



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

CIRCULAR

No.CO/HR/Pol/P-102

13th August 2010

Subject : Review of Post Retirement Medical Scheme

In terms of extant Post Retirement Medical Scheme (PRMS), superannuated employees are eligible to undertake indoor and outdoor treatments as per notified entitlements and subject to specified terms and conditions.

2. Based on the deliberations held during the exercise of *Review of HR policies* keeping in view various contextual factors, following modifications have been effected in the existing PRMS:

2.1 One-time contribution – Existing amount of one-time contribution, to be made by superannuating employees for availing benefits under PRMS, stands revised/rationalised as under:

Existing		Revised	
Grade	Contribution (Rs.)	Grade	Contribution (Rs.)
CMD/ Directors	7500	CMD/ Directors	10000
E-9	7500	E-7 to E-9	7000
E-6 to E-8	5500	E-4 to E-6	6250
E-3 to E-5	4750	E-1 to E-3	5500
E-1 to E-2	4250	S-6 to S-7	5250
S-6 to S-7	4000	S-0 to S-5	5000
S-3 to S-5	3750		
S-0 to S-2	3500		

2.2 Entitlement for outdoor treatment – Existing entitlements for availing outdoor treatment stand revised as under w.e.f. FY 2010-11:

Grade	Ceiling (Rs. p.a.)	
	Existing	Revised
CMD/ Directors	30000	50000
E-7 to E-9	20000	35000
E-4 to E-6	15000	25000
E-1 to E-3	10000	17000
S-6 to S-7	5000	8500
S-3 to S-5	4000	7000
S-0 to S-2	3000	

Correspondingly, ceilings for reimbursement of medical expenses in respect of diseases requiring prolonged treatment would also stand revised at double the above ceilings for outdoor treatment w.e.f. FY 2010-11.

2.3 In respect of certain treatments such as Radiation and Hormonal Therapy for Cancer, etc., where undertaking of treatment as outdoor patient would be economical than taking the same as an indoor patient, reimbursement of expenses therefor will be admissible over and above the annual ceiling of outdoor treatment by treating the same as indoor treatment. List of such diseases will be notified separately in consultation with CMO, Corporate Office.

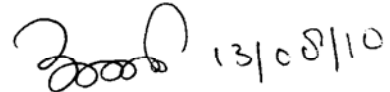
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2.4 Keeping in view DPE guidelines on pay revision of executives w.e.f. 1.1.2007, whereby GAIL can contribute within the limit of 30% of Basic Pay + DA towards PF, Gratuity, Pension and Post Superannuation Medical Scheme, it has been decided that GAIL shall contribute @2% of Basic Pay + DA of employees w.e.f. 1.1.2007. For managing investments on contributions received from superannuating employees and from GAIL, as also to process/regulate medical claims of superannuated employees, it has been decided to form a separate *PRMS Trust*. Constitution of the PRMS Trust shall be as under:

- (a) Chairperson - Director (HR)
- (b) Secretary - Nodal Officer for handling issues of superannuated employees
- (c) Member - Representative from F&A Department
- (d) 2 members - to be nominated by Chairperson

For validating solvency of PRMS Fund/Trust, a separate actuarial valuation will be carried out periodically.

3. Other terms and conditions of admissibility/ regulation of Post Retirement Medical Scheme shall remain unaltered.
4. This issues with the approval of the Competent Authority and comes into force with immediate effect.



(A.K. Rudra)
Executive Director (Law & HR)

Distribution

1. CMD and officiating Dir.(BD)/ Dir.(Fin.)/ Dir.(Projs.)/ Dir.(HR)/ Dir.(Mktg.)/ CVO
2. HODs at Corporate Office
3. OICs/ ZOICs
4. ED (BIS & CR), NOIDA – with a request to effect requisite changes in SAP-HR modules
5. HR and F&A Incharges of Work Centres/ Zonal Offices
6. CM (MS), Corporate Office
7. All employees (*through e-mail*)