



## Indian Banks' Association

### HR & INDUSTRIAL RELATIONS

No.HR&IR/OTH/XIBPS/11807

March 18, 2023

Shri Sanjeev K Bandlish  
General Secretary,  
NCBE

Shri C H Venkatachalam  
General Secretary,  
AIBEA

Shri Dilip Kumar Saha,  
Executive Vice President  
AIBOC and  
General Secretary of  
AIPNBOA

Dear Sir,

#### Request for suggestions for improvement of the Medical Insurance Policies

The Group Medical Insurance Policies for the serving employees and retirees are due for renewal on 01.10.2023 and 01.11.2023 respectively.

1. Please have reference to the meeting held on 8<sup>th</sup> June, 2022 at IBA Committee Room, Mumbai with the Unions and Associations on the Group Medical Insurance Scheme. In the discussions, it was suggested that for next renewal of the policy, a group should be formed to suggest ways and means to bring down the rate of premium, including the introduction of caps on expenditures related to various ailments.

2. The subject got broached upon again in the subsequent meetings held on 31.01.2023 and 28.02.2023 also wherein it was suggested to form a three members committee drawn from AIBEA, AIBOC and NCBE to take the matter to logical conclusion.


3. Further to it, we are pleased to inform you that we have received your names as members of the committee representing Unions & Associations.

4. At present the terms and conditions of the Medical Insurance Scheme is as per the 10<sup>th</sup> Bi-partite Settlement/Joint Note signed on 25.05.2015. Since the Policies for the serving employees and retirees are due for renewal on 01.10.2023 and 01.11.2023 respectively, it was proposed that the terms of the Policies may be revisited bi-laterally. We therefore, request you to suggest: -

- a. Caps on various ailments
- b. Caps on room rents
- c. Views on Co-pay option
- d. Any other suggestions or views, which may help in reduction of the premium in medical insurance policies and making them sustainable in the long run.

5. Kindly acknowledge and send us your response by 31.03.2023 and also suggest the future course of action.

Yours faithfully,

  
Brajeshwar Sharma  
Senior Advisor (HR&IR)