



MDN/HR/PRMBS/2023

Date: 20 Jan 2023

To
Shri Ramalingeswara Rao,
President,
MIDHANI Retired Employees' Welfare Association

Sir,

Sub: Post Retirement Medical Benefit Schemes – reg.

1. MIDHANI is extending post retirement medical benefits for employees retired before and after 2007. Accordingly, medical insurance policies are being taken through insurance companies. Premium for the same is shared by the individuals and the Management. Due to higher claims, premium rates are significantly increasing from time to time.
2. Considering the fund position, it is decided to extend the medical benefits to the retired employees with below mentioned changes in the schemes:
 - (i) To have uniformity in coverage of Rs.4 Lakhs for all employees irrespective of the cadre in which they have retired. Accordingly, the higher coverage for employees retired in higher cadres is reduced.
 - (ii) Insurance coverage of Rs.20,000 to Rs.50,000 towards Out-Patient treatment is dispensed as the same is one of the major contributors for increase in the premium.
 - (iii) Sharing of premium between individuals and the Management is revised from 15:85 to 30:70.
3. The above mentioned measures were inevitable considering the sustainability of the schemes in view of the contributions being made towards these benefits.
4. Based on the number of retired employees covered in the previous policy and the anticipated retirements, tender was floated and the PO is placed on M/s United India Insurance Company for covering 483 retired employees and their spouses. Accordingly, the amount to be contributed by each individual was informed. After receiving individual contribution, MIDHANI is adding remaining contribution and the entire amount is being transferred to insurance company.
5. It is surprising to know that so far only 72 retired employees have sent their share of contribution and accordingly their details along with full premium is sent to insurance company for coverage. In this regard, the insurance company has informed us that they are not in a position to issue the policy with these numbers (which is much lesser than 483) and the risk is also not covered.
6. We are of the impression that the retired employees are not coming forward for insurance coverage anticipating that the Management may contribute more share. Therefore, as the President of MIDHANI Retired Employees' Welfare Association, we request you to advise all your members to immediately come forward for insurance coverage. Otherwise, the basic purpose of having this scheme will be defeated. It may be further informed to all your members to make their own arrangements on medical emergencies if any till the policy is issued, as there is no PRMBS Policy existing as on date.

Thanking you,

Yours faithfully,
For Mishra Dhatu Nigam Limited


(A. Ramakrishna Rao)
General Manager (HR)

Cc to:
All Retired Employees through MIDHANI website

मिश्र धातु निगम लिमिटेड

(भारत सरकार का उद्यम)

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MISHRA DHATU NIGAM LIMITED

(A Govt. of India Enterprise)

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