

ALL INDIA BANK RETIREES' FEDERATION(REGD.)

D/1/ Sector C Scheme No. 71 Indore 452009



SILVER JUBILEE YEAR (1994-2019)



Ref. No 2019/56

18.03.2019

**The Office Bearers/ Central Committee members/ State Body Chiefs
A.I.B.R.F.**

Dear Comrades.

**Re: GROUP MEDICAL INSURANCE SCHEME FOR RETIREES
Re: Review of terms and conditions for next renewal**

We wish to invite your kind attention on the proceedings of Delhi Delegate Session wherein one of the important issues discussed was Group Medical Insurance Scheme for retirees, need for review of its existing term and conditions to make it (a) Affordable for each category of retirees with target of 100 per cent coverage and (b) sustainable on long term basis as a reliable and effective tool for health management in advancing age. The delegate session passed unanimous resolution on health insurance to pursue the matter at various levels to achieve the above two objects. While carrying out exercise to review the scheme, it was suggested that suitability of another health insurance scheme including one available to retirees of LIC may also be examined.

2. In order to pursue the matter further and prepare suitable and logical proposal suggesting modifications/ changes in the existing policy of United India Insurance well in time before the next date of renewal, it is decided to form the committee to examine all aspects of the scheme and draft the memorandum to be submitted to IBA/ UFBU for approval in consultation of CBPRO as a part of joint efforts. The committee will consist of

1. Shri A.K.Bansal Deputy General Secretary
2. Shri Mitra Vashu, Deputy General Secretary
3. Shri Suresh Sharma, Organising Secretary.

2. All the above three office bearers are stationed at Delhi. Therefore their meeting, exchange and collection of information will be at faster speed without incurring many expenses.

3. The issue to be examined by this committee will be broadly as under

- (a) Review of existing Group Medical Insurance Scheme launched by IBA in 2015 for retirees as part of wage settlement.
- (b) Examining increasing trend of premium visa vis claim / benefits received by retirees under the scheme in last 3 years
- (c) Examining existing terms and conditions of the scheme and whether any modification/ change can be suggested for reduction of premium to make it affordable.
- (d) Examine and suggest specific proposal in respect of (i) to pursue with government to remove/ reduce GST slabs on insurance premium as well as hospitalization expenses for senior citizens (ii) clubbing of group insurance scheme for employees and retirees to get fair and realistic claim ratio and accordingly uniform rates of premium for entire banking industry as envisaged in original settlement. (iii) Entire insurance cost for retirees to be borne by the banks as part of welfare scheme applicable to employees and retirees as per direction of the government. (iv) Direct participation of retirees in negotiation to determine terms and conditions of the scheme with insurance company (v) to examine whether services of insurance broking firm needed for effective negotiation and post-sale services. (vi) Examine role of banks in implementing the scheme and suggest changes needed at bank level for better servicing (vii) to examine role of TPAs in service of the scheme and settlement of claims and suggest the changes needed for improvements. (viii) to examine existing pattern of two slabs of Rs. 3 lakhs & 4 lakhs for retirees and changes needed in to address the requirements of retirees (ix) to examine need for separate slab of sum assured for single retirees/ family pensioner
- (e) To examine health insurance scheme applicable in LIC and its suitability for bank retirees.
- (f) To examine proposals to create awareness among retirees the need and importance of health insurance in post -retirement life and improve coverage ratio for the scheme.
- (g) Any other suggestion for further improvement in the scheme.

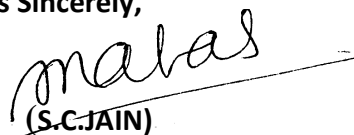
4. We enclose copy of the resolution on health insurance passed in Delhi Conference for ready reference.

5. The committee members are requested to complete the study as per the above task and submit the report by 30.04.2019. Thereafter it is proposed to be placed before Core Committee for consideration followed by discussion with CBPRO for common and joint approach on the issue.

6. All office bearers central committee members, affiliates, state committees and activists are requested to send their suggestions/ views / comments on health insurance scheme for consideration of the committee at the earliest so inclusive and broad based proposal can be submitted to authorities for consideration and approval to make the scheme affordable and sustainable as per the unanimous decision of 5th National Conference.

With Warm Greetings,

Yours Sincerely,


(S.C. JAIN)

GENERAL SECRETARY

Resolution on Health Insurance Policy Passed in Delegate Session.

Every citizen of India has the Fundamental Right to live as enshrined under Article 21 of the Constitution of India and moreover, the right to live has been further expanded by the observations of the Hon'ble Supreme Court of India in various cases stating therein that right to live is encompassed with three ingredients such as: right to live with dignity, right to have geriatric care and medical facilities and right to shelter. With a view to provide certain facilities to Senior Citizens, the Central Government has also brought an Act namely Maintenance and Welfare of Parents and Senior Citizens Act,2007(MWP Act).

It is an admitted fact that Senior Citizens are prone to various age related ailments requiring due health care. Out of various measures, health insurance is a major factor which provides relief to the senior citizens. In the banking industry, the said Health Insurance Scheme was prevalent in different forms as per bank wise arrangements and the banks were bearing the load of Insurance Premium for retirees either fully or partly in shape of subsidy as per the directions of the Government of India.

It is therefore imperative that the Government carry forward their commitment to Fundamental Rights of Senior Citizens and set up a regulatory body for determining the rights of Senior Citizens. Such body should arbitrate in the matter of Compulsory Health Care for senior Citizens at reasonable costs, give meaningful interpretation to retirement benefits for Sr citizens such as Updation of Pension or increase in family Pension, and determine guidelines to settle anomalous judicial disputes.

For the first time, in the year 2015-16, uniform Health Insurance Scheme was introduced in the banking sector through IBA but due to deterioration of health of the banks, the management of different banks gradually stopped paying subsidy against Insurance Premium. Moreover, the amount of Insurance Premium started increasing every year, which has become out of reach of pensioners, particularly the family pensioners and pensioners belonging to Subordinate Staff Category. For the above reason, many retirees have opted out of the scheme and are put under serious threat to life. Hence intervention by the state is a growing need to ensure continuation of Health Care.

As regard IBA's Health Insurance Policy, AIBRF expresses its anguish at increase in the premium amount by the Insurance Company on year to year basis. This increase in the premium amount has resulted in numerous pensioners and family pensioners opting out from the Health Insurance Policy by, as they are not able to pay this increased premium. This has resulted in rendering many pensioners and family pensioners destitute in case of any health hazards.

All India Bank Retirees' Federation(AIBRF),the largest and oldest organization of bank retirees, is demanding continuously before the Bank Managements/IBA and Central Government for bearing the amount of premium of retirees at par with serving officers/employees but with no response. The apathetic and discriminating action/attitude of the bank managements/Government has snatched away the fundamental right of bank retirees as they have been thrown on the streets in a most uncared manner.

Under the circumstances, it has become necessary to seek another alternative available for the pensioners

and family pensioners to meet their health care needs in case of any unfortunate health hazards. Looking to this need, *this conference proposes to study the common health insurance scheme available in the LIC for serving employees and also for pensioners and family pensioners.* After a thorough study of the scheme available in the LIC with New India Insurance Company, if it is found that *this scheme is more beneficial and attractive than the IBA's Health Insurance Scheme* available for the bank retirees', the scheme in the LIC for should be made available for serving bank employees and also for bank pensioners and family pensioners.

In views of above, this conference unanimously resolves to urge upon the AIBRF to raise the demand and negotiate for an alternate health Insurance Scheme, either as available in LIC or urges upon the AIBRF to negotiate with the Insurance Company for an effective cost controlled health care scheme for banks' pensioners and family pensioners in the coming years.

Therefore, this Conference directs the incoming team of office bearers of AIBRF to take up the demands of

- 1) asking the government to set up a regulatory body to arbitrate, interpret anomalous rules and determine the fundamental social rights for senior citizens and
- 2) make available an alternate Health care Scheme for Bank Retirees and family pensioners.