



Medical Insurance Premium Reimbursement Scheme – 2021

College has taken a group mediclaim policy for its **faculty and staff** in the last few years. This arrangement had a set of limitations/issues which were shared from time to time. Some of them are as below:

1. The policy had a co-pay for all the claims made by policyholders.
2. Maternity benefits were part of it initially but were removed later as the insurance premium was increasing substantially though there were very few takers of the benefit. So there was no way of extending the benefit to the people who needed it.
3. The policy cover was fixed at 3 lac; therefore, there was no option if someone wanted a higher cover. The only option left was to buy an additional policy for more cover.
4. The number of members who can be enrolled in the policy was also fixed. Spouse plus a maximum of two kids could have been enrolled in the policy. Many faculty and staff wanted to include their parents in the policy, but that was not allowed.
5. There were complaints that the hospitals were charging more for group insurance than an individual policy, which in turn was increasing the co-pay amount.
6. There is no tax rebate for the premium paid on the insurance.

To overcome the above issues College has come up with the new medical insurance scheme. Under this scheme, College will not purchase any group medical insurance policy from this year onwards and will enable the faculty and staff to buy a personal mediclaim policy. This mediclaim policy can be purchased by faculty and staff as per their needs. Further, the policy will continue even after the person leaves the College, and their medical history will be retained.

In the new scheme, there is a provision to cover the staff covered in ESIC also. This is because earlier such staff were not offered the college group mediclaim policy.

Highlights of Schemes: "Medical Insurance Premium Reimbursement Scheme - 2021".

Purchaser/Owner of policy:

Employees will buy the mediclaim policy and will be reimbursed a fixed amount against that purchase. The employees can choose the amount of cover and the family members they want to include in the policy as per their need.

Reimbursement Amount:

1. For an annual premium less than Rs 7500*, the actual premium will be reimbursed.
2. For an annual premium above or equal to Rs 7500*, Rs 7500* will be reimbursed.

* Please read this as Rs 4000 for the employees covered under ESIC.

Applicability of Reimbursement:

1. This will be applicable to all employees of ABESEC.
2. This scheme is applicable with immediate effect.
3. This will be applicable to the annual premium of personal medical insurance policy only.
4. This will be applicable even if an employee has existing personal medical insurance. Hence, they can claim reimbursement of existing personal medical insurance policy in the upcoming turn of renewal.

Important & Urgent

1. Employees who do not have any personal medical insurance must get insured on or before 05/10/2021 because group medical insurance cover will end in mid-October 2021.
2. *All the new Joinees (on or After 1st July 2021) are required to get insured ASAP.*

Note :

1. No reimbursement will be admissible during the notice period.
2. Faculty/ Staff member should continue at least for a year after claiming/obtaining the reimbursement. In case of early separation, the reimbursed amount will be deducted from the full and final settlement.