spouse per policy period.

RENEWAL OF THE POLICY

Every year the members should submit their declaration to the company (MIDHANI) indicating their willingness to continue in the scheme along with Cheque / Demand Draft equivalent to 30% of the premium indicated by the Insurer. Accordingly MIDHANI will get their policies renewed by paying the balance 70% premium to the Insurance Company before the due date. Premium once paid can't be refunded if the retired employee wishes to opt out during the one year period.