

ਪੰਜਾਬ ਨੈਸ਼ਨਲ ਬੈਂਕ
punjab national bank

**HUMAN RESOURCES MANAGEMENT DIVISION,
HOSPITALISATION CELL
(PHONE 011-28075345-emailid-hrdhospitalisation@pnb.co.in)
HEAD OFFICE: NEW DELHI**

28.08.2018

NOTICE

**REG: RENEWAL OF IBA'S GROUP MEDICAL INSURANCE SCHEME FOR
RETIREES FOR THE POLICY PERIOD 18-19**

IBA'S Group Medical Insurance Policy was implemented in banking industry w.e.f. 01.10.2015, after signing of the 10th Bipartite Settlement on 25.05.2015 which is applicable to both the serving and retired employees. The Medical Insurance Scheme was implemented for retirees w.e.f. 01.11.2015. The scheme is due for renewal w.e.f 01.11.2018.

Because of the high claim ration, United India Insurance Company has given quote for hike in the premium on the both of the policies for the renewal period 2018-19 as under:-

Retirees (without Domiciliary)	Increase in premium by 110% over existing rates
Retirees (with Domiciliary)	Increase in premium by 144% over existing rates

The steep hike in the rate of premium was objected at different levels. We took up the matter that the hike in premium for the retirees is too exorbitant and not appearing to be relatable to actual claim ratio. It was urged upon IBA to take up with United India Insurance Company to drastically reduce the premium. UIIC has shown their inability to consider plea to reduce the premium and also to extend the employee as well as Retiree policies upto 31.12.2018 on existing premium.

The IBA's quote is placed hereunder for information of the retirees. We also clarify that the UIIC quotes are not final and the premium is subject to change in case any lower quote is received from UIIC or otherwise. We also specify that in case any of the retiree has any suggestion in this regard, he may email his suggestion at hrdhospitalisation@pnb.co.in .

(V. SRINIVAS)
DY. GENERAL MANAGER



UNITED INDIA INSURANCE CO. LTD

(A Government Of India Enterprise)

IBA CELL

(Ground Floor, Vulcan Insurance Building, 77, Veer Nariman Road, MUMBAI 400 020)

Tel. No. 022-22822564/65 Fax No: 22820521

CIN: U93090TN1938GOI000108

Ref. No. : UIIC/IBA CELL/BDP/001/2018

Date: 2nd July, 2018

To,
Chief Executive,
Indian Banks Association,
6th Floor, World Trade Center Complex,
Cuffe Parade, Mumbai – 400 005.

Dear Sir,

Ref. : Renewal of Group Health Insurance Policies for Employees' and Retirees 2018-19.

We draw your kind attention to our earlier discussion in the meeting held at IBA on 29/05/2018, wherein we agreed to give quote for the renewal of IBA Group Health Insurance Policy for Employees' as well as Retirees for the year 2018-19.

We are extremely thankful to you for the confidence shown on us by renewing the policy with us for the year 2017-18. The current policy has run for more than 9 months. To pave the way for renewal of the Employees and retirees policies for the year 2018-19 we are pleased to submit herewith our premium quote for your kind consideration.

Quotes for renewal of Employees' and Retirees' policy for the year 2018-19.

1. PREMIUM QUOTE FOR IBA GMC POLICY FOR EMPLOYEES

Category	Sum Insured (Rs)	Premium without GST	GST @ 18%	Gross premium payable per family including GST
Award Staff	3,00,000/-	13,433/-	2,418/-	15,851/-
Officer	4,00,000/-	17,909/-	3,224/-	21,133/-

2. PREMIUM QUOTE FOR IBA GMC SUPER TOP UP POLICY FOR EMPLOYEES

Category	Sum Insured (Rs)	Premium without GST	GST @ 18%	Gross premium payable per family including GST
Award Staff	4,00,000/-	3,247/-	584/-	3,831/-
Officer	5,00,000/-	3,520/-	634/-	4,154/-

3. PREMIUM QUOTE FOR IBA GMC POLICY FOR RETIREES (OPTION 1 - WITHOUT DOMICILIARY)

Category	Sum Insured (Rs)	Premium without GST	GST @ 18%	Gross premium payable per family including GST
Award Staff	3,00,000/-	21,973/-	3,955/-	25,928/-
Officer	4,00,000/-	29,295/-	5,273/-	34,568/-





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4. PREMIUM QUOTE FOR IBA GMC POLICY FOR RETIREES (OPTION 2 - WITH DOMICILIARY)

Category	Sum Insured (Rs)	Premium without GST	GST @ 18%	Gross premium payable per family including GST
Award Staff	3,00,000/-	57,391/-	10,330/-	67,721/-
Officer	4,00,000/-	76,516/-	13,773/-	90,289/-

5. PREMIUM QUOTE FOR IBA GMC SUPER TOP UP POLICY FOR RETIREES

Category	Sum Insured (Rs)	Premium without GST	GST @ 18%	Gross premium payable per family including GST
Award Staff	4,00,000/-	4,112/-	740/-	4,852/-
Officer	5,00,000/-	4,457/-	802/-	5,259/-

Please note that the premium quoted above is inclusive of Management Expenses & TPA Charges. Brokerage is excluded in the above mentioned quote. Premium will be suitably loaded if Brokerage is payable.

Further IRDA vide their order ref IRDA/HLT/MISC/ORD/243/10/2017 DT 31.10.2017 had issued a warning to our Company for not disclosing the low claim ratio discount and high claim ratio loading filed with IRDAI in the IBA policies. Hence as per clause 8 of the policy we inform you that in the renewal of IBA policies, the premium loading /discount for claim experience shall be as per the matrix given below.

Low Claim Ratio Discount (Bonus)

Low Claim Ratio Discount at the following scale will be allowed on the total premium at renewal only depending upon the incurred claim ratio for the entire group insured under the Group Health Insurance Policy for the preceding 3 completed years excluding the year immediately preceding the date of renewal where the Group Health Insurance Policy has not been in force for 3 completed years, such shorter period of completed years excluding the year immediately preceding the date of renewal will be taken in to account

Incurring Claim ratio under the group policy	Discount %
Not exceeding 60%	5 %
Not exceeding 50%	15 %
Not exceeding 40%	25 %
Not exceeding 30%	35 %
Not exceeding 25%	40 %





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High Claims Ratio Loading (MALUS)

The total premium payable at renewal of the Group Policy will be loaded at the following scale depending upon the incurred claims ratio for the entire group insured under the Group Health Insurance Policy for the preceding year (immediately preceding the date of renewal).

Incurred claims ratio under this group policy	Loading %
Between 70% and 100%	25 %
Between 101% and 125 %	55 %
Between 126 % and 150 %	90 %
Between 151 % and 175 %	120 %
Between 176 and 200	150%
Over 200 %	Cover to be reviewed

Note:

1. Low Claim Ratio Discount (Bonus) or High Claim Ratio loading (Malus) will be applicable to the Premium at renewal of the Policy depending on the incurred claims Ratio for the entire Group Insured.
2. Incurred claim would mean claims paid plus claims outstanding in respect of the entire group insured under the policy during the relevant period.

We wish to add that the loading on premium charged by us is well within the loading chargeable as per the clause. The other terms and conditions of all the policies remain unaltered.

We request your kind confirmation of the above quote to enable us to initiate the renewal procedures.

Thanking you and assuring you of our best attention always.

Yours truly,

B D Petkar
IBA Cell In-Charge,
Regional Manager



CC to: Health Department, Head Office, UIIC, Chennai.