

NTPC LTD.
CORPORATE-HR
COE- Strategic HR & Talent Mgmt.

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Date:24.04.2024

CORPORATE HR CIRCULAR NO. 959 / 2024

Sub: Contributory Schemes for Medical Facilities to Employees & spouse on superannuation (CHRC No. 708) / to the spouse on death of the employee during service (CHRC No. 709) – Amendment

1.0 It has been decided to revise the grade-wise annual ceilings of reimbursement of medical expenses incurred towards OPD/Domiciliary treatment (on actual basis) notified vide CHRC No. 869/2019 and amended vide CHRC No. 948/2023, as below, for the existing beneficiaries under the said schemes.

For Executives:

Grade (2007 pay- scales) (Col 1)	Grade (2017 pay- scales) (Col 2)	Existing Ceiling (in Rs./annum) (Actual basis) (Col 3)	Revised Ceiling (in Rs./annum) (Actual basis) (Col 4)
-	E0	69800	90740
-	E1	69800	90740
E1	E2	69800	90740
E2/E2A	E3	75800	98540
E3	E4	81800	106340
E4	E5	87000	113100
E5	E6	93000	120900
E6	E7	99000	128700
E7/E7A	E8	109500	142350
E8	E8	109500	142350
E9	E9	120000	156000
Director	Director	150000	195000
CMD	CMD	187500	243750

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For Non-executives:

Grade (2007 pay- scales)	Grade (2017 pay- scales)	Existing Ceiling (in Rs./annum) (Actual basis)	Revised Ceiling (in Rs./annum) (Actual basis)
(Col 1)	(Col 2)	(Col 3)	(Col 4)
W0	W0	30000	39000
W1	W1	34500	44850
W2	W2	36800	47840
W3	W3	39000	50700
W4	W4	41300	53690
W5	W5	44300	57590
W6	W6	48000	62400
W7	W7	51800	67340
W8/S1	W8/S1	53300	69290
W9/S2	W9/S2	55500	72150
W10/S3	W10/S3	60000	78000
W11/S4	W11/S4	63800	82940
WSG/SSG	WSG/SSG	66800	86840

- 2.0** There shall be no change in the grade-wise annual ceilings of reimbursement of medical expenses incurred towards OPD/Domiciliary treatment on certification basis.
- 3.0** One-time option is to be given by the eligible separated employee or his/her spouse in case of death of the separated employee, whether they would be availing the reimbursement of medical expenses incurred towards OPD/Domiciliary treatment on “actual” basis or “certification” basis. All claims made in FY 2024-25 and all subsequent years shall be regulated accordingly i.e. as per the one-time option exercised. No change in option shall be allowed subsequently.
- 4.0** Parents and Divyang children (children with disability) dependent on the employee, in terms of NTPC Medical Attendance and Treatment Rules (NTPC MAT Rules), on the date of his / her superannuation / separation / death while in service, shall be included as beneficiaries under the said schemes along with employee and his /her spouse, for IPD facility.

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- 5.0** For IPD treatment taken in empaneled hospital by the dependent parents and dependent Divyang children included as beneficiaries under the said schemes, 50% of the admissible cost of treatment shall be borne by NTPC. The ex-employee/his or her spouse /any other beneficiary shall be required to deposit 50% of the admissible cost of treatment and the full non-admissible expenses at the time of discharge, directly to the hospital.
- 6.0** For IPD treatment taken in government / other than empaneled hospital, by the dependent parents and dependent Divyang children included as beneficiaries under the said schemes, 50% of the admissible entitlement, shall be reimbursed, based on claim submitted, as per rules in vogue.
- 7.0** Divyang or person with disability may be as specified in the NTPC MAT Rules.
- 8.0** Dependent parents and dependent Divyang children of deceased employee, whose spouse is eligible for coverage under the contributory scheme for medical facility to spouse on death of employee while in service, are currently eligible for medical facility till the notional date of retirement of the deceased employee, under the NTPC MAT Rules. Such parents and divyang children shall be covered under the said contributory scheme after the notional date of retirement of the deceased employee, for IPD treatment.
- 9.0** Surgeries/Procedures/facilities available free of cost to serving employees and dependent family members / existing PRMS beneficiaries, in IPD, in NTPC hospitals / medical centers, shall also be made available free of cost to dependent parents and dependent Divyang children, included as beneficiaries under the said schemes.
- 10.0** Medical consultation, physiotherapy/investigation facilities (other than those outsourced) presently available free of cost, in OPD, in NTPC hospitals / medical centers shall also be provided to dependent parents and dependent Divyang children, included as beneficiaries under the said schemes.
- 11.0** The OPD claims may be preferred once a quarter. The OPD bills pertaining to a FY may be claimed till April month of the coming FY. Further as is being done presently, the IPD bills may be claimed from time to time as and when such expenses are incurred.

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12.0 The above revisions / changes shall be effective from FY 2024-25.

13.0 All other terms and conditions of the above schemes remain unaltered.

This issues with the approval of the Competent Authority.



(Chandramauli S Jangbahadur)
General Manager (HR)