

SALIENT FEATURES OF POST RETIREMENT CONTRIBUTORY MEDICAL SCHEME FOR EMPLOYEES OF NATIONAL SEEDS CORPORATION LIMITED ELIGIBILITY

1. The scheme will be made applicable for all regular employees including Board level appointees who separate from the Corporation on account of retirement on attaining the age of superannuation provided the concerned employee should have completed a minimum qualifying period of 15 years of continuous service in Central/ State Govt./ Public Sector Undertaking / Statutory Body / Antonomous Body / Quasi Govt. | Body out of which a minimum of 3 years shall be in National Seeds Corporation. The employees and their spouses are only covered under the scheme. The spouse of the employee who dies while in service of the Corporation will also be eligible to be covered under the scheme. The scheme also covers the employee and his / her spouse where he / she meets an accident while discharging official duties and suffers permanent physical disability and leave the service of the Corporation on this ground provided the spouse shall not be employed on companionate grounds and he / she is not dependent on his / her son / daughter. The employees who retire otherwise than on superannuation, such as resignation, VRS, removal / dismissal form service on account of disciplinary action shall not be eligible to get medical benefits under the scheme.

2. The benefit under the scheme would be applicable to those employees only whose spouse is neither gainfully employed or availing any medical faclity from or through the Central / State Government / Public Sector Undertaking / Quasi Government Body / Statutory Body / Antonomous Body in individual capacity or as dependent.

3. The Board level appointees shall be eligible for benefit under the scheme provided they have rendered 15 years of regular service in Central / State Government / Public Sector Undertaking / Statutory Body / Antonomous Body / Quasi Governement |Body out of which 3 years should be in the Corporation.

DEFINITION:

In this scheme unless there is anything repugnant in the subject or context:

- "Corporation" means the "National Seeds Corporation Limited."
- "Scheme" means "NSC Post retirement Contributory Medical.
- "Hospitalization" means employee undergoing treatment in hospital as indoor patient.
- Spouse means wife / husband or the employee, as the case may be, as declared to NSC.

CONTRIBUTION TO THE SCHEME:

To be eligible under the scheme the concerned employee shall opt for Post Retirement Contributory Medical Benefit Scheme and at the time of superannuation has to pay a lump sum of one time contribution on or before the date of retirement and only then the scheme will be applicable for the employee concerned. The category wise lump sum payment for each (i.e. self and spouse) to be made is given as under:

1	Group D employees	Rs. 4,000
2	Group C employees	Rs. 5,000
3	ASO to AO	Rs. 6,000
4	AM to AGM or equiv.	Rs. 8,000
5	GMs / DGM	Rs. 10,000
6	CMD & Functional Director	Rs. 15,000

The above amount will be credited to the corpus created for this purpose and a separate

account would be maintained by the Corporation in this regard. The Corporation will arrange the Corporate Insurance Medical Policy for its retired / retiring as per the Insurance coverage given below:

CMD and functional Directors	Rs. 5 lakhs for self and spouse
General Managers	Rs. 4 lakhs for self and spouse
DGM & AGM equiv. rank	Rs. 3 lakhs for self and spouse
Manager/ Asstt. Manager & equiv.	Rs. 2 lakhs for self and spouse
Acctt. Officer / Admn. Office / AAO and equivalent	Rs. 1.5 lakhs for self and spouse
Other staff member	Rs. 1 lakh for self and spouse

While deciding the quantum of Medical Insurance coverage to be given to Officers / Staff of the Corporation, it has been kept in view that it should be around 8 times of the minimum Basic pay in each category as stated above.

MODUS OPERANDI

1. The employees have to exercise option by filling up the prescribed form i.e. the registration form. Based on this form, each employee shall be allotted a suitable registration no. and photo identity card.
2. Each employees shall have to give a survival declaration for self and spouse every year on 1st Jan., after retirement which should be attested by the Officers of the level of serving Manager & above of the Corporation to this effect. In case of the death of the retired employee or spouse, intimation should be sent to H.O.
3. In case of hospitalization, the employee concerned may approach to the hospitals recognized by the Insurance Company for treatment.
4. Medical expenses incurred for treatment outside the country shall not be admissible for reimbursement under the scheme.
5. The Corporation may at its sole discretion decide to terminate the membership of any member or any of his / her spouse in case the Corporation is satisfied on the basis of evidence on record that benefits / facilities under the scheme were misused / abused by a member, apart from taking other action as Corporation may deemed fit.
6. The Corporation will take a suitable Medical Policy through a IRDA approved insurance company to give medical cover to the employees and their spouses who have retired or going to retire on or after 1.1.2007.

Clarifications:

1. The Scheme is applicable for hospitalization only.
2. The quantum of medical insurance coverage is on per annum basis.
