

# INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

## **MEDICAL FACILITIES TO THE EMPLOYEES OF IIT GANDHINAGAR**

(As approved by the BOG in its 33<sup>rd</sup> meeting held on 15 November 2021)

The Board of Governors of the Institute in its 33<sup>rd</sup> meeting held on 15 November 2021 approved the following norms for medical facilities (with effect from 01 January 2022) for employees of the Institute on pay-scale:

- 1) All such employees will pay a monthly contribution to the Institute as per following rates:

Pay Levels in the Pay Matrix	Contribution (Rs. per month)
Level 1 to 5	250
Level 6	450
Level 7 to 11	650
Level 12 and above	1,000

- 2) Facilities/Benefits for employees on pay-scale:

- (a) These employees, their spouse and dependent children (dependent children as defined by the Central Government for medical benefit purposes) may visit the IITGN Medical Centre to avail medical facilities. They will be eligible for free consultation and medicines.
- (b) Expenditure incurred on specialist consultation, pathology/ radiology tests, medicines purchased from market, etc., will be reimbursed provided such consultations/tests are undertaken on recommendations of an IITGN Medical Consultant. This will, however, not include reimbursement of cost of cosmetic surgeries, cost of spectacles or hearing aids, and treatment of infertility.
- (c) The reimbursement of expenditure on dental and eye treatments will be capped at 1.75 times the rates prescribed by CGHS. In case CGHS rates are not available, AIIMS (New Delhi) rates will be applicable. Similarly, reimbursement on some other treatments may be restricted to certain limits on recommendation of the Medical Advisory Committee of the Institute.
- (d) The Medical Consultants of the Institute may refer the patients to an empaneled hospital for in-patient treatment and all reasonable expenses will be borne by the Institute. The admissible bed charges for different levels of employees on pay-scale will be as under:

Pay Levels in the Pay Matrix	Maximum admissible bed charges per day (in Rs.)
Level 1 to 5	3,000
Level 6	4,500
Level 7 to 11	6,000
Level 12 and above	7,500

- (e) In case the employee or his/her spouse and dependent children seeks treatment in any private hospital other than hospitals empaneled by the Institute, the amount of reimbursement for bed charges will be restricted to the limit mentioned at (d) above and other expenditure such as surgery, medicines, lab reports, etc., will be restricted to 80% of actual expenditure.

However, if treatment is sought at a government or charitable hospital, full reimbursement may be considered. In all cases, prior recommendation of the IITGN Medical Consultant will be needed.

- (f) In certain cases, “package deals” may be available for treatment without a detailed breakup of the expenditure. In such cases, reimbursement will be restricted to 1.75 times the CGHS rate or full reimbursement (whichever is lower) if that treatment is sought in empaneled/government/charitable hospitals. For other hospitals (other than empaneled/ government/ charitable), the reimbursement will be restricted to 1.25 times the CGHS rate or full reimbursement (whichever is lower). In case CGHS rates are not available, AIIMS (New Delhi) rates will apply in place of CGHS rates.
- 3) Parents of employees on pay-scale may seek medical consultation at the IITGN Medical Centre free of cost. They may also avail medicines, physiotherapy and other facilities available at the Medical Centre without any charge. However, they will not be eligible for reimbursement of any external OPD and related charges (tests, specialist consultation, etc.) or cost of hospitalization.
- 4) The monthly contribution and the admissible bed charges may be revised from time to time. The Director is authorized to approve such revisions based on the recommendations of the Medical Advisory Committee.
- 5) The above reimbursement norms apply to Allopathic forms of treatment. Individuals wishing to seek reimbursement of alternate forms of treatment (e.g. Ayurveda, Homeopathy, etc.) must seek prior approval by providing a detailed and complete justification well before the expenditure is incurred. Such requests may be considered on a case-by-case basis by the Medical Advisory Committee and its recommendation will be considered by the Director for approval or otherwise.
- 6) The above framework will be effective from 1<sup>st</sup> January 2022.
- 7) Any special cases requiring exceptions to the general terms and conditions above may be considered for approval (or otherwise) by the Director based on the recommendations of the Medical Advisory Committee of the Institute.