



**GAIL (India) Limited
Corporate HR Department
New Delhi**

CIRCULAR

No. CO/HR/Pol/P-42

4th October, 2022

Subject: Review of GAIL Medical Attendance Rules

Corporate HR Department is in receipt of requests from various quarters to review the admissible dental treatments and also for allowing Robotic Surgeries under GAIL Medical Attendance Rules. Consequent upon review, it has been decided as under: -

2. Reimbursement towards expenses incurred on following treatments/procedures/dental works will be allowed in addition to extant admissible dental treatments under GAIL Medical Attendance Rules: -

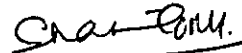
- i. Removable Denture (partial or complete) fabricated of polymer/acrylic material.
- ii. Dental Crown/Bridge encased with the material as indicated below: -

Tooth	Permissible Material
Incisor	Porcelain
Canine	Porcelain
Premolar	Porcelain
Molar	Metal

- iii. Denture Repair.
 - iv. Re-cementation of existing Crown/Bridge.
 - v. In case the above-mentioned Dental Treatment(s)/Procedure(s) is undertaken in empaneled hospitals/clinics, the expenses incurred will be reimbursed as per actuals. However, if the treatment(s)/procedure(s) is undertaken in non-empaneled hospitals/clinics, the reimbursement shall be restricted to the rates being charged by Sir Ganga Ram Hospital, New Delhi/State Referral Hospital (wherever applicable).
3. It has been decided to allow reimbursement of expenses incurred on Robotic Surgery/Robotic Radiosurgery under GAIL Medical Attendance Rules as per following: -
- i. Robotic Surgery/Robotic Radiosurgery will be allowed for following treatments based on the recommendations of concerned Specialist, its examination by CMO, Corporate Office and prior approval of Director (HR): -
 - a. Cancer (Cyberknife)
 - b. Robotic Radical Prostatectomy
 - c. Robotic Partial Nephrectomy
 - d. Robotic Radical Cystectomy with Ileal conduit/neobladder
 - e. Robotic Pelvic Node Dissection
 - f. Trans Oral Robotic Surgery (TORS)
 - g. Robotic Excision of Thoracic mass
 - h. Robotic Radical Hysterectomy
 - i. Robotic Oesophagectomy

For Internal Circulation in GAIL

- ii. If Robotic Surgery is undertaken for any other ailment, the reimbursement of the same will be limited to conventional/laparoscopy surgery charges for the same procedure in Sir Ganga Ram Hospital, New Delhi/State Referral Hospital (wherever applicable) or actuals, whichever is less.
4. Above revised provisions (as mentioned at SI No. 2 & 3 above) will be applicable for the employees who are on the regular rolls of the Company and beneficiaries of GAIL's Post-Retirement Medical Scheme (PRMS).
5. Other terms and conditions governing GAIL Medical Attendance Rules will remain unchanged.
6. This is issued with the approval of Competent Authority.



(Shantonu Mitra)
DGM (HR-Policy & ER)

Distribution:

1. C&MD/Directors/CVO
2. HoDs at Corporate Office
3. OICs of Work Centres/ Zonal Offices
4. HR and F&A Incharges of Work Centres/Zonal Offices
5. GM (BIS), Noida – For necessary changes in the SAP
6. All Employees (*through email*)