



22nd March, 2023

To,

GMs (P) of Member Companies & GIC-Re,

Dear Sir / Madam,

Re: Renewal of Staff Group Mediclaim Policy (GMC) w.e.f. 01.04.2023 -
(i) Improvements & Modifications in Scope of Coverage
(ii) Premium Rates

The revised Staff GMC on Floater Sum Insured basis was introduced in Member Companies and GIC-Re on **01.02.2014**. The coverage and benefits under the Policy have been improved from time to time, e.g., increase in Maternity Benefits limits, oral chemotherapy & peritoneal dialysis under domiciliary treatment (w.e.f. 01.04.2017), increase in Eligible Sum Insured (w.e.f. 01.08.2018) & coverage of Mental Illness & Modern Treatment Procedures (w.e.f. 01.04.2020) etc.

Renewal of Policy up to 31.03.2023:

The premium rates remained unchanged during the first 06 years, i.e., up to 2019-20. At the time of renewal of policy w.e.f. 01.04.2020, in view of the additional coverage of mental illness and modern treatment procedures as well as the adverse average ICR of 147.75% for last 03 completed years up to 2018-19, it was decided to load the existing premium by 47.75%. The said loading of 47.75% was implemented in total in respect of serving employees and their family members' w.e.f. 01.04.2020. However, considering the requests / representations from retired employees on every renewal, the loading in respect of retired employees, spouses of deceased employees, their dependent children, parents & parents-in-law was staggered, as per the following table:

Renewal Date	All Insured Members other than mentioned in the next Column	Retired Employees & their spouses, Spouses of Deceased Employees, their Dependent Children, Parents & Parents-In-law
01.04.2020	47.75%	25.00%
01.04.2021	47.75%	35.00%
01.04.2022	47.75%	35.00%

Renewal of Policy w.e.f. 01.04.2023:

The renewal of Staff GMC for 2023-24, including review of premium rates, terms, conditions and benefits, was considered by GMs (P) in their meeting held on 15.02.2023 and thereafter by the GIPSA GB in its meetings held on 17.02.2023 and 20.03.2022. The performance of the Policy was reviewed and ICR for the last three years, 2020-21, 2020-22, 2022-23 (9 months) was noted. Various requests of employees, retirees and their Unions / Associations for improvement in the benefits of the Policy were also considered.

Accordingly, the Governing Board of GIPSA has agreed that the Staff GMC shall be renewed for 2023-24 with the following modifications in the existing premium, terms, conditions and benefits:

- (i) The premium for all insured persons (except in respect of retired employees and their spouses, spouses of deceased employees, their dependent children and their parents and parents-in-laws) will be increased by 10% on the expiring premium for 2022-23, as per the premium rate charts enclosed herewith (**Annexure – 'A'**).
- (ii) The loading of 12.75% on base premium rates for 2019-20 in respect of retired employees and their spouses, spouses of deceased employees, their dependent children and their

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parents and parents-in-laws which was to be levied w.e.f. 01.04.2022 but was deferred, will be applied w.e.f. 01.04.2023, as per the premium rate charts enclosed herewith (**Annexure – 'B'**).

- (iii) The premium rate for Eligible Sum Insured for Retired Employees, their Spouses and the Spouses of Deceased Employees after their reaching the age of 66 years or above will be freezed at the premium rate for the age bracket of 56-65 years. If a higher Optional Sum Insured is opted, the difference of premium between the premium slab for Optional Sum Insured and the premium slab for Eligible Sum Insured within the vertical column of the age band as per the present age of the insured person will be additionally charged, as explained in the examples enclosed herewith (**Annexure – 'C'**).
- (iv) The premium rates shall be subject to revision w.e.f. 01.04.2024 depending upon the claims experience of the Policy.
- (v) The Optional Sum Insured may be increased or decreased to any slab once in a block of every three years. The first block of three years will commence from 01.04.2023.
- (vi) The sub-limits for all the 12 ATMT (Advance Treatment & Modern Treatment) methods will be enhanced to 50% of the Sum Insured subject to maximum of Rs. 10 lacs.
- (vii) The limit for Domiciliary Hospitalization will be increased from Rs. 50,000/- to Rs. 1,00,000/-
- (viii) The limit for Ambulance Charges in the case of transfer of patient involving inter-city travel of more than 50 km. one side, will be enhanced up to Rs. 10,000 per hospitalization.
- (ix) The payment of any claim related to Cataract will be limited to Actual or maximum of Rs. one lac (inclusive of all charges, excluding GST) for each eye, whichever is less.

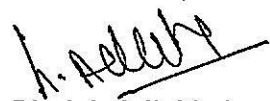
Revision of Optional Sum Insured (if any) & Deduction / Collection of Premium:

- (i) **Serving Employees** – The premium instalment as per the existing Optional Sum Insured and premium rates will be deducted from salary for the month of March, 2023; the option for revision of Optional Sum Insured from the desirous employees will be obtained latest by **10th April, 2023**; any difference between the premium instalment collected in the month of March 2023 and the premium instalment arrived at as per the revised Optional Sum Insured and premium rates will be adjusted in the premium instalment to be deducted from salary for the month of April, 2023.
- (ii) **Retirees & Spouses of Deceased Employees** – The option for revision of Optional Sum Insured, if any, will be obtained and annual premium as per the revised Optional Sum Insured and premium rates will be collected latest by **20th April, 2023**.

You are requested to seek approval of the Competent Authority in your Company for the above proposal and, thereafter, implement the same.

Thanking you,

Yours faithfully,



(Harish Adlakha)
Senior Vice President

Encl.: Annexures – 'A' 'B' & 'C'.

Staff GMC of GIPSA Member Companies and GIC-Re - Premium rates w.e.f. 01.04.2023

A-1. Premium applicable for Serving Employee							
S.I. / Age	Upto 35	36-45	46-55	56-65	66-70	71-75	Above 76
3 Lacs	8051	8412	11460	11833	13233	14184	17603
4 Lacs	10941	11400	15607	16150	18068	19360	23958
5 Lacs	13611	13787	18986	19667	22047	23901	30475
6 Lacs	14998	15191	20919	21669	24291	26336	33578
8 Lacs	16781	16995	23404	24245	27177	29464	37568
10 Lacs	17572	17798	24509	25390	28460	30855	39341
12 Lacs	18809	19051	26235	27177	30464	33027	42110
15 Lacs	19635	19887	27385	28370	31800	34475	43957
20 Lacs	20871	21141	29111	30157	33804	36649	46728
25 Lacs	22698	22991	32022	33173	37607	40773	51984
30 Lacs	24306	24619	34584	35825	40953	44400	56611
35 Lacs	25620	25950	36680	37997	43692	47370	60396
40 Lacs	26716	27060	38427	39807	45973	49843	63549
50 Lacs	28177	28541	40756	42219	49016	53142	67755

A-2. Premium applicable for Spouse of Serving Employee							
S.I. / Age	Upto 35	36-45	46-55	56-65	66-70	71-75	Above 76
3 Lacs	3221	3364	4583	4733	5293	5674	7041
4 Lacs	4377	4560	6243	6460	7227	7744	9582
5 Lacs	5445	5514	7595	7866	8819	9560	12189
6 Lacs	5999	6077	8367	8667	9716	10535	13431
8 Lacs	6712	6798	9361	9698	10871	11786	15027
10 Lacs	7029	7119	9804	10156	11383	12342	15736
12 Lacs	7523	7621	10494	10871	12186	13210	16844
15 Lacs	7853	7954	10954	11347	12719	13790	17582
20 Lacs	8349	8456	11645	12063	13522	14660	18690
25 Lacs	9079	9196	12809	13269	15043	16309	20793
30 Lacs	9722	9847	13834	14330	16381	17761	22645
35 Lacs	10247	10380	14673	15199	17476	18947	24158
40 Lacs	10686	10824	15372	15923	18390	19937	25421
50 Lacs	11271	11416	16303	16888	19605	21257	27103

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A-3. Premium applicable for Family Member (Children & their Spouses & Children) of Serving Employee & Family Member (Independent Children & their Spouses & Children) of Retired Employee

S.I. / Age	Upto 35	36-45	46-55	56-65	66-70	71-75	Above 76
3 Lacs	2014	2103	2865	2958	3309	3546	4401
4 Lacs	2735	2851	3902	4037	4517	4840	5989
5 Lacs	3403	3447	4747	4916	5511	5976	7619
6 Lacs	3749	3798	5230	5417	6074	6584	8394
8 Lacs	4195	4248	5851	6062	6795	7366	9392
10 Lacs	4393	4450	6127	6348	7115	7713	9836
12 Lacs	4702	4764	6560	6795	7616	8256	10528
15 Lacs	4908	4972	6847	7093	7951	8619	10990
20 Lacs	5219	5285	7278	7540	8451	9163	11682
25 Lacs	5674	5749	8006	8294	9402	10194	12995
30 Lacs	6077	6155	8646	8957	10237	11100	14153
35 Lacs	6405	6488	9170	9500	10923	11842	15099
40 Lacs	6678	6766	9607	9951	11494	12461	15887
50 Lacs	7044	7135	10189	10554	12254	13285	16938

A-4. Premium applicable for Parents / Parents-in-law of Serving Employee

S.I. / Age	Upto 35	36-45	upto 55	56-65	66-70	71-75	Above 76
3 Lacs			6303	6509	7278	7801	9682
4 Lacs			8585	8882	9937	10649	13178
5 Lacs			10442	10818	12126	13145	16761
6 Lacs			11505	11918	13360	14484	18468
8 Lacs			12872	13335	14947	16205	20662
10 Lacs			13480	13964	15653	16971	21637
12 Lacs			14429	14947	16755	18165	23161
15 Lacs			15063	15604	17489	18962	24176
20 Lacs			16012	16586	18591	20158	25700
25 Lacs			17613	18245	20683	22425	28591
30 Lacs			19022	19705	22524	24421	31137
35 Lacs			20174	20899	24029	26053	33217
40 Lacs			21135	21894	25286	27413	34953
50 Lacs			22415	23220	26958	29228	37265

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Staff GMC of GIPSA Member Companies and GIC-Re - Premium rates w.e.f. 01.04.2023

B-1. Premium applicable for Retired Employee / Spouse of Deceased Employee							
S.I. / Age	Upto 35	36-45	46-55	56-65	66-70	71-75	Above 76
3 Lacs	7320	7648	10418	10758	12030	12894	16003
4 Lacs	9947	10363	14188	14682	16425	17600	21780
5 Lacs	12374	12534	17260	17879	20042	21728	27705
6 Lacs	13634	13810	19017	19700	22083	23941	30525
8 Lacs	15255	15450	21276	22041	24707	26786	34152
10 Lacs	15975	16180	22281	23082	25873	28050	35764
12 Lacs	17099	17319	23850	24707	27694	30024	38282
15 Lacs	17850	18079	24896	25791	28909	31341	39960
20 Lacs	18974	19219	26465	27415	30731	33318	42480
25 Lacs	20635	20901	29111	30157	34188	37066	47258
30 Lacs	22096	22381	31440	32569	37230	40364	51464
35 Lacs	23291	23591	33346	34542	39720	43063	54905
40 Lacs	24287	24600	34934	36188	41794	45312	57772
50 Lacs	25615	25946	37051	38381	44560	48311	61595

B-2. Premium applicable for Spouse of Retired Employee							
S.I. / Age	Upto 35	36-45	46-55	56-65	66-70	71-75	Above 76
3 Lacs	2928	3058	4167	4302	4812	5158	6401
4 Lacs	3979	4146	5675	5873	6570	7040	8711
5 Lacs	4950	5013	6904	7151	8017	8691	11081
6 Lacs	5453	5524	7606	7880	8832	9577	12210
8 Lacs	6102	6180	8510	8816	9883	10715	13661
10 Lacs	6390	6471	8912	9233	10348	11220	14305
12 Lacs	6839	6928	9540	9883	11078	12009	15313
15 Lacs	7139	7231	9958	10316	11563	12537	15984
20 Lacs	7590	7687	10586	10966	12293	13327	16991
25 Lacs	8253	8360	11644	12062	13676	14827	18903
30 Lacs	8838	8952	12576	13027	14892	16146	20586
35 Lacs	9316	9437	13339	13818	15888	17225	21962
40 Lacs	9715	9840	13974	14475	16718	18124	23110
50 Lacs	10246	10378	14821	15353	17823	19324	24639

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B-3. Premium applicable for Family Member (Dependent Children & their Spouses and Children) of Retired Employee							
S.I. / Age	Upto 35	36-45	46-55	56-65	66-70	71-75	Above 76
3 Lacs	1831	1912	2605	2689	3008	3224	4001
4 Lacs	2487	2592	3547	3670	4106	4400	5445
5 Lacs	3094	3134	4316	4469	5010	5433	6927
6 Lacs	3409	3453	4755	4925	5521	5985	7631
8 Lacs	3813	3862	5319	5511	6177	6696	8538
10 Lacs	3994	4045	5570	5771	6468	7012	8942
12 Lacs	4274	4331	5963	6177	6924	7506	9571
15 Lacs	4462	4520	6225	6448	7228	7835	9991
20 Lacs	4744	4805	6616	6854	7683	8330	10620
25 Lacs	5158	5226	7278	7540	8547	9267	11814
30 Lacs	5524	5595	7860	8143	9307	10091	12866
35 Lacs	5823	5898	8336	8636	9930	10765	13726
40 Lacs	6071	6151	8734	9047	10449	11328	14443
50 Lacs	6403	6486	9262	9595	11140	12077	15399

B-4. Premium applicable for Parents / Parents-in-law of Retired Employee							
S.I. / Age	Upto 35	36-45	upto 55	56-65	66-70	71-75	Above 76
3 Lacs			5730	5917	6616	7092	8801
4 Lacs			7804	8075	9033	9681	11980
5 Lacs			9493	9834	11024	11950	15237
6 Lacs			10459	10835	12145	13167	16789
8 Lacs			11702	12123	13589	14732	18783
10 Lacs			12254	12695	14230	15428	19670
12 Lacs			13117	13589	15232	16514	21056
15 Lacs			13693	14185	15899	17238	21978
20 Lacs			14556	15078	16901	18325	23364
25 Lacs			16012	16586	18803	20387	25992
30 Lacs			17293	17913	20477	22201	28306
35 Lacs			18340	18999	21845	23684	30197
40 Lacs			19213	19903	22987	24921	31775
50 Lacs			20378	21109	24507	26571	33878

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**Staff GMC of GIPSA Member Companies and GIC-Re w.e.f. 01.04.2023 - Premium
Calculation for Retired Employee & Spouse**

Illustration 01 : Sum Insured = Eligible Sum Insured

Eligible SI of Rs. 5 Lacs			
Age Group	Total Premium (A)	Subsidy by Co. (B)	Net Premium
56-65	17879+7151	(17879+7151)*75%	(A-B)
66-70	17879+7151	(17879+7151)*75%	(A-B)
71-75	17879+7151	(17879+7151)*75%	(A-B)
Above 76	17879+7151	(17879+7151)*75%	(A-B)
56-65	=25030	=18773	6258
66-70	=25030	=18773	6258
71-75	=25030	=18773	6258
Above 76	=25030	=18773	6258
Eligible SI of Rs. 6 Lacs			
Age Group	Total Premium (A)	Subsidy by Co. (B)	Net Premium
56-65	19700+7880	(19700+7880)*75%	(A-B)
66-70	19700+7880	(19700+7880)*75%	(A-B)
71-75	19700+7880	(19700+7880)*75%	(A-B)
Above 76	19700+7880	(19700+7880)*75%	(A-B)
56-65	=27580	=20685	6895
66-70	=27580	=20685	6895
71-75	=27580	=20685	6895
Above 76	=27580	=20685	6895
Eligible SI of Rs. 10 Lacs			
Age Group	Total Premium (A)	Subsidy by Co. (B)	Net Premium
56-65	23082+9233	(23082+9233)*75%	(A-B)
66-70	23082+9233	(23082+9233)*75%	(A-B)
71-75	23082+9233	(23082+9233)*75%	(A-B)
Above 76	23082+9233	(23082+9233)*75%	(A-B)
56-65	32315	24236	8079
66-70	32315	24236	8079
71-75	32315	24236	8079
Above 76	32315	24236	8079

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Illustration 02 : Sum Insured > Eligible Sum Insured

Optional SI of Rs. 20 Lacs (ESI Rs. 5 Lacs)			
Age Group	Total Premium (A)	Subsidy by Co. (B)	Net Premium
56-65	(17879+7151)+(27415-17879)+(10966-7151)	(17879+7151)*75%	(A-B)
66-70	(17879+7151)+(30731-20042)+(12293-8017)	(17879+7151)*75%	(A-B)
71-75	(17879+7151)+(33318-21728)+(13327-8691)	(17879+7151)*75%	(A-B)
Above 76	(17879+7151)+(42480-27705)+(16691-11081)	(17879+7151)*75%	(A-B)
56-65	=38381	=18773	19609
66-70	=39995	=18773	21223
71-75	=41256	=18773	22484
Above 76	=45415	=18773	26643
Optional SI of Rs. 30 Lacs (ESI Rs. 6 Lacs)			
Age Group	Total Premium (A)	Subsidy by Co. (B)	Net Premium
56-65	(19700+7880)+(32569-19700)+(13027-7880)	(19700+7880)*75%	(A-B)
66-70	(19700+7880)+(37230-22083)+(14892-8832)	(19700+7880)*75%	(A-B)
71-75	(19700+7880)+(40364-23941)+(16146-9577)	(19700+7880)*75%	(A-B)
Above 76	(19700+7880)+(51464-30525)+(20586-12210)	(19700+7880)*75%	(A-B)
56-65	=45596	=20685	24911
66-70	=48787	=20685	28102
71-75	=50572	=20685	29887
Above 76	=56895	=20685	36210
Optional SI of Rs. 50 Lacs (ESI Rs. 10 Lacs)			
Age Group	Total Premium (A)	Subsidy by Co. (B)	Net Premium
56-65	(23082+9233)+(38381-23082)+(15353-9233)	(23082+9233)*75%	(A-B)
66-70	(23082+9233)+(44560-25873)+(17823-10348)	(23082+9233)*75%	(A-B)
71-75	(23082+9233)+(48311-28060)+(19324-11220)	(23082+9233)*75%	(A-B)
Above 76	(23082+9233)+(61595-35764)+(24639-14305)	(23082+9233)*75%	(A-B)
56-65	=53734	=24236	29498
66-70	=58477	=24236	34241
71-75	=60670	=24236	36434
Above 76	=68480	=24236	44244

*In the above illustrations, it is presumed that both the retired employee and his / her spouse are covered under the Policy and are in the same age band.

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