



नॉर्थ ईस्टर्न इलेक्ट्रिक पावर कॉर्पोरेशन लिमिटेड
(भारत सरकार का उद्यम)
NORTH EASTERN ELECTRIC POWER CORPORATION LTD.
(A GOVT. OF INDIA ENTERPRISE)

(HUMAN RESOURCE DEPARTMENT)

**NEEPCO CONTRIBUTORY SCHEME FOR –RETIREMENT MEDICAL FACILITIES
(Clause-6.7 of NEEPCO Medical attendance Rules)**

1.0: COVERAGE

The scheme is framed with a view to provide medical benefits to the employee of NEEPCO and their spouses subsequent to their retirement on contributory basis subject to the provisions as detailed hereunder –

2.0 ELIGIBILITY

The scheme will apply to the following categories of NEEPCO employees:

- i) Employees who separate from the Company on account of retirement on attaining the age of superannuation or are separated from the Company on medical grounds, provided that the concerned employees have completed a minimum qualifying period of 10(ten) years of continuous service in Central/state Government /Public Sector Undertaking (including Central Govt./Undertaking in Corporative sector),out of which a minimum of 5(five) years shall be in NEEPCO Limited .
 - ii) Board level appointees, on completion of their tenure/attaining the age of superannuation or on separation on medical grounds.
- 2.1. In case of death of the retired /separated employee who has been availing of the benefits under the scheme ,his /her spouse will continue to avail the benefits under the scheme subject to his/her continuing to meet the terms and conditions of the scheme.
 - 2.2. The benefits under the scheme would be available to the concerned employee only if the employee concerned and his/her spouse is not availing any medical facilities from or through the Central/State Government /Public Sector Undertaking /Quasi-Government Body.
 - 2.3. The benefits under the scheme shall cover the spouse of an employee who dies while in service of the Corporation.

3.0 BENEFITS

The medical benefits to the retired /separated employees and their spouse under the scheme will be admissible for the treatment taken only in India and shall be as under:

- 3.1 The retired /separated employees residing at places where NEEPCO has its empanelled hospitals would be allowed medical treatment facilities, including medicines as available in such hospitals.
- 3.2 In respect of such retired/separated employees who reside at places where NEEPCO does not have its own empanelled hospitals /full –fledged dispensaries, reimbursement of medical expenses incurred shall be regulated as under:

3.2.1 INDOOR TREATMENT

Reimbursement of medical expenses incurred for indoor treatment will be allowed restricted to the rates of nearest authorized /approved hospital.

3.2.2 OUT-PATIENT /DOMICILIARY TREATMENT

- a) For out –patient treatment /domiciliary treatment taken in empanelled hospitals wherever available ,reimbursement may be allowed for the purpose of clinical tests and examinations as in case of regular employees. Further, the cost of medicines and other OPD expenses may be reimbursed **as per actual subject to a ceiling of maximum of last basic of retired/separated employee, per annum, whichever is less.**
- b) In case of outpatient treatment /domiciliary treatment taken in other than empanelled hospitals, the reimbursement may be allowed subject to the ceilings as mentioned at (a) above.
- c) The expenditure on medicines purchased against the prescriptions of Authorised Medical Attendant may be reimbursed subject to the annual ceiling stipulated at (a) above.

- 3.3 The entitlement of medical benefits for the retired /separated employees as above shall be the same as admissible to serving employees of equivalent status/rank and shall be allowed as per NEEPCO Medical Attendance Rules as applicable for serving employees within India .

4.0 **CONTRIBUTION**

- 4.1 Eligible retired/separated employees who intend to avail of benefits under the scheme shall be required to pay a onetime contribution of Rs. 7500/-(Rupees Seven thousand five hundred) only. This is subject to revision from time to time. Eligible retired / separated employee who joins the scheme at any later date, shall pay full amount of Rs.7500/-. In the event of death of the employee after retirement, the spouse may continue to avail the facility.
- 4.2 The contribution once paid shall not be refundable even if the benefits under the scheme are not availed by the beneficiary or in the event of death of beneficiary/beneficiaries.
- 4.3 Where a retired/separated employee joins scheme from the date of his joining the scheme by payment of one time contribution of Rs 7500/-(Rupees Seven thousand five hundred)only.

5.0 **PROCEDURE**

- 5.1 An eligible retired/separated employee who intends to avail the medical benefits under the scheme shall apply for this purpose to the TBS Cell,HR Department ,Corporate HQ giving his residential and 3(three) passport size photographs of self & spouse .
- 5.2 The TBS Cell ,HR Department ,Corporate HQ shall after scrutiny of the application and verification of the eligibility conditions as mentioned in Para2.0 above ,issue an office order permitting the beneficiary/beneficiaries to avail the benefits with copy to the Finance Department of Corporate HQ.
- 5.3 The TBS Cell, HR Department, Corporate HQ shall duly register the retired/separated employee concerned and issue a Medical Card to him in the form prescribed at Annexure-I, after receipt of the prescribed amount of contribution from the retired/separated employee. The Contribution amount will be payable by cheque or demand Draft in favour of NEEPCO drawn on any scheduled bank at Shillong, Meghalaya. A copy of the medical card shall also be sent to the concerned Finance and Accounts Department .
- 5.4 The Medical Card will be valid for life time of eligible retired/separated employee and /or his /her spouse.

6.0 **CLAIM**

- 6.1 For claiming reimbursement of medical expenditure incurred by the beneficiaries covered under Para 6.7.3.2 above, the retired/separated employee shall prefer claim not more than once in a month to the TBS Cell,HR Department ,Corporate HQ in the form prescribed at Annexure-II.
- 6.2 The claim will be processed and reimbursed to the retired/separated employee by the Fiance Department of Corporate HQ after verifying the Medical Card and the benefits admissible to the retired /separated employee concerned under the scheme.

7.0 **GENERAL**

- 7.1 In case any doubt arises regarding the genuineness or otherwise of the claims preferred by the retired/separated employee, the Corporation reserves the right to direct the beneficiary to present himself before a Medical Board and that no reimbursement will be made till the recommendations of the Medical Board are received in this regard.
- 7.2 If, on reasonable belief or on the basis of recommendations of the Medical Board, it is found that there is misuse of the benefits under the scheme by any beneficiary, he may be summarily debarred from the benefits under the scheme.
- 7.3 The Company reserves the right to amend, modify or discontinue the scheme, in part or full.
- 7.4 In respect of any matter not covered herein, specific reference will be considered by Corporate HR Department and decision of CMD shall be final.
