



**ALL INDIA BANK PENSIONERS' & RETIREES' CONFEDERATION
(A.I.B.P.A.R.C.)
C/O BANK OF INDIA OFFICERS' ASSOCIATION
(EASTERN INDIA BRANCHES)
BANK OF INDIA, KOLKATA MAIN BRANCH
23A, NETAJI SUBHAS ROAD, KOLKATA – 700 001
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Circular No. 36/17.

28.07.2017.

(For circulation among all the members of the Managing Committee as well as the Governing Council of AIBPARC, Special Invitees, State Secretaries and Advisors of AIBPARC.)

Dear Comrade,

Sub : Medical Insurance Policy – top up facility.

For last couple of days, the organisation has been flooded with queries and communications of different nature on the above subject. It started from issuance of a circular by a retiree organisation which claimed to have been instrumental in formulating a top up policy with the assistance of New India Assurance Co. Limited. From the said communication it was apparent that persons who were eligible to get a mediclaim cover of Rs.3 lakhs would get another cover of Rs.3 lakhs under the top up scheme and persons who were eligible to get a mediclaim cover of Rs.4 lakhs would be eligible for additional cover of Rs.4 lakhs under the top up scheme.

2. You are aware of the fact that the words “Top up” in the insurance parlance means that once the outer limit of an existing medical insurance cover is completely exhausted, then the additional cover under the top up policy starts its operation. Similar such policy is not new of its kind. It is already prevalent in a few banks where the management makes the payment from the available resources of the welfare funds and arranges for a top up policy for the employees and officers. In few other banks, it takes a different shape in the form of excess loss policy, where the uncovered/unreimbursed amount is allowed by employees’ cooperatives or similar such organisations.

3. So far as views of AIBPARC are concerned, we have always felt that the mediclaim cover allowed in the IBA policy (agreed under the last bipartite settlement) is extremely inadequate and needs to be hiked. It has also been our consistent demand that the premium is to be borne by respective banks as it is being done in cases of working employees. This issue is also under discussion in the present bipartite negotiations. Pending formulation of any favourable decision in the current bipartite settlement, some reliefs to the retirees were an abject necessity. Keeping this issue in mind, very senior leaders of AIBPARC and leaders of different affiliates of AIBPARC started active negotiation with different insurance companies to offer as much benefit to the retirees as was possible in the given circumstances. As a product of their consistent efforts, United India Insurance Co. which has already been providing medical insurance to bank retirees has already come up with a much better offer. As per their written commitment, the top up cover for award staff will be available upto Rs.4 lakhs and for officers it will be Rs.5 lakhs. Please note that the top up insurance cover is over and above the existing covers offered by IBA and prevalent in the industry.

4. The name is “Super Top up Policy” for the retirees of the Indian Banks Association as per terms and conditions of the IBA policy for retirees without domiciliary cover. All the terms and conditions of the existing IBA medical insurance policy will be applicable here. The policy will commence from 1st November, 2017 and will coincide with the main policy. The TPA would be the same as the ones dealing with the main policy. The premium for the super top up policy should be paid with the payment of the premium for the main policy. The coverage will start from the date of receipt of premium without benefit of any pro-rata premium. The renewal date of this policy will remain the same i.e. 1st November, 2018.

5. From the discussion made in para no. 4, it is clear that the proposal is got to be endorsed by IBA otherwise it would be very difficult for the bank management to make the payment of top up policy along with the premium of the existing policy. We have been given to understand that insurance company and its broker have

already approached respective bank managements. We request our members to hold patience and not to be restless. The organisation is alive to the situation and will take suitable steps in the right time. We shall take up the issue very soon to understand the views of IBA in this regard. We are also taking up this issue with UFBU in the revised context. Meanwhile, we have received two letters written by CBPRO to IBA and UFBU. We are reproducing the said letters for information of members. We do not have any intention to enter into any unhealthy competition with any other organisation of the retirees. Our motto is to ensure as much benefit as possible for the retirees of the banking sector.

With best wishes,

(SUPRITA SARKAR)
ACTING GENERAL SECRETARY

Quote : (letter no. 1 to IBA)

Dated: 26.07.2017

Shri V G Kannan,
Chief Executive,
Indian Banks' Association
Mumbai.

Dear Sir,

Super Top-Up Medical Insurance Policy for Bank Retirees.

We are a Confederation of five major organisations namely Federation of SBI Pensioners Associations, AIBPARC, RBONC, AIRBEA and FORBE representing more than four lakhs Retirees in the Banking Industry. The Retirees are presently covered under Medical Insurance policy of United Insurance Company to the extent of Rs 4.00 lakhs in case of Officers and Rs 3.00 lakhs in case of award staff. This policy was introduced at the behest of Indian Banks' Association in the year 2015 as a sequel to industry level settlement. It has been the experience of the members covered under the medical insurance scheme for Retirees that the amount of medical insurance provided under the scheme is inadequate. Accordingly our affiliate organisations have been taking up with United India Insurance Company for additional medical insurance cover under Super Top Policy. After consistent follow-up, United India Insurance Co has agreed for the following additional coverage to the existing policy under Super Top Up Policy.

1. For Award Staff
 - a. Original sum insured Rs 3.00 lakhs.
 - b. Additional coverage under proposed Super Top-Up Policy Rs.4.00 lakhs at a premium of
Rs. 2975/- plus GST as applicable.
 - c. Total coverage Rs 7.00 lakhs
2. For Officers :
 - (a) Original sum insured Rs 4.00 lakhs.
 - (b) Additional coverage under proposed Super Top-Up Policy Rs 5.00 lakhs at a premium of Rs. 3225/- plus GST as applicable.
 - C. Total coverage Rs 9.00 lakhs.

The claims under the Super Top Up Policy shall be entertained only after exhausting the entire sum insured in the main policy of United India Insurance Co. It is also proposed that the claim towards domiciliary treatment shall be restricted only in the main policy under the existing terms without providing the facility of domiciliary claim under the enhanced amount on account of Super Top-Up Policy.

K M Dastur & Co has already advised the details of the proposed Super Top-Up Policy to different organisations of employees & officers and also to IBA and to all the member Banks.

In as much as the original scheme was introduced during the Industry level settlement, it would be appropriate if the Super Top-Up Policy is formally advised by IBA to the member Banks so as to ensure uniformity of the coverage and its smooth implementation at the industry level. We therefore request you to initiate suitable steps to formalise the proposed arrangement to implement Super Top-Up Policy of United India Insurance Company.

Notwithstanding the above arrangement, we reiterate our demands for the medical cost in case of Retirees to be borne by the Banks as is done for the serving employees. We also request you to formulate a comprehensive medical benefit scheme as also demanded by UFBU to cover the Retired

Bank Employees and also as requested by us in the past as well as mentioned in our Charter of Demands. Since the main medical insurance policy is due for renewal in a couple of months' time, we request you to undertake a comprehensive review of the scheme as per our earlier request.

Thanking you,

Yours faithfully,



A.Ramesh Babu

Joint Conveners



K.V.Acharya

(Letter No. 2 to UFBU)

Dated: 26.07.2017

Shri Sanjeev K Bandlish
Convenor,
United Forum of Bank Unions,
Chandigarh

Dear Com. Bandlish

Sub: Super Top-UP Medical Insurance Policy for Bank Retirees.

We are the largest confederation of major organisations of Retirees namely Federation of SBI Pensioners' Associations, AIBPARC, RBONC, AIRBEA AND FORBE representing more than four lakh retirees in the Banking Industry. The medical Insurance Scheme for Retirees was introduced in terms of industry level settlement between UFBU and IBA. The scheme provided for coverage of Rs. 4.00 lakhs in case of officers and Rs. 3.00 lakhs in case of award staff retirees. We are happy that introduction of the Medical Insurance Policy provided a great relief to the Retirees who did not have any medical facility. It is praiseworthy that UFBU played a vital role in getting the facility of Medical insurance to the Retirees.

Some of the affiliates of CBPRO constituents had taken up the matter with the United India Insurance Co. for enhancing the Medical insurance cover by providing super top-up Medical Insurance Policy over and above the main policy. Accordingly United India Insurance Company has agreed for Super Top-up Policy in addition to the main policy whereby providing a coverage of Rs. 5.00 lakhs for officers and Rs. 4.00 lakhs for award staff at an additional premium of Rs. 3225/- and Rs. 2975/- respectively plus GST as applicable.

In this connection we have written a letter to IBA (copy of letter enclosed) requesting them to take suitable steps to advise all the Member banks about the Scheme and formalise its implementation and maintain uniformity of the coverage and cost. Since the original scheme is covered under the policy of United India Insurance Company, it would be appropriate to implement the Super Top-up Scheme through the same company for better and smooth administration. We therefore request the leaders of UFBU to use their Good-offices to impress upon IBA to arrange for the implementation of Super Top-up Policy.

We also request you to reiterate our demand for absorption of the cost of Insurance premium by the Banks as in the case of serving employees. It would also be desirable to have a comprehensive review of the Medical Benefit Scheme for Retirees as incorporated in the Charter of Demands submitted to IBA. We are confident that initiative on your part shall bear fruits and provide much desired relief to the Bank Retirees.

Yours Comradely,



A.Ramesh Babu



K.V.Acharya

Joint Conveners