

प्रेषक From :
इण्डियन ओवरसीज़ बैंक
Indian Overseas Bank
केन्द्रीय कार्यालय, चेन्नै
Central Office, Chennai
मानव संसाधन प्रबंधन विभाग-कल्याण
अनुभाग
Human Resources Management
Department- Welfare Section



सेवा में To :
इण्डियन ओवरसीज़ बैंक
Indian Overseas Bank
क्षेत्रीय कार्यालयों / अंचल लेखा
परीक्षा कार्यालयों / केन्द्रीय कार्यालय
सभी शाखाएँ / विदेशी शाखाएँ
Regional Offices / Nodal Audit
Offices/ Central Office
All Branches/Overseas
Branches

TRANSIENT SERIES (File: 7 F) Circular No. 69 of 2023-24 Dated 17.10.2023

STAFF- WELFARE
RENEWAL OF NEW MEDICAL INSURANCE SCHEME
FOR RETIRED EMPLOYEES / FAMILY PENSIONERS

M/s National Insurance Co. Ltd has been chosen as insurer for IBA - Group Medical Insurance Scheme for Retired employees / family pensioners. An MoU effecting modification in scheme was signed on 19.07.2023 by IBA representing the member banks and United forum of Bank Employees (UFBU).

The revised terms have been made applicable for the Retirees' Policy w.e.f. 01.11.2023 and few of the salient features in the modified Policy are as under:

- a) A Base Policy of Rs. 2 Lakh with caps/limits along with Top-up options varying from Rs.1 lakh to Rs.10 Lakh.
- b) Caps on Bedroom/Room Rent/Boarding expenses per day.
- c) Caps on ICU charges per day.
- d) Caps on Stand-alone ceiling/cap on treatments.
- e) Caps on cost of implants
- f) Caps on Physician/Specialist consultation charges
- g) Caps on Operations
- h) # Once the Top up variant is opted by the retiree, the entire policy i.e., Base Policy + Top up will not have the caps mentioned.

For Base policy + Top up policy with sum insured ranging from Rs. 3 lakh to 12 lakh (i.e. Base policy of Rs. 2 Lakh + Top up Rs. 1 Lakh to Rs. 10 Lakh), room rent per day shall be payable upto Rs. 5000/- and ICU charges upto Rs. 7500/-

(Copy of minutes of understanding of meeting held between IBA and UFBU dated 19.07.2023 is attached with circular as Annexure II)



Base Policy for Retirees:

- **Retirees can opt for Rs.2 Lakh Sum Insured in Base Policy (With Domiciliary or Without Domiciliary)**

The Premium chart and revised terms and conditions for renewal of policy for the period 01-11-2023 to 31-10-2024 are given below:

BASE POLICY RATES: 2023-24 for Retired Employees				
(Rates are inclusive of GST)				
	Without Domiciliary		With Domiciliary	
	(Amt. in Rs.)		(Amt. in Rs.)	
Sum Insured	Family Floater	Single Person*	Family Floater	Single Person*
2,00,000	26,454	17,857	49,005	33,079

* a. Retiree without spouse (un-married, Separated, Divorced and Widowed)

* b. Surviving Spouse (Family Pensioner)

* c. Retiree who does not require the insurance cover for the spouse

Top Up Policy Premium Chart 2023-24: (Rates are inclusive of GST)

Retiree Top Up Sum Insured (Rs.)	Without Domiciliary		With Domiciliary	
	Family floater (Rs.)	Single person (Rs.)	Family floater (Rs.)	Single person (Rs.)
1,00,000	27,159	18,332	35,307	23,832
2,00,000	50,919	34,371	66,196	44,683
3,00,000	58,014	39,159	75,417	50,908
4,00,000	60,860	41,081	79,118	53,406
5,00,000	70,078	47,303	91,101	61,493
6,00,000	77,130	52,063	1,00,268	67,681
7,00,000	80,684	54,462	1,04,889	70,801
8,00,000	87,070	58,772	1,13,190	76,404
9,00,000	93,456	63,083	1,21,493	82,008
10,00,000	1,01,966	68,828	1,32,556	89,476



The following are general conditions for opting Base and Top Up Policy:

GENERAL CONDITIONS:

- 1) Retiree can opt for Base Policy of Rs. 2 Lakh with caps/limits along with Top-up options varying from Rs.1 lakh to Rs.10 Lakh.
- 2) Retirees who **opt only for Base Policy (without opting Top up policy) will have Caps** on treatments / Bedroom / Room Rent / Boarding expenses per day / ICU charges per day / Stand-alone ceiling / cost of implants / Physician / Specialist consultation charges / Operations.
- 3) Once the Top up variant is opted by the retiree, the entire policy i.e., **Base Policy + Top up will not have the caps** mentioned.
- 4) Retirees who had not subscribed to the current year Retirees' policy 2022-23 can also be covered under Retirees' policy 2023-24 as a one-time measure and can also opt for Top up policy 2023 -24.
- 5) Retirees can opt for "with domiciliary or without domiciliary", irrespective of current year's option.
- 6) **Top up policy ranging from Rs.1 lakh to 10 lakh is available to retirees only who opt for Base Policy of Rs. 2.00 Lakh sum Insured** in Retirees' Policy (With Domiciliary or Without Domiciliary).
- 7) Retirees who are not covered under Super Top up policy 2022-23, can avail Top up policy for 2023-24.
- 8) **Top up policy and super top up policy are the same.**
- 9) For Base policy + Top up policy with sum insured ranging from Rs. 3 lakh to 12 lakh (i.e. Base policy of Rs. 2 Lakh + Top up Rs. 1 Lakh to Rs. 10 Lakh), room rent per day shall be payable upto Rs. 5000/- and ICU charges upto Rs. 7500/-.
- 10) **OPD treatment (Domiciliary) and Domiciliary hospitalization expenses are not covered under any Top up policy**, as per the conditions of previous years' policies.
- 11) **Domiciliary treatment is available only in Base Policy, with such expenses limited to 10% of sum insured i. e., Rs. 20,000/- only**, subject to availability of Sum insured and terms and conditions of the policy.
- 12) As per the expiring terms and conditions, **domiciliary treatment will remain 10% of Base policy Sum insured opted**, even for those who opted Single Person rate.



- 13) Retiree's top up policy with domiciliary does not cover Domiciliary Expenses.
- 14) The provision for payment of Single Person premium is considered only with following conditions:
- Retiree without spouse (Un-married, Separated, Divorced and Widowed) or
 - Surviving Spouse (Family Pensioner) or
 - Retiree who does not require the insurance cover for the spouse
- 15) Employees who retired / opted VRS during 2022-23 (October 2022 to September 2023) but have not joined the IBA Group Medical insurance Retiree Policy 2022-23 by paying one-month pro-rata premium can also join IBA Group medical insurance Retiree Policy 2023-24 starting from 01.11.2023.

It is clarified that the Bank is only undertaking the administrative function for renewal of the Medical Insurance Scheme for Retired Officers/Award Staff Employees, introduced pursuant to 10th Bipartite Settlement / Joint note dated 25.09.2015 and the Bank has no role regarding any grievance arising out of the said scheme. Any grievance/dispute regarding lodging of claims/less payment/non-payment/late payment of claims under the policy, etc, are to be taken up by such Retired Officers/Award Staff employees/spouses of deceased retirees directly with the TPA and or the Insurance Company and not through the Bank. The Bank would also not be liable for any lacuna in service/deficiency of service on the part of service provider i.e., the Insurance Company/TPA and no dispute/court case/complaint/case before Consumer Forum etc., is tenable against the Bank or any authority of the Bank.

Retirees have to **submit their option on or before 26.10.2023** through

- IOB website - www.iob.in → **Staff and Ex-Staff** → **Retirees Portal**.
- IOB Online - **Staff Corner** → **New Medical Insurance Scheme**.

Option once chosen cannot be revoked.

User manual for payment of premium for Staff/Ex-Staff Medical Insurance Scheme is given in Annexure – 1.



Loan for Medical Premium Payment:

Retirees who wish to avail loan for payment of premium may avail as per terms & conditions mentioned in **circular Trans 7F - 67 of 2022-23 dated 21.10.2022.**

The loan amount sanctioned will be total Premium amount of Base policy + Top up Policy opted with **maximum loan amount limit of Rs.1.00 lakh** (i.e., actual premium paid or Rs.1.00 lakh whichever is less) paid to M/s National Insurance Co. through IBA Group Medical Insurance policy. The loan amount will be charged at **5 % interest (monthly compounding) repayable in 12 EMI** (to be recovered from Pension).

Loan will be disbursed upon submission of premium receipt. Any existing loan outstanding availed last year for the same purpose should have been closed before availing the new loan. **The loan can be granted till 15.11.2023.**

This loan is in addition to the existing Pension Loan scheme subject to 40% norms.

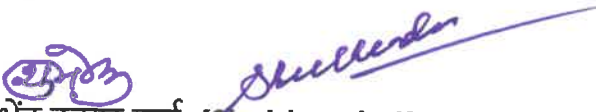
Cut-off date for availing loan for payment of premium Mediclaim policy will be 15.11.2023.

All branches and offices are requested to bring the contents of the circular to the knowledge of all the pensioners and other ex-staff, so as to enable them to enroll in New Medical Insurance Scheme. A copy of the circular should also be displayed in notice board in all the Branches. The information may be passed on to all the ex-staff on humanitarian grounds.

Circular along with annexure are made available in IOB Website <http://www.iob.in> → Staff and Ex-Staff → Retirees Portal.

Co-operation of all the retirees opting for above scheme is solicited in the matter for the smooth completion of the renewal process.

Wishing you good health and long life.


शुभेंदु कुमार वर्मा (Shubhendu Kumar Verma)
महाप्रबंधक General Manager



ANNEXURE – I

Payment of Premium for Retirees Medical Insurance Scheme

For Member (Retirees) Use:

Retirees can login to Retirees' portal through the following link,

1. **IOB website (www.iob.in) → Staff/Ex-staff → Retirees Portal** - New Medical Insurance Scheme.
2. Login with Roll number and Date of Birth as user id and password, for Pensioner/Family Pensioner.
3. After logging into the portal, Click on the menu **“Medical Insurance Premium”**.
4. The dependent detail is auto populated. Please Click **Submit**, if detail is correct.
5. For the following changes, the Retirees has to take up with STAFF PENSION CELL (email id: staffpensioncell@iobnet.co.in)
 - I. In case of correction in spouse Name, Photo ID proof to be submitted, preferably Aadhar Card.
 - II. In case of no dependent, copy of the death certificate of spouse to be submitted.
6. Select the option either with or without domiciliary expenses.
7. Submit and click on the button **“Proceed to Payment”** to complete the premium payment process.

Online Payment:

1. Select the online payment options such as
 - a) **IOB Net Banking (or)**
 - b) **Account debit to complete the payment.**
2. On successful payment, reference number will be created and receipt will be shown for corresponding Online payment.
3. In case of Payment Awaited status, retry the payment **after 30 minutes**.
(For Account Debit option “Awaited Status” will change only on the Next Working day).



**Minutes of understanding of meeting held between IBA and UFBU
at IBA office in Mumbai on 19-7-2023**

10th Bipartite Settlement/7th Joint Note signed between IBA representing the management of Banks and Workmen Unions/ Officers Associations on 25-5-2015 inter-alia provided for the introduction of Group Medical Insurance Scheme for employees and officers working in Banks covered by the Settlement (other than State Bank of India). The Scheme was also applicable to cover the existing retired Officers/employees of the Banks and dependent spouse subject to payment of stipulated premium by them.

In view of the increasing cost of premium payable by the retired employees/officers, the need has arisen to review the scheme as applicable to the retired employees and officers with a view to enable possible reduction in the premium payable by them.

With this in view, the issue was discussed between the parties and agreed as under:

- a) The scheme applicable to retired employees and officers will be a separate scheme
- b) Based on this a separate scheme worked out by and between the parties, the benefits of which would accrue accordingly for retired employees and officers.
- c) IBA would float tenders/RFP based on this separate revised scheme for the retired employees and officers
- d) The scheme and terms as applicable to in-service employees/officers will henceforth not be applicable to the retired employees and officers.
- e) Under this Scheme, the sum insured under the uniform base policy would be Rs. 2 lacs.
- f) Stand alone ceilings will not affect claims payable in other procedures covered under the policy.
- g) The bidder will also quote separate premium for those retirees, where the policy cover only one person
- h) The above separate scheme/Base Policy for the retired employees and officers would be based on the following :-

i) Bed Charge/room rent/Boarding expenses per day :

Metro/Urban centres	Rs. 3000
Other centres	Rs.2500

ii) ICU Charges per day :

Metro/urban centres	Rs.6000
Other centres	Rs.5000

iii) Standalone Ceiling/cap on treatments :

Treatment	Max. reimbursement
High fever, typhoid, jaundice, other ailments, etc. requiring hospitalisation	Rs. 40,000 max.
Coronary Angiogram	Rs.16,000
Angioplasty	Rs.1,00,000



CABG – bypass surgery	Rs.200,000
Open heart surgery for valve replacement	Rs.200,000
Cataract	Rs.30,000
Cost of intra-ocular lens	Rs.10,000
Knee Replacement	Rs.100,000
Lithotripsy – multi sitting - kidney stone removal	Rs.35,000
Hip replacement	Rs.100,000
Lasik surgery package per eye	Rs.15,000
Hernia	Rs.40,000
Hydrocele	Rs.20,000
Piles/hemorrhoidectomy	Rs.30,000
Appendicectomy	Rs.30,000
Cholecystectomy	Rs.40,000
Prostatectomy	Rs.40,000
FESS	Rs.30,000
Dialysis	Rs.2,000
Female Diseases/Surgery	
Hysterectomy	Rs.40,000
Mastectomy	Rs.40,000

Cost of implants	Max.
Temporary Pacemaker implantation	Rs.30,000
Permanent Pacemaker Implantation	Rs.40,000
Cost of Stent	Rs.30,000

In case the patient is to be moved to a hospital / nursing home outside the urban agglomeration / municipal limits, then the expenses incurred on conveyance may be reimbursed at the following rates :

Ambulance Category	Ceiling
Non-Cardiac	Rs.2,500/-
Cardiac	Rs.5,000/-



Other Charges :

Ventilator or respiratory charges - Rs.5,000/- per day + oxygen charges
Oxygen charges Rs.100/- per hour (Max.Rs.1,000/- per day)

Physician Consultation Charges per visit :

Registration charges - Rs.200/-
Consultation / routine visit - Rs.400/-
Night visit / emergency visit - Rs.600/-

Specialist Consultation charges per visit :

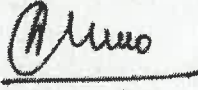
Consultation / Routine day visit - Rs.500/-
Consultation with ECG / Night visit / Emergency visit - Rs.700/-
Physiotherapy charges - Rs.300/- per day

Charges for Operations (maximum) :

Type	Surgeons Fee	Anesthesia	Theatre Charges
Minor operation under LA		Rs.5,000/-	
Minor operation under GA	Rs. 5500/-	Rs. 2500/-	Rs. 3,000/- (fixed)
Minor operations	Rs. 17,000/-	Rs. 7,000/-	Rs. 7,000/- (fixed)
Supra Major Operations	Rs. 26,000/-	Rs. 9,000/-	Rs. 10,000/- (per hour)

- Option for Insurance coverage of single person to be provided.
- All other terms and conditions of the Medical Insurance Scheme as mentioned in the 10th Bi-partite/7th Joint Note which is not explicitly mentioned in this amendment shall continue. Further, it is agreed that the coverages that have been added subsequently in the Scheme shall also continue, subject to the caps, if any, as mentioned herein.
- **Top ups facilities:-** For additional insurance from one lac to Rs.10 Lacs, over and above the base policy to be offered, without above mentioned ceilings.
- Pending formal amendment to the concerned provisions of Bipartite Settlement/Joint Note dt. 25-5-2015, the IBA may proceed with the revised scheme for the Base Policy of Rs. 2 lacs in order to complete the process of RFP, etc. and to finalise the scheme for implementation w.e.f. 1-11-2023.

Signed this day, the 19th July, 2023

INDIAN BANKS' ASSOCIATION	
M V Rao	



Ashok Chandra	Ashok Chandra
Rajeev Kumar	Rajeev Kumar
Lal Singh	Lal Singh
Anupam	Anupam
Gopal Murli Bhagat	Gopal Murli Bhagat
Brajeshwar Sharma	Brajeshwar Sharma
WORKMEN UNIONS	
AIBEA	AIBEA
NCBE	NCBE
BEFI	BEFI
NOBW	NOBW



<p>INBEF</p>	<p><i>Aforouch dhring</i></p>
<p>OFFICERS' ASSOCIATIONS</p>	
<p>AIBOC</p>	<p><i>[Signature]</i> (DILIP K. SAHA)</p>
<p>AIBOA</p>	
<p>INBOC</p>	<p><i>[Signature]</i> (SUNIL S. PADHYE)</p>
<p>NOBO</p>	<p><i>[Signature]</i> (AADARSH KN)</p>

