

# कोल इंडिया लिमिटेड

(महारत्न कंपनी)  
(भारत सरकार का उपक्रम)  
"कोल भवन"

प्रेमार्ज़ नं० 04, एमएआर प्लॉट नं० ए एफ-III

एक्शन एरिया-1ए, न्यू टाउन, राजारहत  
कोलकाता-700 156 (पश्चिम बंगाल)

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**Coal India Limited**  
(A MAHARATNA COMPANY)  
A Govt. of India Enterprise  
"Coal Bhawan"

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(An ISO 9001:2015, ISO 14001:2015 and ISO 50001:2011 Certified Company)

Ref. No: CIL/C-5B/JBCCI-X/SC/CPRMS-NE (Modified)/4/61

Date: 04.10.2019

To,

Chairman-cum-Managing Director – ECL/BCCL/CCL/WCL/NCL/MCL/SECL/CMPDIL

**Sub: Contributory Post Retirement Medicare Scheme for Non-Executives (Modified)**

Dear Sir (s),

During the 7th meeting of Standardization Committee of JBCCI-X held on 31.08.2019 at CIL Office, New Delhi, the CPRMS-NE (Modified) was approved for its notification under following conditions:-

1. Non-Executive Cadre employees who have retired prior to 01.07.2016, as per the scheme, may be given an opportunity of becoming member of the CPRMS-NE (Modified) for six months with effect from 31.08.2019.
2. For Non-Executive Cadre employees who have separated during the tenure of "10th Wage Agreement for CIL and SCCL" Sl. No. 6 of Implementation Instruction No. 13 dated 31.07.2018 must be adhere to which is reproduced as below:-

*"For those employees who have separated during the tenure of "10th Wage Agreement for CIL and SCCL", the contribution shall be recovered from payment of arrears arising out of implementation of "10th Wage Agreement for CIL and SCCL". In case of balance amount needed to be paid, they will have to deposit the same to get membership of the Scheme."*

3. For employees who were on roll of the company as on 01.07.2016 and continued thereafter, the recovery of contribution must be made as per the provisions of CPRMS-NE (Modified) and its confirmation must be sent to CIL (HQ), Kolkata
4. For the members of CPRMS-NE (2014) who do not become member of the CPRMS-NE (Modified), the previous scheme, i.e. CPRMS-NE (2014) will continue. In other words, if a separated employee is unable to pay the requisite amount, he will not be a member of the modified scheme.

In view of the above, the CPRMS-NE (Modified) as approved by the Standardization Committee of JBCCI-X in its 7<sup>th</sup> meeting on 31.08.2019 is enclosed herewith for your kind information and implementation please.

With regards;

**Encl: As above**

Yours'Sincerely,

(Ajay Kumar Choudhary)

General Manager (MP & IR), CIL

Copy for information and needful action:-

1. Director (Personnel)- ECL/BCCL/CCL/WCL/SECL/NCL/MCL

2. Director (T/ES), CMPDIL
3. Director (P/A&W), SCCL
4. GM/TS to Chairman, CIL, Kolkata
5. GM, NEC, Margherita
6. TS to the Director (Finance)/Director (Marketing)/Director (Tech.)/Director (Pers.), CIL, Kolkata
7. Dy. Manager (P/AW), CIL

**CONTRIBUTORY POST RETIREMENT MEDICARE SCHEME FOR NON-EXECUTIVES  
OF COAL INDIA LTD & ITS SUBSIDIARY COMPANIES AND SCCL (Modified)**

**1.0 TITLE & COMMENCEMENT OF THE SCHEME:**

The scheme shall be known as *CONTRIBUTORY POST RETIREMENT MEDICARE SCHEME FOR NON-EXECUTIVES (CPRMS-NE) (Modified)*.

Under the Superannuation Benefit, the medical facility is being extended to the eligible Ex-Non-Executive Cadre employees of CIL, its Subsidiary and SCCL along with their spouses. This scheme is mandatory for all the existing Non-Executive Cadre employees including the new incumbents. The scheme will be managed by the Board of Trustee (BOT) of a Trust formed for this purpose.

This will come into effect from 01.07.2016 after the issuance of Administrative Order and therefore all the provisions of the scheme, unless specifically mentioned, shall be effective from 01.07.2016.

**2.0 ELIGIBILITY/ PERSONS COVERED UNDER THE SCHEME**

2.1 The Scheme will apply to the Non-Executive Cadre employees of Coal India Limited, its subsidiary companies and SCCL along with their spouse. Such employees should have separated on the following grounds to become a Member of this Scheme:-

- a) on attaining the age of superannuation
- b) whose employment is ceased on medical grounds
- c) who have retired under Voluntary Retirement Scheme
- d) who resigns from the company at the age of 57 or above
- e) In case of death of a serving Non-Executive Cadre employee, his/her spouse would be eligible for membership after depositing the full contribution
- f) In case of death of a retired Non-Executive Cadre employee before becoming member, his/her spouse would be eligible for membership after depositing the full contribution
- g) In case of death of the retired Non-Executive Cadre employee who has been availing of the benefits under the Scheme, his/her spouse will continue to avail the benefits under the scheme subject to his/her spouse continuing to meet the terms and conditions of the Scheme
- h) Divyang Children, as defined under CGHS, fully financial dependent on the member will also be the beneficiary under the scheme
- i) Existing members of the scheme (circulated vide Office Order No.: CIL/C-5B/JBCCI/CPRMS (Non-executives)/52 dated 26.11.2014) will continue to get the benefit of the modified scheme
- j) As a special case, retired employees who have not become the member of the existing scheme (circulated vide Office Order No.: CIL/C-5B/JBCCI/CPRMS (Non-executives)/52 dated 26.11.2014) will be given an option to become a member of this scheme within a period of 06 (Six) months from the date of notification of this scheme by depositing the uniform contribution amount of Rs. 40000/-. No further extension shall be given in this regard. Management shall also contribute Rs. 18000/- per member. In respect of employees, who were separated from the services prior to 01/07/2016, no contribution will be made by the Management.

*LDG*

- 2.2 The benefit under the scheme would be available to the concerned Non-Executive Cadre employee and his/her spouse. However for the same treatment, benefit shall not be payable from any other source

### 3.0 BENEFITS

The Benefits under the scheme will be admissible for treatment taken only within India and would be regulated as under:

- 3.1 Reimbursement of medical expenses for indoor and outdoor treatment will be regulated on the following terms and conditions: -

#### 3.1.1 Indoor Treatment

- a) Reimbursement of Medical expenses incurred for indoor treatment will be allowed as follows:

(A) On CGHS rate or actual basis, whichever is less in the following cases:

- i. If treatment is taken in Government Hospitals, Hospitals under Semi-Govt./Municipal Corporation or Hospitals of other PSUs.
- ii. If treatment is undertaken in Empanelled Hospitals notified by CIL & its Subsidiaries including SCCL.

(B) On the CGHS rate or actual basis, whichever is less in the following cases:

- i. During emergencies like Heart Attack and accidents.
- ii. Non-availability of empanelled hospitals in a particular town or city
- iii. Any other hospitals/nursing homes other than mentioned above.

Such reimbursement under clause 3.1.1 (a) (B) will be released on case to case basis on obtaining the approval of the Board of Trustees (BoT) or any person(s) authorized by the BoT.

(C) In case of Company's Hospital/dispensaries, the treatment will be provided to Members as applicable to them at the time of employee's superannuation

- b) Eligibility for indoor admission will be restricted in the Ward/Cabin as was applicable to the employee at the time of retirement.

- c) The maximum amount reimbursable during the entire life for the retired Non-Executives Cadre employee and spouse taken together would be Rs. 8.0 lakh (Rupees eight lakh only). In case of death of spouse, the balance amount shall be availed by the surviving member.

In case, husband and wife both are employed in Non-Executive cadre in CIL, its Subsidiaries or SCCL and have contributed full amount i.e. Rs. 40,000/- each as member's contribution, each one of them shall be entitled to avail benefit of Rs. 8.0 lakh (Rupees eight lakh only) as maximum amount reimbursable during their respective lives.

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