

कोल इण्डिया लिमिटेड

(भारत सरकार का उपक्रम)

COAL INDIA LIMITED

(A Govt. of India Enterprise)

कोल् भवन "COAL BHAWAN"

PREMISES NO: 04, MAR, PLOT NO: AF-III
ACTION AREA-1A, NEW TOWN, RAJHARHAT
KOLKATA-700156 (WB)



महारत्न कंपनी

A Maharatna Company

(An ISO 9001:2015 & ISO 50001:2011 Certified Company)

PERSONNEL DIVISION

POLICY CELL

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CIN:L23109WB1973GOI028844

Ref : CIL/C5A (PC)/MAR/2829

Date: 08.05.2018

OFFICE MEMORANDUM

Sub: Amendments in the Coal India Medical Attendance Rules

The CIL Board in its 360th meeting held on 10.03.2018 approved the following amendments in the Coal India Medical Attendance Rules (MAR):

1) Definition of Company (Chapter II [1])

Existing Provision	Amended Provision
Company means Coal India Limited (CIL) and includes its subsidiary companies namely, Eastern Coalfields Limited (ECL), Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Western Coalfields Limited (WCL) and Central Mine Planning & Design Institute Limited (CMPDIL). Coal India Limited includes North Eastern Coalfields (NEC).	Company means a. Coal India Limited (CIL) b. Subsidiary companies of Coal India Limited namely, Eastern Coalfields Limited (ECL), Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Western Coalfields Limited (WCL), Central Mine Planning & Design Institute Limited (CMPDIL), South Eastern Coalfields Limited (SECL), Northern Coalfields Limited (NCL) & Mahanadi Coalfields Limited (MCL). c. North Eastern Coalfields (NEC). d. Subsidiary Companies formed by the Subsidiaries of Coal India Limited mentioned at (b) above.

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2) Schedule of Charges (Chapter V):

- i. The Schedule of Charges would be as per CGHS rates as applicable in various cities or actual whichever is lower except for the following hospitals, where reimbursement would be as per the negotiated rates:
 - a. Shankar Nethralaya, Chennai, Tamilnadu
 - b. Christian Medical College & Hospital, Vellore, Tamilnadu and
 - c. Tata Medical Centre, Kolkata, West Bengal.
- ii. If referred by the Competent Authority to hospitals other than empanelled hospitals, reimbursement would be admissible as per CGHS rates.
- iii. All items which are reimbursable under CGHS rules shall be applicable to employees.
- iv. The Schedule of Charges as given in Chapter V of MAR shall be replaced by CGHS rates and wherever the Schedule of Charges is given in MAR, the same be substituted with CGHS rates except in the cases mentioned in point no. (i) above.

3) Definition of Family (Chapter II (12)):

Existing Provision	Amended Provision
<p>The term 'Family' means an employee's wife, legitimate children, step-children and parents residing with and wholly dependent on him.</p> <p>Note:</p> <ol style="list-style-type: none">i. The husband of female company employee residing with and wholly dependent on her may also be allowed.ii. The term family does not include dependent relations such as widowed sister, aunt, etc., The term legitimate children does not include adopted children except those adopted legally.iii. Children would mean unmarried son aged upto 25 years or till he starts earning whichever is earlier, student but unmarried son and unmarried and unemployed daughter. The handicapped children above 25 years of age suffering from not less than 40% of any disability as certified by a recognized medical authority and who are fully dependent economically on parents and unmarried would be included.	<p>The term Family means</p> <ol style="list-style-type: none">i. the employee;ii. the employee's spouse; Employee, whose spouse is employed in Government/ PSUs/ Government bodies and is entitled to similar facilities, can avail the medical facilities from one source only, subject to submission of a certificate from the employee as also from the spouse's employer regarding medical facilities to the spouse.iii. parents residing with and wholly/ mainly dependent on employee, not availing such facilities from any Government/ PSU and whose total monthly income does not exceed ₹ 10,000/- per month. In case where spouse is also employed in the company, medical facilities are admissible to the dependent parents of either the husband or the wife only, based on the option exercised, subject to other conditions of admissibility of medical facilities to parents. The option exercised once with regards to the parents will not be changed.

<p>iv. The wholly/ mainly dependent parents who normally reside with the Company's employee concerned and whose total monthly income does not exceed the pay of the Company's employee, subject to the maximum income of the parents being Rs. 3500 per month.</p>	<p>iv. Employee's children. Employee's children would mean:</p> <ol style="list-style-type: none"> a. Unmarried children including step children and legally adopted children who are up to the age of 25 years or till they start earning, whichever is earlier; b. Married daughter(s) only in case divorced, abandoned or separated from the husband and financially dependent on and residing with the employee; c. Unmarried and unemployed handicapped children suffering from not less than 40% of any disability, as certified by a competent medical authority. <p>Clarification I Limitation of age as per above clause (iv) (a) would not be applicable to the cases of unmarried and unemployed daughters and employee's children mentioned in clauses (iv) (b) and (iv) (c).</p> <p>Clarification II: Stepchildren include the children of the spouse from a previous marriage, where the same was dissolved due to legal divorce or death of the other party to such marriage.</p>
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4) Treatment (Chapter III):

AYUSH Services are admissible and reimbursable to the employees and their dependent family members as per the applicable CGHS rate in various cities. Reimbursement will be allowed for the treatment availed from Government/ Company approved, recognized or empanelled AYUSH Health centres.

The above amendments shall come into force with immediate effect. This is for information and compliance by all concerned.


 (PVKRM Rao)

General Manager (P/Rect/ PG)

Distribution:

1. D (P&IR)/ D (F)/ D (T)/ D (M), CIL
2. CMD, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL

3. CVO, CIL
4. Functional Directors, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
5. CVO, ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
6. GM/TS to Chairman, CIL
7. GM/ HoD (P/EE), CIL/ ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
8. GM/ HoD (Finance), CIL/ ECL/ BCCL/ CCL/ NCL/ SECL/ WCL/ MCL/ CMPDIL
9. Company Secretary, CIL – in reference to your letter no. CIL/ XI(D)/ 04112/ 2018/ 20740 dated 23.04.2018.
10. GM, New Delhi Office
11. GM/ HoD (IICM)
12. GM, NEC
13. GM (System), CIL – with a request to please upload the same in CIL website for information of all concerned.
14. Master File