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|  <p>बैंक ऑफ महाराष्ट्र Bank of Maharashtra भारत सरकार का उद्यम एक परिवार एक बैंक</p> | <p>Human Resources Management Department मानव संसाधन प्रबंधन विभाग Head Office: LOKMANGAL, 1501, SHIVAJINAGAR, PUNE-5 प्रधान कार्यालय: लोकमंगल, १५०१, शिवाजीनगर, पुणे-५ टेलीफोन / Tel: 020-25614272 ई-मेल / E-Mail: bomcowelfare@mahabank.co.in</p> |  |
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AXI/Welfare/ IBA GROUP MED.INS.for Retirees /Cir.89/2023

7th October 2023

ALL THE BRANCHES / OFFICES OF THE BANK

Dear Sir/Madam,

Sub: Renewal of IBA Group Health Insurance Policy for Retirees' for the year 2023-24

SYNOPSIS

1. Group Health Insurance Policy for Retired Employees / Family Pensioners as envisaged by IBA under 10th BPS / Joint Note dated 25.05.2015 is expiring on 31.10.2023, for the period of 01.11.2022 to 31.10.2023.
2. M/S National Insurance Company is the Insurer for the IBA Group Health Insurance Policy for Retirees for the year 2023-24.
3. In view of the increasing cost of premium payable by the retired employees / officers, the existing scheme was reviewed and IBA representing the member banks and United Forum of Bank Employees Union (UFBU) signed an MOU on 19.07.2023 effecting modifications in the terms and conditions of the Medical Insurance Scheme of retirees so as to make the premium affordable for the retirees. The revised terms has 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 ₹. 2 Lacs with caps/limits along with Top-up options varying from ₹.1 lakh to ₹.10 Lakhs.
 - b. Caps on Bed Room/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.

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

4. # For Base policy + top up policy with sum insured ranging from Rs. 3 lakhs to 12 lakhs (i.e. base policy of Rs. 2 Lakhs + Top up Rs. 1 Lakh to Rs. 10 Lakhs), room rent per day shall be payable up to Rs. 5000/- and ICU charges upto Rs. 7500/-
5. Retirees who were not covered under expiring Retirees policy 2022-23 ONLY, can be covered under Retirees policy 2023-24 with Retiree Base policy and can also opt for Top up policy.
6. Retirees who were not covered under expiring Retirees policy 2020-21 and 2021-22 ONLY, can be COVERED UNDER Retirees policy 2023-2024 with Retirees Base policy ONLY. They will not be allowed to opt for Top up policy.
7. The existing retirees covered under the policy, who are covered under with domiciliary (OPD) policy may switch over to without domiciliary cover and vice a versa.

8. Retirees who are not covered under Super Top up policy 2022-23, can avail Top up policy for 2023-24.
9. Top up policy and super top up policy are the same.
10. OPD treatment (Domiciliary) is not covered under any Top up policy, as per the conditions of previous years' policies.
11. Domiciliary treatment is only available in Base Policy, the limit of domiciliary expenses is limited to 10% of sum insured i. e. Rs. 20,000/- only that to subject to T & C of the policy and subject to availability of Sum insured.
12. Separate rates are given for Single Person i.e. either i) Retiree without Spouse or ii) Surviving Spouse (Family pensioner).
13. The provision of payment of Single Person premium is considered only where the retired person is Single or the Surviving Spouse (Family Pensioner). However, if the retired employee and his/her spouse both are alive, then in such case, Family Floater premium has to be paid.
14. Employees who retired / VRS during 2022-23(October 2022 to September 2023) but have not joined the IBA GMC Retiree Policy 2022-23 by paying 1 month pro-rata premium can also join IBA GMC Retiree Policy 2023-24 starting from 01.11.2023.
- 15. Last date of submission of option is on or before 25.10.2023.**
16. Eligible optees shall maintain required balance in their accounts on or before 26.10.2023, or else it will be treated that they are not interested for renewal.
- 17. The premium amount would be debited on 27.10.2023.**
18. Cooperation of all the eligible retirees / optees is solicited in the matter for the smooth completion of the renewal process.
19. Once the premium is remitted with specific option, no option change will be allowed.
20. Bank acts as an intermediary in providing data to the IBA/ Insurance Company. The claims shall be scrutinized /settled by the Insurance Company and the Bank has no role in the process.

The IBA Group Medical Insurance Policy for retirees is due for renewal as on 01.11.2023 and now M/S National Insurance Company has informed the premium payable for the renewal of the said Policy with revised terms and conditions. Further, M/S National Insurance Company has also informed that the "Top up Policy with / without domiciliary cover" is available ranging from 1 Lakh to 10 Lakhs as an option on paying additional premium.

The Retirees and the spouses of deceased employees / retirees who are renewing the Policy may avail the benefit of the same, if they desire so. Also retirees those who have not opted earlier for Super Top up Policy without domiciliary cover may opt Top up policy with / without domiciliary cover, by paying the additional Top up premium.

The details of renewal premium as communicated by M/S National Insurance Company for Base and Top up policy is as under:

1. Base Policy

a. Base Rates: 2023-24 for Retired Employee (Without Domiciliary)

| Retiree Base Sum Insured (Rs.) | Premium Family (Without Domiciliary) (Rs.) | GST 18% (Rs.) | Total Premium Family (Without Domiciliary) | Premium Single (Without Domiciliary) (Rs.) | GST 18% (Rs.) | Total Premium Single (Without Domiciliary) |
|--------------------------------|--|---------------|--|--|---------------|--|
| 200000 | 22419 | 4035 | 26454 | 15133 | 2724 | 17857 |

b. Base Rates: 2023-24 for Retired Employee (With Domiciliary)

| Retiree Base Sum Insured (Rs.) | Premium Family (With Domiciliary) (Rs.) | GST 18% (Rs.) | Total Premium Family (With Domiciliary) | Premium Single (With Domiciliary) (Rs.) | GST 18% (Rs.) | Total Premium Single (With Domiciliary) |
|--------------------------------|---|---------------|---|---|---------------|---|
| 200000 | 41530 | 7475 | 49005 | 28033 | 5046 | 33079 |

1. **Top up Policy:** Retirees who opts for Base policy of Rs. 2 Lakhs may take the top up policy ranging from 1 Lakhs to 10 Lakhs by paying additional premium, Top up policy type and premium details are as under:

a. Top up Rates : 2023-24 for Retired Employees (Without Domiciliary)

| Retiree Top up Sum Insured (Rs.) | Top up Premium Family (Without Domiciliary) (Rs.) | GST 18% (Rs.) | Total Top up Premium Family (Without Domiciliary) | Top Up Premium Single (Without Domiciliary) (Rs.) | GST 18% (Rs.) | Total Top Up Premium Single (Without Domiciliary) |
|----------------------------------|---|---------------|---|---|---------------|---|
| 100000 | 23016 | 4143 | 27159 | 15536 | 2796 | 18332 |
| 200000 | 43152 | 7767 | 50919 | 29128 | 5243 | 34371 |
| 300000 | 49164 | 8850 | 58014 | 33186 | 5973 | 39159 |
| 400000 | 51576 | 9284 | 60860 | 34814 | 6267 | 41081 |
| 500000 | 59388 | 10690 | 70078 | 40087 | 7216 | 47303 |
| 600000 | 65364 | 11766 | 77130 | 44121 | 7942 | 52063 |
| 700000 | 68376 | 12308 | 80684 | 46154 | 8308 | 54462 |
| 800000 | 73788 | 13282 | 87070 | 49807 | 8965 | 58772 |
| 900000 | 79200 | 14256 | 93456 | 53460 | 9623 | 63083 |
| 1000000 | 86412 | 15554 | 101966 | 58329 | 10499 | 68828 |

b. Top up Rates : 2023-24 for Retired Employees (With Domiciliary)

| Retiree Top up Sum Insured (Rs.) | Top up Premium Family (With Domiciliary) (Rs.) | GST 18% (Rs.) | Total Top up Premium Family (With Domiciliary) | Top Up Premium Single (With Domiciliary) (Rs.) | GST 18% (Rs.) | Total Top Up Premium Single (With Domiciliary) |
|----------------------------------|--|---------------|--|--|---------------|--|
| 100000 | 29921 | 5386 | 35307 | 20197 | 3635 | 23832 |
| 200000 | 56098 | 10098 | 66196 | 37867 | 6816 | 44683 |
| 300000 | 63913 | 11504 | 75417 | 43142 | 7766 | 50908 |
| 400000 | 67049 | 12069 | 79118 | 45259 | 8147 | 53406 |

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|---------|--------|-------|--------|-------|-------|-------|
| 500000 | 77204 | 13897 | 91101 | 52113 | 9380 | 61493 |
| 600000 | 84973 | 15295 | 100268 | 57357 | 10324 | 67681 |
| 700000 | 88889 | 16000 | 104889 | 60001 | 10800 | 70801 |
| 800000 | 95924 | 17266 | 113190 | 64749 | 11655 | 76404 |
| 900000 | 102960 | 18533 | 121493 | 69498 | 12510 | 82008 |
| 1000000 | 112336 | 20220 | 132556 | 75827 | 13649 | 89476 |

All retirees, who wish to renew/ join the policy, should punch the data in HRMS, **punching will start from 09.10.2023**. The navigation for this link and other guidelines are as under.

HR@1CLICK - WELFARE REQUESTOR - WELFARE TYPES - SELECT IBA RETIREE from drop down

To opt the scheme, select switch user functionality from screen and enter PF no. of retiree employee and enter all the details and then submit the application. Receipt can be printed by clicking the "Request ID" under **opt history**.

[For any technical issue in punching / applying you may contact to Mrs. Sonali Joshi Mo. No. 8698777114; E-Mail ID.: sonali.joshi@mahabank.co.in; cgm_hrmfm@mahabank.co.in]

Other guidelines:

1. It may be noted that it is the responsibility of the retirees / pensioners / family pensioners to maintain sufficient balance in their pension account / account number printed in request receipt by **26.10.2023** to enable the department to debit the required premium amount announced by the National Insurance Company Ltd. In case of non availability of sufficient balance the concerned retiree will automatically get exited from the scheme.
2. Those who want to exit from the scheme should not punch in HRMS.
3. All Branch Managers are requested to inform the retirees accordingly and cooperate with them for punching in the HRMS. After punching / Submission of the data of concerned retiree take two print outs duly signed by Authorized official & retiree (one for retiree and another for branch record).
4. Last date of submission of option / renewal of the policy is **25.10.2023**.
5. **Please note that accounts having insufficient balance at the time of debit i.e. on 27.10.2023 shall be treated as EXIT cases and will be deemed withdrawn from the insurance policy. Similarly, retirees whose option are not exercised online through the portal within the stipulated timeline will be deemed as EXIT.**

All are requested to place a copy of this circular on the Notice Board of the Zonal office / Branches, for adequate publicity.

Yours faithfully,

RAJESHKUMAR
KAMALASEKARAN

Digitally signed by RAJESHKUMAR
KAMALASEKARAN
Date: 2023.10.07 19:17:35 +05'30'

(K Rajesh Kumar)
General Manager
HRM

**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 :

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|---------------------|----------|
| 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 |

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|--|------------|
| 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





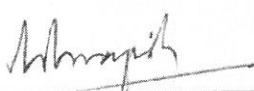

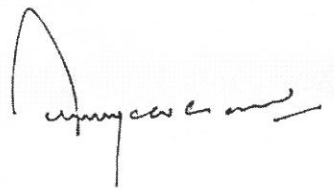
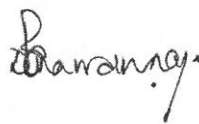

Charges for Operations (maximum) :

| 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

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| INDIAN BANKS' ASSOCIATION | |
| M V Rao |  |

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

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| <p>INBEF</p> | <p><i>Arforanah dhu</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>earze</i> (SUNIL S. PADHYE)</p> |
| <p>NOBO</p> | <p><i>[Signature]</i> (AADARSH KN)</p> |