

SALIENT FEATURES OF THE CORPORATE MEDICAL POLICY
(INSURANCE BACKED CASHLESS MEDICAL SCHEME)

1. **Entitled Family Floater/Sum Insured** : Employees are entitled to Family Floater/Sum Insured as per details below:

Category	Entitled Family Floater (FF) (Rs.)	Entitled ICU/CCU Rent/day (Rs.)	Entitled Room Rent/day (Rs.)
Category A Grade Pay inclusive and above 6600/-	3,00,000/-	9000	4500
Category B Grade Pay from Rs. 4800/- to Rs. 5400/-	2,00,000/-	6000	3000
Category C Grade Pay inclusive and below Rs. 4600/-	1,50,000/-	4500	2250

2. **Entitlement for room rent:** The committee was of the view that the entitlement of room shall be based on the categories of staff in terms of their substantive pay scale/ Grade Pay held in the organization. Beneficiaries would be entitled to Room rent of 1.5% of the sum insured in case of normal hospitalization and double of the normal rate (i.e. 3%) in case of ICU/CCU. Employees may kindly note, that they would be solely responsible for extra expenditure over and above their respective entitlement (Family Floater cover/ sum Insured) and the entitled room rent etc.

Further, in case the Family Floater cover/ sum insured is exhausted, the employees of category A,B and C, **subject** to the sole discretion of management are entitled to additional 50% of their Family Floater cover. The approval of enhanced family floater would also be **subject** to expenses incurred on the identified list of major ailments (listed below), availability of funds in corporate buffer and exhaustion of self financed insurance coverage (in case of employees have opted for the said facility):

	Name of Diseases/Major ailments
1	Multiple Sclerosis With Persisting Symptoms
2	Stroke Resulting In Permanent Symptoms
3	Cancer of specified severity
4	Kidney Failure Requiring Regular Dialysis
5	Open Chest CABG/ Angioplasty
6	Major Organ /Bone Marrow Transplant
7	Major Injuries
8	Liver Disease/Transplant
9	Major Burns
10	Coma Of Specified Severity

3. **Family:** The term “ Family “ is well defined under medical attendant rules of CGHS and the same may be taken in context of DSIIDC too for working out the total number of beneficiary under the scheme.

In the case of retired employees, the definition of the Family shall also be the same as defined under CGHS.

4. **Extension of benefit to retired employee:** The scheme is equally applicable to those employees who have been retired/will retire during the period of insurance cover with 100% benefit at par with regular employees. As such, the scheme may be extended to retired employees on depositing the following fee with the Corporation:-

Category	Rates of one time lump sum contribution from the employees retiring <u>on and after 31.07.2016</u> (Including dependents)	
	Contribution (Rs.)	
Category A	60,000/-	
Category B	48,000/-	
Category C	36,000/-	
Category D	(Category D merged with C)	

The benefit to retired employee is subject to following conditions:-

- a) The employee should have completed 15 yrs. of regular service for getting 100% benefit at par with the regular employees.
- b) The employees who have not completed 15 yrs. of regular service shall contribute the double amount of onetime payment at the time of superannuation for self, spouse and 25% extra of the contribution for each additional beneficiary.
- c) The dependent family members of those deceased employees who had completed 15 years of regular service before death have been allowed to avail the facility at par with retired employees.

5. **Inclusion of Day Care treatment procedure:** Members of the committee examined the Day Care procedure those are covered under the medical schemes of some companies which require hospitalization for less than 24 hours due to technologically advancement and consented their views to include in the policy.

6. **Maternity Cover:** This may be covered for all the employees and spouse only with following financial limits:-
- i) For normal delivery – Rs. 25000/- with waiver of nine months
- ii) For 'C' section delivery – Rs. 30,000/- waiting period
7. **Corporate Buffer:-** This provision is normally maintained to cover the expenditure in excess of sum insured per family floater of sum insured. The use of fund to meet out the expenditure in excess of the sum insured is at the sole discretion of the management.
8. **Creation of Corpus Fund for funding the expenditure in excess of Corporate Buffer and Family Floater:**

The committee was of the view that in extreme circumstances (when excessively enhanced claim of major ailments are received), the corporate floater is exhausted, corpus of the fund with employees contribution of a certain amount (Category Wise) per month may be created out of their salary:

Medical Category	Monthly Contribution (Rs.)
Category A (Grade Pay inclusive and above Rs. 6600/-)	500
Category B (Grade Pay from Rs. 4800/- to Rs. 5400/-)	400
Category C (Grade Pay inclusive and below Rs. 4600/- and below)	300

The Managing Director, DSIIDC shall be the custodian of the fund and corpus fund will be at his disposal subject to judicious recommendations of medical committee of the corporation.