



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

**INTER OFFICE MEMO**

No.CO/HR/Pol/P-42

16<sup>th</sup> March 2011

**From :**

Corporate HR - ER & Policy Group  
New Delhi

**To :**

HR and F&A Incharges of Work Centres/  
Zonal Offices

**Subject : Regulation of medical expenses for Cataract Surgery when undertaken in a non-empanelled hospital**

1. This has reference to Corporate HR IOM of even number dated 21<sup>st</sup> October 2009, whereby it was notified that medical expenses for Cataract Surgery, involving implantation of Intra-Ocular Lens will be allowed as per actuals, if the treatment is undertaken in 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.
2. In the recent past, Corporate HR Department had received requests from few Work Centres/ Offices for allowing medical expenses for Cataract Surgery involving implantation of Intra-Ocular Lens in Eye Speciality Hospitals, which are not on GAIL's panel, without restricting the same to the rates of Sir Ganga Ram Hospital, New Delhi.
3. The issue has been revisited by Corporate HR Department in consultation with CM (MS) and it has been decided to regulate medical expenses for Cataract Surgery as under:
  - 3.1 If Cataract Surgery is undertaken in a GAIL empanelled hospital, medical expenses will be admissible as per actuals on production of prescription of Eye Specialist and bills of such empanelled hospital.
  - 3.2 If Cataract Surgery is undertaken in a non-empanelled hospital, medical expenses will be admissible limited to 90% of actual amount spent by employee on production of prescription and bills. However, the said reimbursement will be allowed subject to employee's obtaining prior permission from local HR Department on submission of prescription of Eye Specialist and estimates from such hospital.
4. Other terms and conditions of GAIL Medical Attendance Rules shall remain unchanged.
5. This issues with the approval of Competent Authority and comes into force with immediate effect. Pending requests, if any, may also be settled in terms of the above.

**(A.K. Shrivastava )  
DGM (HR - ER & Policy)**

**Copy to**

1. HODs at Corporate Office
2. OICs of Work Centres/ Zonal Offices
3. DGM (HR - ES and Administration), Corporate Office
4. DGM/ CEA/ SEA/ EA to CMD/ Dir.(Projs.)/ Dir.(HR)/ Dir.(Mktg.)/ Dir.(BD)/ Dir.(Fin.)/CVO