

AIRPORTS AUTHORITY OF INDIA
RAJIV GANDHI BHAWAN, SAFDARJUNG AIRPORT,
NEW DELHI - 110 003.

No. : A.60011/55/PP/2006/

Dated : June 16, 2008

Regional Executive Director,
Airports Authority of India,
Western/Northern/Eastern/Southern/North-Eastern Region

Airport Director,
Airports Authority of India,
Chennai/Kolkata

Principal, CATC,
Allahabad.

ED, RCDU/FIU, SAP, New Delhi.

GM, CRSD/E&M Workshop, SAP, New Delhi.

Sub. : AAI (Retired Employees) Medical Benefit Scheme.

A comprehensive AAI (Retired Employees) Medical Benefit Scheme incorporating instructions/guidelines issued from time to time on the above subject is enclosed for implementation.

2. This supercede all other instructions issued earlier on the subject.


[M. DEY]

Executive Director (Pers. & Admn.)

Copy to :-

- Sr.EA to Chairman
- PS to Member (Ops.)/Member (P&A)/Member (Fin.)/Member (Plg.)
- PS to CVO
- All HoDs at CHQ (RGB/SAP/Operational Offices)/ All Airport In-Charges
- ED(IT) - for uploading on the website of AAI.
- General Secretary, AAOA(I)/ACOA(I)/ATC Guild(I)/AAIEG/AAIEG/IAAIOA
- General Secretary, AAEU.

AAI (RETIRED EMPLOYEES) MEDICAL BENEFIT SCHEME.

1. TITLE

The Scheme will be known as AAI (Retired Employees) Medical Benefit Scheme (Amended) 2008.

2. OBJECTIVE

The Scheme is framed with a view to provide medical attendance to the employees of AAI and their spouse's subsequent to their retirement on superannuation on contributory basis.

3. ELIGIBILITY

3.1 This Scheme will apply to the following categories :

- 3.1.1. Employees who retire from the services of AAI on attaining the age of superannuation, provided they have completed a minimum period of ten years continuous service in AAI, including the service rendered by them in erstwhile IAAI, NAA, other Public Sector Undertakings and Central/State Government Organizations.
- 3.1.2 Employees retired from the services of IAAI and were covered by the Medical Benefit Scheme already in existence for them which stands repealed, consequent upon introduction of the scheme of AAI.
- 3.1.3 Employees who retired on superannuation from the services of NAA on or after 2.10.89 subject to fulfillment of the following conditions :-
- 3.1.3.1 They had, on the date of superannuation, completed a minimum period of ten years continuous service in NAA including the service rendered by them in other Public Sector Undertaking or Central/State Government Organization.
- 3.1.3.2 They are not availing medical facility under any scheme from any other body in Public Sector Undertaking or Central/State Government Organization.
- 3.1.3.3 They register themselves in accordance with this scheme, for benefit on prospective basis.
- 3.1.4 Permanently disabled employees, retired prematurely from AAI on medical grounds (Permanently disabled employee is one who has sustained injury while in service of the Authority and the injury is such as to permanently disable the employee). This will be subject to medical examination.
- 3.1.5 The medical facility is applicable to the retired employee and his / her spouse. In addition disabled / spastic children suffering from incurable disease with more than 60% of deformity / disability living with retired employee will be included as dependant.

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3.1.6 Board level appointee if the Member :

- i) Has completed minimum one year of service as a Board Member/Chairman
- ii) has attained the age of 55 years; and
- iii) has not opted the Medical facility of any other Organization on leaving AAI.

3.1.7 Employees who prematurely/voluntarily retire from the service of AAI after attaining the age of 50 years subject to their having rendered a minimum service of 10 years or as stipulated in (i) and (ii) of 3.1.6 above. However, the medical facility will be available to them only after attaining the age of superannuation.

3.1.8 The spouse of the employee, if the employee expired while in service, is interested to avail of the benefits of the Scheme can be permitted to avail the medical facility as is applicable to retired employee i.e. the employee had otherwise completed 10 years of service and the spouse of the deceased employee is not employed and not getting any reimbursement/medical benefits from any other source.

4 Application of the Scheme

4.1 The eligible employee/beneficiary is required to pay contribution as required by the Authority.

4.2 The scheme will apply to those employees only who are not getting medical benefits of any other medical scheme after retirement, such as CGHS etc.

4.3 The benefit of this scheme to the registered retired employee will start from the date of normal superannuation except 3.1.4 in which case the benefit will start from the actual date of retirement.

4.4 The service rendered under the Central Government or the Public Sector Undertakings shall be continuous and immediately precede, without any break, the service in the AAI, so as to compute the required eligibility period of 10 years. However, any gap on account of joining time, leave, intervening holidays etc., will not constitute a break in service.

4.5 If the spouse of a retired employee is employed in AAI, or in any other PSU or Govt., Department and Medical Attendance Benefits are available in that organization, in that event the medical facility under the scheme will be available subject to the option of availing benefit from either of the sources only. This option can not be changed at a later date.

4.6 The scheme is purely 'Voluntary'.

4.7 If for any reason, the AAI is not in a position to continue the post retirement medical benefit scheme and the same is scrapped, contributions once paid by retired employee will not be refunded.



- 4.8 Medical expenses incurred on treatment abroad shall not ordinarily be admissible for reimbursement, subject, however, to guidelines or instructions issued in this behalf by the DPE or the Government.
- 4.9 The basic amount and the limits of the contributions [Para-5.1] and the medical entitlement benefits may be revised from time to time as deemed appropriate by the Competent Authority.

5. **Contribution and Other conditions**

- 5.1 Retired employees may join the scheme by making a lump-sum following payment as applicable :

<u>Grade Held on date of Retirement</u>	<u>Lump-sum contribution</u>
Group `D`	Rs.1,000/-
Group `C`	Rs.1,350/-
Group `B` and above	Rs.1,750/-
DGMs and above	Rs.2,000/-
EDs and above	Rs.2,500/-

Note : A nominal fee for Rs.50/- (Rupees Fifty) for every three years is payable by the retired employees for renewal of Membership.

- 5.2 Employees who become member of the Scheme, will have to register themselves with the respective Airport/Hqrs. of the Authority from where they wish to avail of the reimbursement facilities.
- 5.3 The member will be required to fill up the prescribed Form, in duplicate, and submit the same alongwith the contribution and three passport size photographs of self and spouse (jointly) to the Authority.
- 5.4 Photo Identity Card with photograph of retired employees and his/her spouse will be issued and the same will have to be produced at the time of taking treatment.

6 **Outdoor treatment**

- 6.1 The annual limit of outdoor treatment will be one month Basic Pay. Addl.25% of the said amount is permissible to take care of treatment towards chronic ailment. The list of chronic diseases has been enlisted vide officer letter No.d.12015/30/2001-GSA(III) dated 13.12.2007.
- 6.2 The annual ceiling is limited to the mean of starting stage and ending stage of the scale of pay of the employee at the time of retirement. As and when scales are revised in the Authority, the benefits in the corresponding scales will be given prospectively.

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7 **Indoor Treatment**

7.1 The retired employees are allowed to avail medical facility from the Govt. Hospitals/Municipal Corporation Hospitals / Institutional Hospitals / Hospitals empanelled by AAI for serving employee as per their entitlement without prescribing any monetary ceiling.

8. **Room Rent Charges**

8.1 The Room Rent charges for Indoor Treatment in Govt./Municipal Corporaton/AAI Empanelled Hospitals.

Sl.No.	Basic Pay (Rupees)	Room Rent per day
1.	Upto Rs.11,649/-	Upto Rs.1200/-
2.	Rs.11650/- - 13,350/-	Upto Rs.1500/-
3.	Rs.13,351/- - 19,400/-	Upto Rs.2000/-
4.	Rs.19401 and above excluding GMs/EDs	Upto Rs.2,250/-
5.	GMs, EDs & equivalent	Single AC Room
6.	Chairman and Board Members	As per Actuals

8.2 The above Room Rent charges are applicable to A-1 class cities as per the classification of cities for HRA. The rates applicable in Class A, B1, B2, C and unclassified cities will be 80%, 70%, 60%, 50% and 40% of the rates applicable for A-1 class cities respectively.

9. **General**

9.1 All expenses will initially be borne by retired employees/beneficiary and no medical advance will be granted. However credit facility upto 75% of the expenditure extended to the retired employee on deposit of 25% of the expenditure in the hospitals which is refundable at the time of settlement of the bills with the hospitals, will continue in respect of those listed hospitals at Annexure-I to the letter dated 23.10.2003 (or as may be notified from time to time) wherever such credit facility is given by the hospitals.

9.2 Reimbursement will be made on production of Bills, Receipts, Cash Memos etc. in the prescribed format accompanied by the requisite certificate and/or in accordance with the guidelines issued by AAI from time to time in this behalf.

9.3 The scheme and/or the benefits there under are liable to be withdrawn and made in-operative in toto, at any time on misuse or abuse of the benefits under the scheme or for any other reasons whatsoever. The scheme and/or the benefits here under are not deemed to be a matter of right, or contract or term/conditions of employment.

9.4 The benefits under the scheme will be on pro-rata basis during financial year in which the member opts for the scheme.

9.5 In the case of death of either the spouse or the retired employee, there will be no reduction in the entitlement limit for OPD treatment as well as indoor treatment of the surviving member.



- 9.6 In case of OPD, reimbursement of consultation fee, charges for various tests and Immunization etc. will be as per the limits specified from time to time under the medical rules to a serving employees of similar rank, within the overall annual ceiling as specified herein above. As in case of serving employees a single test of more than Rs.500/- is not covered in the outdoor limit.
- 9.7 The limits of reimbursement of medical expenses shall operate as a combine limit for the employee and the dependent spouse.
- 9.8 No transport expenditure / ambulance charges will be reimbursed for attending clinic, Hospitals, Lab etc. for the purpose of treatment / tests.
- 9.9 The retired employee is allowed to change the place of availing treatment only once in a life time.
- 9.10 Chairman has the powers to relax any of the above condition in deserving cases.
- 9.11 In case of any dispute, the decision of the Chairman, AAI will be final.

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