



**GAIL (INDIA) LIMITED**  
**CORPORATE HR DEPARTMENT**

**INTER OFFICE MEMO**

No.CO/HR/Pol/P-42

21<sup>st</sup> October 2009

<b>From :</b> Corporate HR – ER & Policy Group New Delhi	<b>To :</b> HR and F&A Incharges of Work Centres/ Zonal Offices
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**Subject : Admissibility/ regulation of reimbursement of medical expenses for  
Cataract Operation involving implantation of Intra-Ocular Lens**

1. This has reference to Corporate HR IOM of even number dated 19<sup>th</sup> September 2008, whereby it was notified that medical expenses for Cataract Operation, involving implantation of Intra-Ocular Lens, may be allowed as per actuals, if the treatment is undertaken at a GAIL empanelled hospital. However, in case of non-empanelled hospital, reimbursement will be allowed upto the prevailing ceiling of CSMA rules.
2. The issue has been revisited by Corporate HR Department in consultation with CMO keeping in view hardships faced by some of the employees and it is clarified that medical expenses for Cataract Operation, involving implantation of Intra-Ocular Lens, may continue to be allowed as per actuals, if the treatment is undertaken at a GAIL empanelled hospital. However, if the same is undertaken in a non-empanelled hospital, reimbursement of medical expenses will be allowed limited to rates of Sir Ganga Ram Hospital, New Delhi.
3. Other terms and conditions of GAIL Medical Attendance Rules shall remain unchanged.
4. This issues with the approval of Competent Authority. Pending requests, if any, may be settled in terms of the above.

*M. Baa*  
21/10/09  
(M. Baa)

**DGM (HR-ER & Policy)**

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1. HODs at Corporate Office
2. OICs of Work Centers/ Zonal Offices
3. General Manager (HR), Corporate Office
4. DGM (HR - ES and Administration), Corporate Office
5. Notice Boards