

# महानगर टेलीफोन निगम लिमिटेड

(भारत सरकार का उद्यम)

निगम कार्यालय

**MAHANAGAR TELEPHONE NIGAM LIMITED**

(A GOVERNMENT OF INDIA ENTERPRISE)  
CORPORATE OFFICE



MTNL/CO/Pers/CGHIS-Working Employees

Dated: 03.10.2009

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## OFFICE ORDER

**Sub: Modification in Section I & II (Applicability & Definition) of MTNL Medical Rules 2001**

Ref: Minutes of the meeting of MTNL Management & Recognized Unions of Delhi and Mumbai held on 09.09.2009

The Competent Authority has approved certain modifications in Sections I and II of MTNL Medical Rules 2001 with minor changes, as given in annexure attached herewith. Above changes shall be effective with immediate effect.

The other clauses/sections in MTNL Medical Rules 2001 shall remain same till such time they are not reviewed/modified by the MTNL Management.

This issues with the approval of the Competent Authority.

M.K.Saxena  
DGM (HR)

### Copy to:

1. CMD, MTNL
2. Dir (Tech)/ Dir (Fin)/ Dir (HR), MTNL
3. CVO, MTNL
4. ED, MTNL, Delhi/ Mumbai
5. GM (Admn), MTNL, Delhi/ Mumbai
6. GM (Finance), MTNL, Delhi/ Mumbai
7. All GMs, MTNL, CO
8. Company Secretary, MTNL
9. Jt. GM (A/cs), MTNL, CO
10. General Secretary, MTNKS, Mumbai
11. General Secretary, MTNL S.U., Delhi
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Sub:- Modification in Section I & II (Applicability & Definition) of MTNL Medical Rules 2001.

Section No.	Existing Provisions of Medical Policy	Approved and modified Provisions of Medical Policy
Section-I <b>TITLE</b>	These rules will be called MTNL Medical Rules 2001.	No change
Definitions		
<b>APPLICABILITY</b>	<p>a) These rules shall apply to all employees of MTNL &amp; their families.</p> <p>b) These rules will be applicable to:-</p> <p>i) All employees (executive or non executive) directly recruited by MTNL.</p> <p>ii) All employees (executive or non executive) absorbed in MTNL from DOT/BSNL or any other department of Central Govt. of India.</p> <p>iii) All employees (executive or non executive) who are deputation/deemed deputation DOT/BSNL or any other department of Central Govt. of India.</p> <p>iv) All employees on deputation to MTNL from State Govt. or other PSUs of Central/State Govt. or any other organization not covered at (iii) above.</p> <p>v) The retired employees of MTNL and their spouse.</p>	<p>These rules shall be applicable to:</p> <p>'All regular employees of MTNL whether directly recruited or absorbed from Govt. service/Other PSU or on deputation from Govt./PSU/Other Organizations but does not include apprentices, daily rated or casual labours on daily wages, temporary mazdoors. The retired employees of MTNL and their spouse have already been covered under HUDCO Scheme for OPD as well as indoor treatment. However, MTNL Management may purchase insurance cover for them for indoor treatment through IRDA approved insurance agency. The same provision may also be made for working employees as well.'</p>
Section-II <b>DEFINITIONS</b>	<p>1. 'Company' means MTNL.</p> <p>2. 'Employee' means all regular employees of</p>	No change



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( ) To be deleted

Family'-for the purpose of these rules family shall include

- a. Wife/husband
- b. Parents wholly dependent on the employee
- c. Maximum two children including step children and adopted children but excluding married or earning sons/daughters.

Exclusion-

- a. Spouse who is employed in any Government Organization/PSU/Local Bodies/big Public Limited Companies/ self employed spouse who is an Income Tax payee shall also be excluded.
- b. Married daughter including divorced and separated/Unmarried daughter and son of more than 25 years. However, if they are earning before attaining 25 years of age, they shall also be excluded.
- c. As regards third and more children, the employee shall contribute 25 % of total medical expenses, but the same provision shall not be applicable in case of twins in

- 3. MTNL who are on regular pay rolls of MTNL (including the employees retired from MTNL) but does not include apprentices, daily rated or casual labors on daily wages, temporary Mazdoors. The employees who are on deputation to any of the subsidiary of MTNL shall also be treated as 'employee' for the purpose of these rules.
- 3. 'Family'-for the purpose of these rules family include
  - a. Wife/husband
  - b. Parents wholly dependent on the employee
  - c. Children including step children and adopted children but excluding married or earning sons/daughters.



	<p>NOTE 1: If the spouse of the employee is employed in another govt. organization whether at the same station or elsewhere which provides medical facilities in cash or kind or both, he/she does not avail of medical facilities in govt. organization in which he/she is employed. Employees of MTNL shall give in writing whether his/her spouse who is employed in another Govt. organization shall avail of the medical facilities of MTNL or of the Govt. organization in which he/she is employed.</p> <p>NOTE 2: The term 'family' includes parents including step parents, children/step/adopted children provided they are wholly and exclusively dependent on the employee.</p> <p>Married female employees requesting for medical facilities for their parents living permanently under the same roof and depending on them will have to satisfy the company regarding the dependency of such parents particularly when the married female employee has other brother(s)/sister(s) who also can take care of them.</p>	<p>second delivery, and/or permanent disable child of more than 25 years of age. For above purpose, concerned employee shall give an undertaking to this effect in prescribed format. False information, if any, furnished by employee shall be treated as misconduct under CDA Rules/Standing Orders/CCS Conduct Rules, and he/she shall be liable for punishment as per rule.</p> <p>To be deleted</p> <p>No change except maximum two children as per Section II (3). However, the income limit may be revised from Rs. 2500/- p.m. to Rs. 3500/- p.m.</p>
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	<p>Such parents whose total income exceeds Rs. 2500 per month (subject to production of income proof) shall not be treated as dependent.</p> <p>NOTE 3: Unmarried sons and daughters who are employed only on part time basis shall be treated as wholly dependent on the company's employee for the purpose of these rules provided the concerned employer does not provide any medical assistance. Such unmarried sons or daughters whose total monthly income does not exceed Rs.2500 per month (subject to production of income proof) shall be treated as dependent.</p> <p>NOTE 4: for assessing income of parents /children for the purpose of dependency the income received from all sources like interest on bank deposits, security, shares and debentures, pension under any scheme (excluding pension relief received by govt. pensioners), rentals from house properties, land and holdings, employment (full/part time) and any other recurring nature of income would be taken into account.</p> <p>NOTE 5: the company shall have right to satisfy itself with regard to the dependency of parents and children and the employee is bound to give such reasonable proof in this regard which the company can demand as absolute right. Certificates from local authorities and/or the employers of the dependent can also be asked for.</p>	<p><b>To be deleted</b></p> <p><b>No change. However, details of income of spouse may also be included.</b></p> <p><b>No change</b></p>
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	<p>NOTE 6: In case of both husband and wife are employees of MTNL, they as well as eligible dependents, only one will be allowed to avail the medical facilities under these rules. A joint declaration to this effect should be submitted by them. This declaration once exercised shall be final.</p> <p>NOTE 7: The provision at note six will not apply, if a women employee whose husband is also in MTNL, exercises options to claim for her parents as provisions in Note 2 above. In such cases husband and wife can claim separately. The claim of the eligible children will be included in either of the two.</p> <p>NOTE 8: Woman employees can include either eligible parents or parents in law (but not both combined) at their choice. This fact should be declared in writing and approved by the company in advance. The option once exercise shall be final. However, the company may in exceptional cases, consider change from parent to parents in law or vice versa in case of the both the originally declare set of dependents.</p>	<p>No change. However, submission of joint declaration is mandatory for the employee.</p> <p>To be deleted</p> <p>No change. However, following may be added- Unmarried female employee upon getting married or remarried can change the dependents from her parents to parents-in-law subject to fulfilling other conditions. Such option shall be exercised only once during the entire service period.</p>
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