



## **Karnataka Bank Officers' Organisation (Regd.)**

Regd. Office: Mangalore (D.K.)  
(Affiliated to AIBOA)

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**Circular No. 5/2015**

**READ AND CIRCULATE**

**May 26, 2015**

Dear Members,

### **A LONG AWAITED SETTLEMENT BECOMES A REALITY!**

### **10<sup>TH</sup> BIPARTITE SETTLEMENT SIGNED !!**

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A long drawn battle concluded on 25<sup>th</sup> May, 2015 by the signing of the 10<sup>th</sup> Bipartite Settlement! Indeed, a great moment for all the bank men in the country. With the signing of the 7<sup>th</sup> Joint note more than 3 lakh bank officers will receive enhanced pay and emoluments from 1-11-2012. Congratulations comrades, because you have remained steadfast throughout this 30 plus months of struggle, demanding a just and fair wage increase! During this long drawn battle for a legitimate wage increase, our members surmounted many a hardships and road blocks and surely, the final destination towards the settlement was not a smooth affair! We faced all these hurdles towards victory with total unity and with remarkable display of solidarity!

Finally, your trust in the Organisation and your faith in the path pursued by the unions, negotiating the settlement have paid off and today, the 10<sup>th</sup> Bipartite Settlement is a reality!

### **Comrades, Congratulations and Red Salute to You!!!**

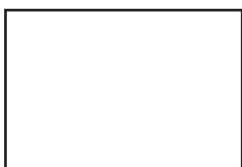
We enclose herewith the excerpts of the Joint Note signed on 25-05-2015 on behalf of the four officers' organisations viz. AIBOC, AIBOA, INBOC, NOBO with IBA, for the information and guidance of the members.

### **LONG LIVE OUR UNITY AND SOLIDARITY – A SURE WAY TO VICTORY!!**

With warm greetings,

Yours comradely,

**(K. RAGHAVA)**  
**GENERAL SECRETARY**



**SALARY REVISION FOR OFFICERS**

**Conclusion of Discussions between the  
IBA and the Officers' Associations**

The Negotiating Committee of Indian Banks' Association (IBA) representing the managements of banks held several rounds of discussions with the authorised representatives of the Officers' Associations on salary revision and other issues concerning service conditions for officers in Banks. In the course of the deliberations, common viewpoints have emerged between the two parties. The outcome of the discussions acceptable to both sides is listed in Annexure I to this Note. The representatives of the Officers' Associations have also agreed that the existing service conditions be modified to the extent what has been stated in Annexure I

2. IBA agreed that it shall recommend to the Public Sector Banks, as in Annexure II, to initiate the process of amending the Officers' Service Regulations and Bank Employees' Pension Regulations, 1995 dated 29<sup>th</sup> September 1995/ 26<sup>th</sup> March 1996, in order to implement what is stated in Annexure I. The IBA shall also recommend to the Government of India to approve the amendments and to issue appropriate guidelines necessary for this purpose.

3. IBA shall take steps to recommend to the Private Sector Banks which are listed in Annexure III and which have authorised the IBA in this regard, to give effect to the salary revision for their officers upto Scale III on the same lines as mentioned in Annexure I.

4. The representatives of Officers' Associations have requested that pending formal amendments to the Officers' Service Regulations/ Rules as per procedure laid down under Section 19(1) of the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1970/1980 and the applicable provision of State Bank of India Act, 1955. IBA may advise the banks to disburse immediately an ad-hoc amount, equivalent to the net arrears payable for the period from 1<sup>st</sup> November 2012 to 31st May 2015 and continue to pay revised salary and allowances on ad-hoc basis. IBA has agreed to make suitable recommendations to the Government in this regard for its consideration.

5. The Officers' Associations on behalf of the officer-employees in banks listed in Annexures II & III agree that the understandings reached as detailed in Annexure I hereto are in full satisfaction of their demands.

6. IBA reiterated and made presentation of a scheme for introduction of performance linked variable pay in addition to fixed pay be considered as part of this wage revision exercise to increase efficiency in operations. After discussions, it was decided to pursue the matter at a later stage.

7. Representatives of the Officers' Associations have assured full co-operation on their part, their affiliates and members, in implementation of measures aimed at improving customer service, optimum utilisation of manpower, expansion of banking activities to take on the competition and challenges confronting the industry and maintenance of healthy and harmonious industrial relations in the banking industry.

Mumbai  
Dated : 25<sup>th</sup> May 2015

Sd/-  
Indian Banks' Association

Sd/-  
All India Bank Officers' Confederation  
All India Bank Officers' Association  
Indian National Bank Officers' Congress  
National Organisation of Bank Officers

## Annexure 1

### 1) Scales of Pay

Scale I -	23700	$\frac{980}{7}$	30560	$\frac{1145}{2}$	32850	$\frac{1310}{7}$	42020
Scale II -	31705	$\frac{1145}{1}$	32850	$\frac{1310}{10}$	45950		
Scale III -	42020	$\frac{1310}{5}$	48570	$\frac{1460}{2}$	51490		
Scale IV -	50030	$\frac{1460}{4}$	55870	$\frac{1650}{2}$	59170		
Scale V -	59170	$\frac{1650}{2}$	62470	$\frac{1800}{2}$	66070		
Scale VI -	68680	$\frac{1960}{4}$	76520				
Scale VII -	76520	$\frac{2120}{4}$	85000				

#### **Fitment:**

Fitment shall be stage-to-stage, i.e. on corresponding stages from 1<sup>st</sup> stage onwards and the increments shall fall on the anniversary date as usual.

### 2) Stagnation Increments

- a. Officers in JM Grade Scale I who have moved to scale of pay for MMG Scale II in terms of Regulation 5(b) after reaching maximum of the higher scale shall be eligible for four stagnation increments for every three completed years of service of which first two shall be ₹1310/- each and next two ₹ 1460/- each.
- b. Officers in MMG Scale II who have moved to scale of pay for MMG Scale III in terms of Regulation 5(b) after reaching maximum of higher scale shall be eligible for three stagnation increments of ₹1460 /- each for every three completed years of service and a fourth stagnation increment of ₹1460/- two years after receipt of third stagnation increment.



Provided that officers who have completed two years or more after receipt of the third stagnation increment will get the fourth stagnation increment with effect from 1.5.2015.

- c. Officers in substantive MMG Scale III i.e. those who are recruited in or promoted to MMG Scale III shall be eligible for four stagnation increments of ₹1460/- each for every three completed years of service and a fifth stagnation increment of ₹1460/- two years after receipt of fourth stagnation increment provided that the officers who have completed two years after receipt of the fourth stagnation increment will get the fifth stagnation increment w.e.f 1.5.2015.
- d. Officers in SMGS-IV shall be eligible for one stagnation increment of ₹1650/- three years after reaching the maximum of scale w.e.f. 1.5.2015.

**3) Dearness Allowance**

On and from 1.11.2012, Dearness Allowance shall be payable for every rise or fall of four points over 4440 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100 at 0.10% of Pay.

**4) House Rent Allowance (w.e.f. 1.11.2012)**

	I	II
i)	Major "A" Class Cities and Project Area Centres in Group A	9 % of Pay
ii)	Other places in Area I, and Project Area Centres in Group B and State of Goa	8% of Pay
iii)	Other places	7% of Pay

Provided that if an officer produces a rent receipt, the House Rent Allowance payable to him/her shall be the actual rent paid by him/her for the residential accommodation in excess over 0.75% of Pay in the first stage of the Scale of Pay in which he/she is placed with a maximum of 150% of the House Rent Allowance payable as per aforesaid rates mentioned in Column II above.

**Note:** The claims of officer employees for House Rent Allowance linked to the cost of their ownership accommodation shall also be restricted to 150% of House Rent Allowance as hitherto.

**5) City Compensatory Allowance (w.e.f. 1.11.2012)**

	Area	Rate	Maximum Amount
i)	Places in Area 1 and in the State of Goa	4% of Basic Pay	₹870 /- p.m.
ii)	Places with population of five lakhs and over and State Capitals and Chandigarh, Puducherry and Port Blair	3% of Basic Pay	₹600/- p.m.

**6) Special Allowance (w.e.f. 1.11.2012)**

With effect from 1.11.2012, officers shall be paid Special Allowance as under:

Scale I-III	-	7.75% of Basic Pay + applicable Dearness Allowance thereon
Scale IV-V	-	10% of Basic Pay + applicable Dearness Allowance thereon
Scale VI-VII	-	11% of Basic Pay + applicable Dearness Allowance thereon

**Note :** The special allowance with applicable DA thereon shall not be reckoned for superannuation benefits, viz, pension including NPS, PF and Gratuity

**7) Provident Fund (w.e.f. 1.11.2012)**

- (a) The officers who are presently covered under the Bank Employees' Pension Regulations, 1995/96 shall continue to contribute 10% of the Pay towards Provident Fund and there shall be no matching contribution.
- (b) Officers of State Bank of India will continue to be covered by Contributory Provident Fund Scheme as hitherto.

- (c) Officers who are presently covered under Contributory Provident Fund Scheme who did not opt for Pension Scheme available under Joint Note dated 27th April, 2010 shall continue under the Contributory Provident Fund Scheme as hitherto.

**8) Pension (including State Bank of India)**

With effect from 1st November 2012, the Pay drawn under this Joint Note by the officers who are members of the Pension Fund shall be taken into consideration for the purpose of calculation of pension as per the Pension Fund Rules/ Regulations in force.

**Note:** Officers in service of the Banks as on 1st November 2012 and who have retired thereafter but before 25th May 2015 and who had opted for commutation of pension will have an option not to claim incremental commutation on revised basic pension.

**9) Medical Aid (other than State Bank of India)**

On and from 1<sup>st</sup> November 2012, reimbursement of medical expenses shall be as under:

- a) Officers in JMG & MMG Scales – ₹ 8,000/-p.a.
- b) Officers in SMG & TEG Scales - ₹ 9,050/-p.a.

**10) Hospitalisation Expenses (other than State Bank of India)**

In substitution of the clause (9) of the Joint Note dated 27/04/2010, the reimbursement of hospital expenses under Regulation 24(1) (b) (i) of the Officers' Service Regulation 1979/1982, shall be as detailed in Annexure IV of this Joint Note.

**11) Recovery of House/Furniture Rent**

- (i) House rent recovery shall be @ 0.75 % of the first stage of the scale of pay in which the officer is placed or the standard rent for the accommodation, whichever is less.
- (ii) Furniture rent recovery shall be @ 0.15% of the first stage of the scale of pay in which the officer is placed.



**12) Fixed Personal Pay (w.e.f. 1.11.2012)**

Fixed Personal Pay together with House Rent Allowance shall be at the following rates and shall remain frozen for the entire period of service.

Increment Component (₹)	DA as on 1.11.2012 (₹)	Total F.P.P. payable where bank's accommodation is provided (₹)
(A)	(B)	(C)
1310	143	1453
1460	159	1619
1650	180	1830
1800	196	1996
1960	214	2174
2120	231	2351

**Note:**

- (i) F.P.P. as indicated in "C" above shall be payable to those officer employees who are provided with bank's accommodation.
- (ii) F.P.P. for officers eligible for House Rent Allowance shall be "A" + "B" plus House Rent Allowance payable on the last increment of the relevant scale of pay.
- (iii) The increment component of F.P.P. shall rank for superannuation benefits.
- (iv) Only officers who were in the service of the bank on or before 1.11.93 will be eligible for F.P.P one year after reaching the maximum scale of pay they are placed.

**13) Professional Qualification Pay (PQP) (w.e.f. 1.11.2012)**

- (A) Officers shall be eligible for professional qualification pay as under :

(B) Those who have passed only CAIIB – Part I / JAIIB

₹670/- p.m. one year after reaching top of the scale.

(ii) Those who have passed both parts of CAIIB –

a. ₹670/- p.m. one year after reaching top of the scale.

b. ₹1680/- p.m. two years after reaching top of the scale.

- (B) An Officer employee acquiring JAIIB/CAIIB (either or both parts) qualifications after reaching the maximum of the scale of pay, shall be granted from the date of acquiring such qualification the first installment of PQP and the release of

subsequent installments of PQP shall be with reference to the date of release of first installment of PQP.

#### 14) Other Allowances

##### (i) Deputation Allowance (w.e.f. 1.6.2015)

Deputation Allowance shall be at the following rates:

An officer deputed to serve outside the bank	- 7.75% of Pay with a maximum of ₹4000/- p.m.
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An officer deputed to an organization at the same place or to the training establishment of the bank	- 4% of Pay with a maximum of ₹2000/- p.m.
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##### (ii) Hill and Fuel Allowance (w.e.f. 1.11.2012)

	Place	Rate
(a)	Places with an altitude of 1000 metres and above but less than 1500 metres and Mercara Town	2% of Pay subject to a maximum of ₹750/-p.m.
(b)	Places with an altitude of 1500 metres and above but less than 3000 metres	2.5% of Pay subject to a maximum of ₹1000/- p.m.
(c)	Places with an altitude of 3000 metres and above	5% of Pay subject to a maximum of ₹2000/- p.m.

##### (iii) Halting Allowance (w.e.f. 1.6.2015)

Grade / Scales of Officers	Metro (₹)	Major 'A' Class Cities (₹)	Area I (₹)	Other Places (₹)
Officers in Scale VI & above	1800	1300	1100	950
Officers in Scale IV & V above	1500	1300	1100	950
Officers in Scale I/II/III	1300	1100	950	800

**(iv) Special Area Allowance (w.e.f. 1.11.2012)**

At places where special area allowance is payable in terms of Regulation 23(ii) of Officers' Service Regulations, 1979/1982, the said allowance shall be payable at rates as in Annexure V.

**(v) Mode of Travel and Expenses on Travel**

It is reiterated that the following provision shall continue to apply wherever an officer is required to travel on duty:

- (a) An officer in Junior Management Grade is entitled to travel by 1<sup>st</sup> Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.
- (b) An officer in Middle Management Grade is entitled to travel by 1<sup>st</sup> Class or AC 2-tier Sleeper by train. He may, however, travel by air (economy class) if the distance to be travelled is more than 1000 kms. He may, however, travel by air (economy class) even for a shorter distance if so permitted by the Competent Authority, having regard to the exigencies of business or public interest.
- (c) An officer in Senior Management or Top Executive Grade is entitled to travel by AC 1<sup>st</sup> Class by train or by air (economy class).
- (d) An officer in Senior Management or Top Executive Grade may travel by car between places not connected by air or rail provided that the distance does not exceed 500 km. However, when a major part of the distance between the two places can be covered by air or rail only the rest of the distance should normally be covered by car.
- (e) Any other officer may be authorised by the Competent Authority, having regard to the exigencies of business, to travel by his own vehicle or by taxi or by the Bank's vehicle.

The remaining provisions as in Sub-regulations (2) & (3) of Regulation 41 of Officers' Service Regulations shall remain unchanged.

Note: Entitlement by Steamer – Delux Cabin

**(vi) Leave Travel Concession (w.e.f. 1.6. 2015)**

- (a) During each block of 4 years, an officer shall be eligible for leave travel concession for travel to his place of domicile once in each block of two years. Alternatively, he may travel in one block of two years to his place of domicile and in another block of two years to any place in India by the shortest route.
- (b) Alternatively, an officer, by exercising an option anytime during a 4 year block or two year block, as the case may be, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to the eligible fare for the class of travel of which he is entitled up to a distance of 4500 kms (one way) for officers in JMG-Scale-I and MMG – Scale II & III and 5500 kms (one way) for officers in SMG- Scale IV & above.
- (c) An officer opting to encash his LTC shall prefer the claim for himself / herself and his / her family members only once during the block / term in which such encashment is availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LTC.
- (d) The mode and class by which an officer may avail of Leave Travel Concession shall be the same as the officer is normally entitled to travel on transfer and other terms and conditions subject to which the Leave Travel Concession may be availed of by an officer, shall be as decided by the Board from time-to-time. Provided that w.e.f. 1<sup>st</sup> May 2010 an officer in Junior Management Grade Scale I while availing LTC will be entitled to travel by air in the lowest fare economy class in which case the



reimbursement will be the actual fare or the fare applicable to AC 1<sup>st</sup> Class fare by train for the distance traveled whichever is less. The same rules shall apply when an officer in Middle Management Grade Scale II and Middle Management Grade Scale III while availing LTC where the distance is less than 1000 kms.

**(vii) Definition of Family:**

For the purpose of medical facilities and for the purpose of leave fare concession, the expression 'family' of an employee shall mean -

- a) the employee's spouse, wholly dependent unmarried children (including step children and legally adopted children) wholly dependent physically and mentally challenged brother/ sister with 40% or more disability, widowed daughters and dependent divorced/ separated daughters, sisters including unmarried/ divorced/ abandoned or separated from husband/ widowed sisters as also parents wholly dependent on the employee.
- b) The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding ₹10,000/- p.m. If the income of one of the parents exceeds ₹10,000/- p.m. or the aggregate income of both the parents exceeds ₹10,000/- p.m., both the parents shall not be considered as wholly dependent on the officer employee.
- c) A married female employee may include her natural parents or parents-in-law under the definition of family, but not both, provided that the parents/parents-in-law are wholly dependent on her.

**Note:** For the purpose of medical expenses reimbursement scheme, for all employees, any two of the dependent parents/ parents-in-law shall be covered.

**15) Project Area Allowance**

On and from 1<sup>st</sup> November 2012, Project Area Compensatory Allowance shall be payable at the following rates:

Project Areas falling in Group A – ₹400/- p.m.

Project Areas falling in Group B – ₹350/- p.m.



**16) Mid Academic Year Transfer Allowance**

On and from 1<sup>st</sup> June 2015, Mid Academic Year Transfer Allowance shall be payable at ₹ 1100/- p.m. subject to other conditions.

**17) Split Duty Allowance**

On and from 1<sup>st</sup> November 2012, Split Duty Allowance shall be payable at ₹ 200/- p.m.

**18) Compensation on Transfer (w.e.f. 1.6.2015)**

An officer on transfer will be eligible to draw a lumpsum amount as indicated below for expenses connected with packaging, local transportation, insuring the baggage etc.

Grade/Scale of Officer	(₹)
Officers in Scale IV and above	20,000/-
Officers in Scale I, II and III	15,000/-

**19) Maternity Leave (w.e.f. 25.5.2015)**

- (a) Maternity leave, which shall be on substantive pay, shall be granted to a female officer for a period not exceeding 6 months on any one occasion and 12 months during the entire period of her service.
- (b) Within the overall period of 12 months, leave may also be granted in case of miscarriage/abortion/MTP.
- (c) Within the overall period of 12 months, leave may also be granted in case of hysterectomy upto a maximum of 60 days.
- (d) Leave may also be granted once during service to a childless female officer for legally adopting a child who is below one year of age for a maximum period of six months subject to the following terms and conditions: -
  - (i) Leave will be granted for adoption of only one child.
  - (ii) The adoption of a child should be through a proper legal process and the employee should produce the adoption-deed to the Bank for sanctioning such leave.

- (iii) The leave shall also be available to biological mother in cases where the child is born through surrogacy.
- (iv) The leave shall be availed within overall entitlement of 12 months during the entire period of service.

**20) Paternity Leave**

With effect from 1.6.2015, male officer employees with less than two surviving children shall be eligible for 15 days paternity leave during his wife's confinement. This leave may be combined with any other kind of leave except casual leave. The leave shall be applied upto 15 days before or upto 6 months from the date of delivery of the child.

**21) Holidays**

In terms of understanding dated 23<sup>rd</sup> February 2015, reached between IBA and Officers' Associations every second and fourth Saturday of the month will be a holiday and other Saturdays will be full working days. IBA has initiated steps to get clearances from the Reserve Bank of India and Government of India. The change will be effective after approval by the Reserve Bank of India and Notification of the change issued by the Government of India.

**22) Privilege Leave**

On or from 1.6.2015 under Regulation 33(4) of Officers Service Regulation 1979/82, Privilege Leave may be accumulated up to not more than 270 days except where leave has been applied and it has been refused. However, encashment of Privilege Leave shall be restricted up to a maximum of 240 days.

Further, in modification of Regulation 33(5) of Officers' Regulations, 1979/82, an officer desiring to avail of privilege leave shall ordinarily give not less than 15 days' notice of his intention to avail of such leave.

**23) Special Sick Leave**

With effect from the 1.6.2015, Special Sick Leave up to 30 days may be granted to an officer employee once during his/her entire period of service for donation of kidney/organ.

**24) Date of Effect**

For payment of arrears, the benefits under various provisions as above shall be from 1<sup>st</sup> November 2012, unless otherwise specified against the relevant provisions.

**SCHEDULE FOR REIMBURSEMENT OF  
HOSPITALISATION EXPENSES**

**MEDICAL INSURANCE SCHEME**

Having regard to the need to extend better coverage and reimbursement of hospitalization and medical expenses incurred by the officers / employees/dependent family members, the demand for full reimbursement of expenses connected with hospitalisation and medical treatment including domiciliary hospitalization and domiciliary treatment was discussed by and between the parties and a new scheme for reimbursement of medical expenses has been formulated.

The salient feature of the Scheme is as under:

The scheme shall cover expenses of the officers / employees and dependent family members in cases he/she shall contract any disease or suffer from any illness (hereinafter called DISEASE) or sustain any bodily injury through accident (hereinafter called INJURY) and if such disease or injury shall require any employee/ dependent family member, upon the advice of a duly qualified Physician/Medical Specialist/Medical practitioner (hereinafter called MEDICAL PRACTITIONER) or of a duly qualified Surgeon (hereinafter called SURGEON) to incur hospitalization/ domiciliary hospitalization and domiciliary treatment expenses as defined in the Scheme, for medical/surgical treatment at any Nursing Home/ Hospital / Clinic (for domiciliary treatment)/ Day care Centre which are registered with the local bodies in India as herein defined (hereinafter called HOSPITAL) as an inpatient or otherwise as specified as per the scheme.

The Scheme covers Employee + Spouse + Dependent Children + any two of the dependent Parents /Parents-in-law.

- No age limit for dependent children (including step children and legally adopted children).
- A child would be considered dependent if his/her monthly income does not exceed ₹10,000/- per month;



- Widowed Daughter and dependent divorced / separated daughters, sisters including unmarried / divorced / abandoned or separated from husband/ widowed sisters and Crippled Child shall be considered as dependent for the purpose of this policy.
- Physically challenged Brother / Sister with 40% or more disability shall also be covered as Dependent.
- No Age Limits for Dependent Parents. Any two, i.e. either dependent parents or parents-in-law will be covered as dependent.
- Parents would be considered dependent if their monthly income does not exceed ₹10,000/- per month or as revised by Indian Banks' Association in due course, and wholly dependent on the employee as defined in this scheme.

All the existing permanent officers / employees of the Banks which are parties to this Settlement shall be covered by this Scheme from the date of introduction/implementation of this Scheme. All New Officers / employees shall be covered from the date of joining as per their appointment in the bank.

Till the new scheme is made effective and gets implemented, the existing provisions as per Bipartite Settlement/ Joint Note dated 27.4.2010 will continue to operate.

The new Scheme as applicable to the officers/ employees in service would be continued beyond their retirement/superannuation/resignation, etc. subject to payment of stipulated premium by them.

The new Scheme would also cover the existing retired officers/ employees of the Banks and dependent spouse subject to payment of stipulated premium by them.

In the event of any claim becoming admissible under this scheme, the Bank will reimburse the amount of such expenses as would fall under different heads mentioned below and as are reasonably and medically necessary incurred thereof by or on behalf of such employee.

Reimbursement shall cover Room and Boarding expenses as provided by the Hospital/Nursing Home not exceeding ₹5000 per day or the actual amount whichever is less. Intensive Care Unit (ICU) expenses not exceeding ₹7500/- per day or actual amount whichever is less. Surgeon, team of surgeons, Assistant surgeon, Anaesthetist, Medical Practitioner, Consultants, Specialists Fees, Nursing Charges, Service Charges, IV Administration Charges, Nebulization Charges, RMO charges, Anaesthetic, Blood, Oxygen, Operation Theatre Charges, surgical appliances, OT consumables, Medicines & Drugs, Dialysis, Chemotherapy, Radiotherapy, Cost of Artificial Limbs, cost of prosthetic devices implanted during surgical procedure like pacemaker, defibrillator, ventilator, orthopaedic implants, Cochlear Implant, any other implant, Intra-

Occular Lenses, infra cardiac valve replacements, vascular stents, any other valve replacement, laboratory/ diagnostic tests, X-ray CT Scan, MRI, any other scan, scopes and such similar expenses that are medically necessary or incurred during hospitalization as per the advice of the attending doctor.

Hospitalization expenses (excluding cost of organ) incurred on donor in respect of organ transplant to officers/ employee/dependent would also be covered for reimbursement.

Pre and Post Hospitalization expenses payable in respect of each hospitalization shall be the actual expenses incurred subject to 30 days prior to hospitalization and 90 days after discharge.

Alternative systems of treatments other than treatment under Allopathy or modern medicine shall include Ayurveda, Unani, Siddha, Homeopathy and Naturopathy in the Indian context, for Hospitalization and Domiciliary treatment.

**CASHLESS FACILITY:** The scheme also includes the benefit of cashless treatment facility in hospitals under a scheme worked by the Banks and the hospitals under a common insurance scheme.

**CONTRIBUTION:** The officers / employees shall not be required to share the cost of such benefits under the new scheme. However, in the case of officers / employees retiring from the Banks after the scheme is introduced and those who are already retired from the services of the banks and who opt to avail the benefits of the scheme, the amount of contribution by such persons shall be decided at the respective Bank level.

Day care Treatments shall be covered under the scheme and would refer to medical treatment and or surgical procedure which is

- i. undertaken under general or local anaesthesia in a hospital/day care centre in less than a day because of technological advancement, and
- ii. which would have otherwise required hospitalisation of more than a day. Treatment normally taken on an out patient basis is not included in the scope of this definition.

**DOMICILIARY HOSPITALIZATION:** Domiciliary Hospitalization shall be covered under this scheme and would mean medical treatment for an illness/disease/injury which in the normal course would require care and treatment at a hospital but is actually taken while confined at home under any of the following circumstances :

- a) The condition of the patient is such that he/she is not in a condition to be removed to a hospital or
- b) the patient takes treatment at home on account of non-availability of room in a hospital.



**DOMICILIARY TREATMENT** shall also be covered under this scheme i.e. treatment taken for specified diseases which may or may not require hospitalization as mentioned herein below.

Domiciliary Hospitalization / Domiciliary Treatment : Medical expenses incurred in case of the following diseases which need Domiciliary Hospitalization /domiciliary treatment as may be certified by the recognized hospital authorities and bank's 'medical officer shall be deemed as hospitalization expenses and reimbursed to the extent of 100%.

Cancer, Leukemia, Thalassemia, Tuberculosis, Paralysis, Cardiac Ailments , Pleurisy , Leprosy, Kidney Ailment, All Seizure disorders, Parkinson's diseases, Psychiatric disorder including schizophrenia and psychotherapy, Diabetes and its complications, hypertension, Asthma, Hepatitis -B, Hepatitis - C, Hemophilia, Myasthenia gravis, Wilson's disease, Ulcerative Colitis, Epidermolysis bullosa, Venous Thrombosis (not caused by smoking) Aplastic Anaemia, Psoriasis, Third Degree burns, Arthritis, Hypothyroidism, Hyperthyroidism, expenses incurred on radiotherapy and chemotherapy in the treatment of cancer and leukemia, Glaucoma, Tumor, Diphtheria, Malaria, Non-Alcoholic Cirrhosis of Liver, Purpura, Typhoid, Accidents of Serious Nature, Cerebral Palsy, Polio, all Strokes leading to Paralysis, Haemorrhages caused by accidents, all animal/reptile/insect bite or sting, chronic pancreatitis, Immuno suppressants, multiple sclerosis / motor neuron disease, status asthmaticus, sequela of meningitis, osteoporosis, muscular dystrophies, sleep apnea syndrome(not related to obesity), any organ related (chronic) condition, sickle cell disease, systemic lupus erythematosus (SLE), any connective tissue disorder, varicose veins, thrombo embolism venous thrombosis/ venous thrombo embolism (VTE), growth disorders, Graves' disease, Chronic Pulmonary Disease, Chronic Bronchitis, Physiotherapy and swine flu shall be considered for reimbursement under domiciliary treatment.

The cost of medicines, investigations, and consultations, etc.in respect of domiciliary treatment shall be reimbursed for the period stated by the specialist in Prescription. If no period stated, the prescription for the purpose of reimbursement shall be valid for a period not exceeding 90 days.

**HOSPITAL / NURSING HOME:** A Hospital under this scheme would mean any institution established for in-patient care and day care treatment of illness and/or injuries and which has been registered as a Hospital with the local authorities under the Clinical establishments (Registration and Regulation) Act, 2010 or under the enactments specified under the Schedule of Section 56(1) of the said Act OR complies with all minimum criteria as under:

- Has qualified nursing staff under its employment round the clock.
- Has at least 10 in-patient beds in towns having a population of less than 10 lacs and at least 15 in-patient beds in all other places;

- Has qualified medical practitioner(s) in charge, round the clock;
- Has a fully equipped Operation Theatre of its own where surgical procedures are carried out;
- Maintains daily records of patients and makes these accessible to the insurance company's authorized personnel.

This clause will however be relaxed in areas where it is difficult to find such hospitals. The term 'Hospital / Nursing Home' shall not include an establishment which is a place of rest, a place for the aged, a place for drug-addicts or place for alcoholics, a hotel or a similar place.

**HOSPITALIZATION:** Hospitalization would mean admission in a Hospital/ Nursing Home for a minimum period of 24 consecutive hours of inpatient care except for specified procedures/treatments, where such admission could be for a period of less than a day.

**ID CARD:** In terms of the scheme arrived at between the Banks and insurance companies, ID Cards would be issued to all the officers / employees/ dependent family members/retired officers / employees/their dependents for the purpose of availing cashless facility in network hospitals.

**PRE-EXISTING DISEASE:** Pre Existing Diseases would be covered for reimbursement under this scheme.

**PRE-HOSPITALISATION MEDICAL EXPENSES:** Medical expenses incurred immediately 30 days before the insured person is hospitalized will be considered as part of a claim provided that such medical expenses are incurred for the same condition for which the insured person's hospitalization was required.

**POST HOSPITALISATION MEDICAL EXPENSES:** Relevant medical expenses incurred immediately 90 days after the employee/ dependent/ retirement employee is discharged from the hospital provided that such medical expenses are incurred for the same condition for which the Insured Person's Hospitalization was required.

**Additional Ex-Gratia for Critical Illness :** In addition to the reimbursement covered under this scheme, officers / employees (only officers / employees and not their dependents or retired officers / employees) shall be provided additional ex gratia of ₹ 1,00,000/- . In case an employee contracts a Critical Illness as listed below, the sum of ₹1,00,000/- shall be paid. This benefit shall be provided on first detection/diagnosis of the Critical Illness.

- Cancer including Leukemia
- Stroke
- Paralysis
- By Pass Surgery



- Major Organ Transplant/Bone marrow transplantation
- End Stage Liver Disease
- Heart Attack
- Kidney Failure
- Heart Valve Replacement Surgery

Hospitalization is not required to claim this benefit.

Expenses on Hospitalization for minimum period of a day are admissible. However, this time limit shall not be applied to specific treatments, such as:

1	Adenoidectomy	19	Haemo dialysis
2	Appendectomy	20	Fissurectomy / Fistulectomy
3	Auroplasty not Cosmetic in nature	21	Mastoidectomy
4	Coronary angiography /Renal	22	Hydrocele
5	Coronary angioplasty	23	Hysterectomy
6	Dental surgery	24	Inguinal/ventral/umbilical/femoral hernia
7	D&C	25	Parenteral chemotherapy
8	Excision of cyst/granuloma/lump/tumor	26	Polypectomy
9	Eye surgery	27	Septoplasty
10	Fracture including hairline fracture /dislocation	28	Piles/ fistula
11	Radiotherapy	29	Prostate surgeries
12	Chemotherapy including parental chemotherapy	30	Sinusitis surgeries
13	Lithotripsy	31	Tonsillectomy
14	Incision and drainage of abscess	32	Liver aspiration
15	Varicocelelectomy	33	Sclerotherapy
16	Wound suturing	34	Varicose Vein Ligation
17	FESS	35	All scopes along with biopsies
18	Operations/Micro surgical operations on the nose, middle ear/internal ear, tongue, mouth, face, tonsils & adenoids, salivary glands & salivary ducts, breast, skin & subcutaneous tissues, digestive tract, female/male sexual organs	36	Lumbar puncture
		37	Ascitic Pleural tapping

This condition will also not apply in case of stay in hospital of less than a day provided the treatment is undertaken under General or Local Anesthesia in a hospital / day care centre in less than a day because of technological advancement and which would have otherwise required hospitalization of more than a day.

**MATERNITY EXPENSES BENEFIT EXTENSION :** Hospitalization expenses in respect of the new born child can be covered within the Mother's Maternity expenses. The maximum

benefit allowable under this clause will be up to ₹ 50000/- for normal delivery and-₹ 75,000/- for Caesarean Section:-

**Baby Day one Cover:** New born baby is covered from day one. All expenses incurred on the new born baby during maternity will be covered in addition to the maternity limit and up to Rs, 20,000/-.

**Ambulance Charges:** Ambulance charges are payable up to Rs 2500/- per trip to hospital and / or transfer to another hospital or transfer from hospital to home if medically advised. Taxi and Auto expenses in actual maximum up to Rs750/- per trip will also be reimbursable.

Ambulance charges actually incurred on transfer from one center to another center due to Non availability of medical services/ medical complication shall be payable in full.

**Congenital Anomalies:** Expenses for Treatment of Congenital Internal / External diseases, defects anomalies are covered under the scheme.

**Psychiatric diseases:** Expenses for treatment of psychiatric and psychosomatic diseases shall be payable with or without hospitalization.

**Advanced Medical Treatment:** All new kinds of approved advanced medical procedures for e.g. laser surgery, stem cell therapy for treatment of a disease is payable on hospitalization /day care surgery.

Treatment taken for Accidents can be payable even on OPD basis in Hospital.

**Taxes and other Charges :** All Taxes , Surcharges , Service Charges , Registration charges, Admission Charges , Nursing , and Administration charges to be payable.

Charges for diapers and sanitary pads are payable,if necessary, as part of the treatment.

Charges for Hiring a nurse / attendant during hospitalization will be payable only in case of recommendation from the treating doctor in case ICU / CCU, Neo natal nursing care or any other case where the patient is critical and requiring special care.

Treatment for Genetic Disorder and stem cell therapy shall be covered under the scheme.

Treatment for Age related Macular Degeneration (ARMD), treatment such as Rotational Field Quantum magnetic Resonance (RFQMR), Enhanced External Counter Pulsation (ESCP), etc.

are covered under the scheme. Treatment for all neurological/ macular degenerative disorders shall be covered under the scheme.

Rental Charges for External and or durable Medical equipment of any kind used for diagnosis and or treatment including CPAP, CAPD, Bi-PAP, Infusion pump etc. will be covered under the scheme. However purchase of the above equipment to be subsequently used at home in exceptional cases on medical advice shall be covered.

Ambulatory devices i.e., walker, crutches, Belts, Collars, Caps, Splints, Slings, Braces. Stockings, elastocrepe bandages, external orthopaedic pads, sub cutaneous insulin pump, Diabetic foot wear, Glucometer (including Glucose Test Strips)/ Nebulizer/ prosthetic devise/ Thermometer, alpha / water bed and similar related items etc., will be covered under the scheme.

Physiotherapy charges: Physiotherapy charges shall be covered for the period specified by the Medical Practitioner even if taken at home.

While reimbursement to the officers / employees shall be made by the Banks as hitherto, the Scheme shall be administered by the Banks through a scheme worked out between IBA/Banks and Insurance companies and officers / employees would in no way be directly bound by the terms and conditions of such scheme or arrangements.


However, for the purpose of clarity and information, the details of the Scheme worked out between IBA/Banks and insurance companies is appended herein as **Appendix I & II**.

The above stated scheme would not supersede the continuation of any bank-level arrangement or scheme providing for reimbursement of medical expenses, which is not covered herein, that may be in operation in any Bank.

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**REPRODUCED BY KARNATAKA BANK OFFICERS' ORGANISATION (REGD.)  
MANGALORE - 575 003**

**Mangalore  
26.05.2015**

  
**(K. RAGHAVA)  
GENERAL SECRETARY**