



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

HR&IR/MBR/MEDINS/1421

September 18, 2024

MD & CEOs of all member banks party to 12th Bipartite Settlement/9th Joint Note signed on 08.03.2024 and willing to participate in the Group Medical Insurance Policy

Dear Sir/Madam,

Group Medical Insurance Policy for Bank Employees/Retirees for the year 2024-25

Group Medical Insurance scheme in-lieu of Reimbursement of Hospitalisation scheme was introduced as per 10th Bipartite Settlement / 7th Joint Note dated 25/05/2015. The said scheme was extended to retired employees and their spouse with a condition that the premium will be paid by them. The existing policy (2023-24) is covering 5,76,975 serving employees and 1,36,388 retired employees. As the premium of the retired employees' policy has been increasing every year, a need was felt to revisit the terms of the settlement.

2. The current year policy is going to end on 30th September, 2024 for serving employees and 31st October, 2024 for retired employees.

3. The Negotiating Committee of IBA, constituents of UFBU and other Union/Association leaders met through Virtual mode on 02.07.2024 and deliberated on the issues of Medical Insurance Scheme. Consensus on the further course of action was arrived at amongst the members and subsequently minutes of the meeting were signed.

4. Salient features of the signed minutes is enumerated below:

1. Combining the Serving Staff and Retired employees agreed by all PSBs
2. Definition of family for the purpose of Serving employees and retired employees shall continue as hitherto.
3. Employees will be permitted to update / add the dependents due to Birth, Marriage of employee and Death of dependent/s during the course of policy period. Change in the dependent or substitution of dependent/s should be carried out by employees before commencement of Policy and will not be allowed during the policy period.
4. Domiciliary benefit will be extended to serving employees only and retirees will not have domiciliary benefit.
5. Critical illness as defined in settlement dated 25.05.2015 shall continue with existing terms for the employees only.

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6. Corporate Buffer of Rs.100 Crores which is available to serving employees as defined in settlement dated 25.05.2015 shall continue.
7. To encourage more retirees to draw the benefit, it is decided to allow any retiree who has not subscribed to the current insurance policy to join the policy for the year 2024-25 as a one-time measure. Once the retiree opts out of the policy, he will not be allowed to re-enter.

5. On the issue of having 01.11.2024 as common date of commencement of Policy for both serving employees as well as the retirees, the matter was taken up with the Insurance Company. The present lead insurer, NICL has agreed to extend the insurance on payment of proportionate insurance premium for one month by the member banks who have currently subscribed to the insurance policy expiring on 30.09.2024. Letter number HR&IR/ XIIBPS/ NCM/1394 dated September 3, 2024 in this regard has already been issued to the member Banks.

6. Accordingly, with the approval of the Managing Committee of IBA an RFP was floated on 22.07.2024, duly incorporating the revised terms as mentioned in the MoU dated 02/07/2024. We called quotes from IRDA approved Insurance Companies for arranging Medical Insurance Policies for in-service employees and bank retirees.

7. Total 6 bidders submitted technical bids on the last date of submission of technical bids i.e. 9th August, 2024. All such companies were asked to submit the commercial bids on 23rd August, 2024. Accordingly, out of 5 technically qualified insurance companies following 4 companies submitted their commercial bids.

- a. National Insurance Co. Ltd. (NICL)
- b. New India Assurance Co. Ltd. (NIA)
- c. The Oriental Insurance Co. Ltd (OIC)
- d. Go digit General Insurance Co. Ltd

8. In presence of Bank and IBA Officials, sealed envelopes containing commercial bids were opened. It was observed that National Insurance Co. Ltd. (NICL) emerged as L1 bidder, which was subsequently approved by the Managing Committee of IBA. The premium for the renewal of these policies (for employees as well as the retirees) as approved by the Managing Committee meeting would be as under: -

Medical Insurance Scheme Premium – Non -Domiciliary in ₹ excluding GST				
	Employees		Retirees	
	Workmen	Officers	Workmen	Officers
Sum Insured	300000	400000	300000	400000
Premium ₹.	24191	34661	24191	34661

Premium Load in ₹. for Domiciliary excluding GST		
For Employees only		
	Workmen	Officers
Load in ₹.	100	100

Premium Load in ₹. for Ex gratia of Rs.1.00 lakh excluding GST		
For Employees only		
	Workmen	Officers
Load in ₹.	5	5

Premium Load in ₹. for Corporate Buffer of Rs.100.00 Cr excluding GST		
For Employees only		
	Workmen	Officers
Load in ₹.	87	87

9. Quotes for various types of top ups (for illness including infertility treatments) and other top ups as offered in the current policy to the retirees shall be submitted by the Lead Insurer to the Banks directly.

10. For retirees' policy, we have sought quotes from the lead insurer regarding: -
- where retiree does not have surviving spouse OR
 - where retiree is survived by spouse (Retiree has passed away) OR
 - where retiree does not require the insurance cover for the spouse.

11. The load of Rs.87/- related to Corporate Buffer is as per the existing staff strength of 576975 as the Insurance Company quoted a load of 5 Crore. Hence, it may undergo with a small change as the same can be arrived only after ascertaining the actual staff strength as on 31.10.2024

12. We also wish to inform you that the Policies are proposed to be issued: -

- as per existing terms incorporated in the 10th Bi-partite Settlement/Joint Note signed on 25.5.2015
- subsequent addition in Domiciliary Scheme covered in the 11th Bi-partite Settlement signed on 11.11.2020 and
- Approved targeted therapies for treatment of Cancer in day care and on standalone basis. (Immunotherapy – Monoclonal Antibody Cancer treatment on standalone basis).

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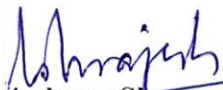
d) Treatment for Age related Macular Degeneration (ARMD) and Intra vitreal injections for eye disorders other than ARMD also.

e) MOU signed between IBA on behalf of member banks & UFBU on 02.07.2024

13. Necessary arrangements for the smooth issuance of the Policy may be initiated taking into account the premium quotes as above. The below mentioned officials of National Insurance Co. Ltd may be contacted for any other information regarding issuance of the Policies: -

- a. Sh.Atul Malhotra, Regional Manager, email ID :- atul.malhotra@nic.co.in :Mobile-9643003649
- b. Ms Shradha Pantawane, Asstt. Manager, email ID:-shradha.pantawane@nic.co.in: Mobile -9607900897
- c. Shri Sumit Lokare, Asstt. Manager, email ID :- sumit.lokare@nic.co.in; Mobile No - 8169525826

Yours faithfully,



Brajeshwar Sharma

Senior Advisor (HR&IR)

Copy to :- Shri K K Raina, DGM, NICL.