



# रूरल इलेक्ट्रीफिकेशन कारपोरेशन लिमिटेड

## RURAL ELECTRIFICATION CORPORATION LIMITED

(भारत सरकार का उद्यम) (A Government of India Enterprise)

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Dated: 11.09.09

### **OFFICE ORDER PART-III NO.- 46**

Sub: - **Contributory Scheme for Post Retirement Medical Facilities – amendments therein.**

The Board of Directors in its 352nd meeting held on 01.09.2009 have approved amendments in the provisions of the scheme as enclosed at **Annexure-A**.

The amendments shall be effective from the financial year 2009-10.

This is issued with the approval of the Competent Authority.

(Rajesh Raj)  
Manager (HR)

Ref.:Pers./RR/iii(36)95/2001/2429

#### **Distribution:**

1. AM/Sr. Officer to CMD/Director (Fin.)/Director (Tech.) /CVO, REC Ltd.
2. All Executive Directors, REC Ltd.
3. All General Managers/Company Secretary, REC Ltd.
4. All Zonal Managers / CPMs / Addl. Director, CIRE / Incharge Sub-office, Ranchi, REC Ltd.
5. All DGMs/Chief Managers / Corporate Office.
6. **DGM (IT)** with request to arrange for upload of the office order on the intranet.
7. All Managers in HR Division.
8. Secretary General, REC Officer's Association.
9. General Secy., REC Employees Union.
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## ANNEXURE-A

### Amendments in the Contributory Scheme for Post Retirement Medical Facilities

EXISTING PROVISIONS	REVISED PROVISIONS
<b>2. ELIGIBILITY</b>	
<p>2.1 The scheme will apply to the following categories of REC Employees:-</p> <p>(i) Employees who separate from the Corporation on account of retirement on attaining the age of superannuation or are separated by the Corporation on medical grounds, provided that the concerned employees have completed a minimum qualifying period of 10 years of continuous service in Central/State Govt./Public Sector Undertaking out of which a minimum of 5 years shall be in REC, provided that their applications for employment in REC was forwarded through proper channel. All the employees of the Corporation retired in the past will also be eligible to be covered under the scheme.</p> <p>(ii) Board level appointees, on completion of their tenure.</p> <p>(iii) The employees on completion of 50 years of age seeking voluntary retirement under Rule 17(3) of REC service rules shall also be eligible to the benefits of " Post Retirement Medical Facility Scheme" subject to the condition that the employees have completed a minimum qualifying period of 10 years of continuous service in Central/State Govt./Public Sector Undertaking out</p>	<p>2.1 The Scheme will apply to the following categories of REC employees:</p> <p>(i) Employees who separate from the Corporation on account of retirement on attaining the age of superannuation or are separated by the Corporation on medical grounds, provided that the concerned employees have completed a minimum qualifying period of 10 years of continuous service in Central/State Govt./Public Sector Undertaking out of which a minimum of <b>3 years</b> shall be in REC, provided that their applications for employment in REC was forwarded through proper channel. All the employees of the Corporation retired in the past will also be eligible to be covered under the scheme.</p> <p style="text-align: center;">The condition of minimum qualifying service shall, however, not apply in case of such employees whose appointment is made by the Government through Public Enterprises Selection Board.</p> <p>(ii) Board level appointees, on completion of their tenure.</p> <p>(iii) The employees on completion of 50 years of age seeking voluntary retirement under Rule 17(3) of REC service rules shall also be eligible to the benefits of " Post Retirement Medical Facility Scheme" subject to the condition that the employees have completed a minimum qualifying period of 10 years of continuous service in Central/State</p>

<p>of which a minimum of 5 years shall be in REC, provided that their applications for employment in REC was forwarded through proper channel. This is further subject to the condition as laid down in sub-clause 4.1 (iii).</p> <p>(iv) The spouse of the deceased employee, who dies before the date of retirement shall also be eligible to become a member of the "Scheme" subject to payment of an amount equivalent to provisions under sub rule 4.1 and also with the condition that the deceased employee was eligible (based on minimum required length of service) to become member of the "Scheme" and the spouse of the employee was wholly dependent upon the deceased employee.</p> <p>2.2 In case of death of the retired employee who has been availing of the benefits under the "Scheme", his/her spouse will continue to avail the benefits under the "Scheme" till death or remarriage subject to his/her continuing to meet the terms and conditions of the "Scheme".</p>	<p>Govt./Public Sector Undertaking out of which a minimum of 3 years shall be in REC, provided that their applications for employment in REC was forwarded through proper channel.</p> <p>(iv) The spouse of the deceased employee, who dies before the date of retirement shall also be eligible to become a member of the "Scheme" subject to payment of an amount equivalent to provisions under sub rule 4.1 and also with the condition that the deceased employee was eligible (based on minimum required length of service) to become member of the "Scheme" and the spouse of the employee was wholly dependent upon the deceased employee.</p> <p>2.2 In case of death of the retired employee who has been availing of the benefits under the Scheme,</p> <p>(i) His/her spouse. (ii) Dependant children till attainment of 21 years of age will continue to avail the benefits under the Scheme subject to his/her continuing to meet the terms and conditions of the Scheme.</p> <p>2.3 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. <b>(New Clause)</b></p>
<p><b>3.1.2 OUT- PATIENT/ DOMICILIARY TREATMENT</b></p>	
<p>3.1.2 For Outpatient / domiciliary treatment, reimbursement of medical expenses shall be allowed as per REC Medical Attendance Rules and will be subject to the same ceiling limits as applicable from time to time to the serving employees of the Corporation in</p>	<p>3.1.2 For Outpatient/domiciliary treatment, reimbursement of medical expenses shall be allowed as per REC Medical Attendance Rules. The ceiling for reimbursement of expenditure incurred during a financial year (for IDA employees) would be equivalent to</p>

<p>comparable pay ranges in equivalent grade. The maximum ceiling for the employees, who are enrolled for the benefits under the scheme, the first year after their retirement, will however, be proportionate to the number of months for which the benefits will be availed after retirement upto 31<sup>st</sup> March of that Financial year.</p>	<p>minimum of pay scale of a serving employee of equivalent status / rank on the last day of relevant financial year or last Pay (Basic + DA) drawn by him whichever is more.</p> <p>3.1.3 The maximum ceiling for the employees, who are enrolled for the benefits under the scheme, the first year after their retirement, will however, be proportionate to the number of months for which the benefits will be availed after retirement upto 31<sup>st</sup> March of that Financial year.<b>(New Clause)</b></p>
<p><b>4. CONTRIBUTION:</b></p>	
<p>4.1(i) The eligible retired employees/spouse of the deceased employees, subject to his/her eligibility, who intend to avail of the benefit under the scheme shall be required to pay contribution in one lumpsum equivalent to an amount of one months Basic pay last drawn by the employee at the time of retirement /death.</p> <p style="text-align: center;">OR</p> <p>(ii) To pay advance annual contribution @ 10% of one months Basic Pay drawn on last day of his/her retirement from the service every year till he/she is member of the scheme. On discontinuance of such contribution, he/she will be ceased to be member of the scheme.</p> <p>(iii) If the retired employee or a spouse of the deceased employee who becomes a member of any other medical benefit scheme like CGHS, Mediclaim etc. also they will be eligible to claim the reimbursement either from the Corporation or any other agency. The claim will however be admitted only the same is supported with the original vouchers etc. along with a certificate that the reimbursement has not been claimed for the same treatment from any other source.</p> <p>4.2 In the event of death of the employee after retirement, the spouse may continue to avail the facility at his/her option on paying the contribution as above.</p> <p>4.3 Employees who wish to join the scheme</p>	<p>4.1(i) The eligible retired employees/spouse of the deceased employees, subject to his/her eligibility, who intend to avail of the benefit under the scheme, shall be required to pay one time contribution of Rs. 1500/-. In case of availing benefits under clause 2.2(ii) one time contribution of Rs. 750/- per dependant child.</p> <p>(ii) Deleted.</p> <p>(iii) Deleted.</p> <p>4.2 In the event of death of the employee after retirement, the spouse may continue to avail the facility at his/her option on paying the contribution as above.</p> <p>4.3 Deleted.</p>

<p>can pay their contribution either on monthly or quarterly basis subject to the condition that the last installment must be made before the date of retirement. In case of employees who have already retired from REC and are eligible for admission to the scheme shall have the option to pay the one time lump sum contribution either entirely at one time or in two installments. However, in the event of payment of two installments admission to the scheme in such cases will be made after the entire amount of contribution has been made.</p> <p>4.4 Contributions 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.</p>	<p><b>4.3 (existing clause 4.4 renumbered as 4.3 in view of deletion of earlier clause 4.3 ).</b></p> <p>Contributions 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.</p>
<p><b>5. PROCEDURE</b></p>	
<p>5.1 An eligible employee who intends to avail the medical benefits under the scheme shall apply for this purpose to the Personnel &amp; Admin. Divn. (P&amp;A) Divn. at Corporate Office to register himself for availing the facilities giving his residential address.</p> <p>5.2 The P&amp;A Division at the Corporate Office will, after scrutiny of the application and verification of the eligibility conditions as mentioned in Para 2 above, obtain approval of the CMD or the officer authorized by CMD for the purpose, and issue an Office Order omitting the beneficiary/beneficiaries to avail the benefits with a copy to the Corporate Finance Divn</p> <p>5.3 The P&amp;A Division at Corporate Office shall duly register the retired employee concerned and issue a medical card to him in the form prescribed.....</p> <p>5.4 The medical card will become invalid from the date any of the eligibility conditions ceases to be fulfilled by the beneficiaries and in that case, the contributions paid for the unexpired</p>	<p>5.1 An eligible employee who intends to avail the medical benefits under the scheme shall apply for this purpose to the HR Division at Corporate Office to register himself for availing the facilities giving his residential address.</p> <p>5.2 The HR Division at the Corporate Office will, after scrutiny of the application and verification of the eligibility conditions as mentioned in Para 2 above, obtain approval of the CMD or the officer authorized by CMD for the purpose, and issue an Office Order permitting the beneficiary/beneficiaries to avail the benefits with a copy to the Corporate Finance Division.</p> <p>5.3The HR Division at Corporate Office shall duly register the retired employee concerned and issue a medical card to him in the form prescribed.</p> <p>5.4 The medical card will become invalid from the date any of the eligibility conditions ceases to be fulfilled by the beneficiaries and in that case, the contributions paid for the unexpired period, if any will not be refundable.</p>

<p>period, if any will not be refundable.</p> <p>5.5 Alive certificate of the employee and his/her spouse will be required on every six monthly basis i.e on 1<sup>st</sup> January and 1<sup>st</sup> July every year.</p>	<p>5.5 Alive certificate of the employee and his /her spouse will be required only once on 1<sup>st</sup> January every year. (already notified earlier vide Circular dated 04.01.2008)</p>
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