

**STAFF WELFARE MEASURES
HEALTH SCHEMES**

MEDICAL CLINIC & TIE UP ARRANGEMENT WITH DIAGNOSTIC CENTRES

1. Medical Clinics have been established at all centers where Zonal/Regional Office are functioning and also at Central Office. As on date medical clinics are functioning at various places. The details of the operation of the schemes are as given below.

2. A minimum space of 400/500 sq.ft. or there about is to be made available to these clinics.

3. The working hours of this clinic will be as follows:
Monday to Friday - 3.30 p.m. to 5.00 p.m.
Saturday - 1.00 p.m. to 2.00 p.m.

4. Employee who desires to avail the facility will seek prior permission of the Branch Manager/Departmental Head. While giving permission to attend the clinic, Branch Manager/Departmental Head will ensure that the employee's visit to the clinic does not interfere with his normal functions. Further, for visiting the clinic, no conveyance charges or any other allowance will be payable.

5. The medical team will consist of a Cardiologist and a General practitioner.

6. The General Practitioner will attend the clinic on all days i.e. 11/2 hours from Monday to Friday and 1 hour on Saturday. The Cardiologist will attend the clinic two days in a week for 11/2 hours each day.

The remuneration payable to doctors/compounder and also the monthly limit for purchase of medicines will be on the following lines -

Sr.No.	Particulars	Metropolitan Centre		Other Centres	
		Existing	w.e.f. 01.09.2012	Existing	w.e.f. 01.09.2012
1.	General Practitioner	Rs.6,000/-	Rs.8,000/-	Rs.5,500/-	Rs.7,500/-
2.	Specialist who is also working as General Practitioner	Rs.9,500/-	Rs.11,000/-	Rs.8,000/-	Rs.9,500/-
3.	Compounder	Rs.1,750/-	Rs.3,000/-	Rs.1,500/-	Rs.2,500/-
4.	Checking of Hospitalisation Bills (Doctors)	Rs.750/-	Rs.1,000/-	Rs.500/-	Rs.750/-
5.	Purchase of medicines at Medical Clinic	Rs.10,000/-	Rs.12,000/-	Rs.7,500/-	Rs.9,500/-
6.	Homoeopathy Doctor	Rs.5,500/-	Rs.6,500/-		

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8. One of the doctors (mostly the general practitioner) will be designated as Chief Medical Consultant who will be responsible for overall administration / supervision of the clinic.

9. The expenses payable to the Chief Medical Consultant, other doctor, compounder as well as medicines, are debited to "Expenditure Account - Staff Welfare Expenses." G.L. Code No. 3107.
10. The Bank will not reimburse conveyance charges incurred by the medical practitioners.
11. The contract will be for a period of one year and will be renewed, from time to time.
12. The medical practitioners will not be generally entitled for any leave during the period of contract. In the event of absence of a doctor, the Chief Medical Consultant will have to make arrangements for an alternative medical practitioner who will be available at the clinic.
13. The Chief Medical Consultant will appoint a Compounder on his own and the remuneration payable to him will be reimbursed by the Bank within the aforesaid limit.
14. The Chief Medical Consultant will take care of furniture & fixtures, equipments etc. and will also ensure that the benefit of the clinic is not extended to outsiders.
15. Medicines will be dispensed in the clinic for normal ailments like cough, cold, flu and fever, diseases of the respiratory system etc., minor dressings in case of injuries, abscess, sores etc. The clinic will not provide any costly medicines.
16. It must be noted that running medical clinic is a welfare activity and no staff member should be permitted to misuse this facility.
17. ROs/ZO are advised to ensure that the medicine dispensed to staff members is duly recorded in the individual card and issuance of medicines should be recorded in stock register on day to day basis. Further, stock register should be checked by a designated officer, preferably by Chief Manager / Senior Manager who is In-charge of P&SSD, on a quarterly basis and his observations should be recorded.
18. The clinic will also be equipped with Electro-Cardiogram, Blood Pressure Monitor, and Weighing Scale etc.
19. The Regional/Zonal Heads may also make arrangements to tie-up with reputed Clinical Laboratories/X-Ray Institutes etc. for getting laboratory & pathological tests and X-Rays done and charges may be reimbursed by the Bank. Reference to Clinical Laboratories/X-Ray Institutes will be only on the advice of the Chief Medical Consultant.
20. The clinic will also be open to all the retired employees of the Bank, except to those who have voluntarily retired under VRS 2000-2001. The term retired employees will include those staff members who retire on superannuation under UBI OSR - 1979 and those governed by UBI Employees' pension Regulations - 1995. The diagnostic facility will be extended to all eligible retired employees subject to the advice of Bank's Doctor operating at the clinic. It is necessary that retired employees should be a member of UBIREMAS. The eligible retired employees will be allowed to utilise diagnostic facility for undergoing Urine test, X-ray and Blood test only. The amount of reimbursement for these tests will be restricted to Rs. 2,000/- (w.e.f. 01.04.2015) during a financial year i.e. from April to March.
21. List of clinical laboratories/X-Ray Clinics with which the Bank has entered into tie-up arrangement is as per Annexure A.

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