GAIL (INDIA) LIMITED
CORPORATE HR DEPARTMENT

CIRCULAR

No.CO/HR/Pol/P-42 29th October, 2024

Subject: **Streamlining the reimbursement of medical expenses under Ayurvedic system of medicine**

This has reference to Corporate HR Circulars of even number dated 17.10.2008 and 16.08.2022 vide which entitlements for reimbursement of expenses for undertaking treatment under Ayurvedic system of medicine were notified.

2. In terms of extant rules, reimbursement of medical expenses for Ayurvedic treatment for the following heads are admissible:
   (a) Consultation charges - upto specified ceilings
   (b) Cost of Medicines - upto specified ceilings provided the same are admissible under CS(MA) Rules
   (c) Cost of treatment (including Panchakarma Therapy), if undertaken at recognised Hospitals/Institutions as notified under CS (MA) Rules (including their affiliated branches at various locations)

3. In the recent past, Corporate HR department has received references from various quarters regarding difficulties encountered by employees, as also by Centralized Medical Claims section in regulating medical claims of Ayurvedic treatment in the absence of non-availability of latest rates of various permissible treatments covered under CS (MA) Rules. Further, difficulties are also being faced by employees at locations where no Government recognised Ayurvedic Hospital/Institutions exists and therefore, reimbursement of cost of Ayurvedic treatment undertaken at any other Hospital/Institution is not admissible.

4. The above matter has been comprehensively examined by Corporate HR Department in the light of relevant provisions existing under CS (MA) Rules/CGHS Rules for reimbursement of medical expenses under Ayurvedic system of medicine and other contextual factors. Consequent upon such review, the following provisions are being notified related to reimbursement of medical expenses under Ayurvedic system of medicine:

   4.1 Reimbursement of medical expenses incurred for undertaking indoor Ayurvedic treatment (which includes cost of room rent, medicines, doctor consultation, procedures, Operation Theatre charges, disposables, etc.) for diseases/therapies/procedures/surgeries covered under CS(MA)/CGHS rules at Government recognised Ayurvedic Hospitals/Institutions (including their affiliated branches at various locations) will be allowed as per actuals with the prior recommendation of GAIL Doctor or a PG Doctor/Specialist in Ayurvedic system of medicine subject to provisions mentioned at sub-paras - 4.3 to 4.5 below.

   4.2 In addition, reimbursement of such indoor treatments in case of other Ayurvedic Hospitals/ Institutions will be allowed subject to the following conditions:
      (a) Such Ayurvedic Hospital/Institution is NABH accredited.
      (b) Prior recommendation of GAIL Doctor or a PG Doctor/Specialist in Ayurvedic system of medicine is required.
      (c) Ayurvedic treatment for the concerned disease/therapy/procedure/surgery is covered under CS(MA)/CGHS rules.
      (d) Reimbursement of medical expenses will be limited to notified rates under CS(MA)/CGHS rules and subject to overall ceiling of Rs.50,000/- per financial year for self and dependent family members, subject to provisions mentioned at sub-paras – 4.3 to 4.5 below.

Contd.2/-

4.3 For Indoor treatment/hospitalization purposes in various types of Ayurvedic Hospitals/ Institutions, entitlement for room category/room rent for various grades of employees in GAIL will be regulated in terms of CS(MA)/CGHS Rules as amended from time to time. Accordingly, the present entitlement for room category/ room rent for different grade of GAIL employees will be as under:

Grade	Category	Room Rent (Rs. per day, excluding taxes)
E-2 and above	Private Ward (single bed)	Rs.3,000/-
S-5 to E-1	Semi-Private Ward (2-bedded)	Rs.2,000/-
S-0 to S-4	General Ward (3 or more beds)	Rs.1,000/-

4.4 Reimbursement of Ayurvedic medicines in case of outdoor/indoor treatments will continue to be regulated as per extant provisions i.e. as per the list of Ayurvedic medicines admissible under CS(MA)/CGHS Rules.

4.5 Reimbursement of Consultation charges for outdoor/indoor Ayurvedic treatments will continue to be allowed as per the extant rates, as notified vide Corporate HR Circular of dated 31.08.2022.

5. For ease of reference by employees and Centralized Medical Claims section, following information will be notified/updated from time to time on GAIL intranet by Corporate HR-Administration/Medical Services group:

(i) List of Government recognized Ayurvedic Hospitals/Institutions in terms of CS(MA)/CGHS Rules.

(ii) Rates of reimbursement of medical expenses for different therapies/procedures/surgeries permissible under Ayurvedic system of medicine in terms of CS(MA)/CGHS Rules.

(iii) Rates of room rent for different category of rooms in terms of CS(MA)/CGHS Rules.

(iv) List of Ayurvedic medicines which are admissible for reimbursement under CS(MA)/CGHS Rules.

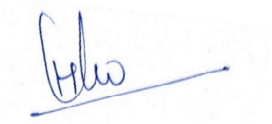
The above information will be hosted as per the following path on GAIL Intranet:

GAIL Intranet → Departments → Corporate Medical section

6. Other terms and conditions regarding GAIL Medical Attendance Rules will remain unchanged.

7. In view of the above, requisite changes are being incorporated in SAP-ESS/Sugam Portal.

8. This is issued with the approval of Competent Authority.



(Hirdesh Kumar)
ED (HR)

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