

## MEDICAL BENEFITS FOR THE EMPLOYEES OF WBSEB.

( For exact version, please consult WBSEB Employees' Service Regulations )



The West Bengal State Electricity Board extends various Medical facilities to its employees, which are governed by the West Bengal State Electricity Board (Medical Attendance and Treatment) Regulations, 1964 and subsequent modifications thereof from time to time. These Regulations came into force with effect from the 1<sup>st</sup> day of July 1964. It is applicable to all the whole-time employees of the Board, including their families, when such employees are on duty, leave or under suspension, but it shall not apply to the employees -

- (a) Who are out of India on leave or deputation, but their family members, who do not accompany with them, shall continue to be governed by these Regulations,
- (b) Who are on contract service, unless specifically provided in the contract,
- (c) Employees on Foreign Service or on Deputation, unless specifically authorized,
- (d) Employees, who are covered by the Employees' State Insurance Scheme.

Under this Regulation, "Family" means the Wife or Husband and Children, including Step Children, of an employee, who are wholly dependent upon him/her. It also includes an employee's parents, unmarried sisters and minor brothers, if residing with him and wholly dependent upon him/her. If the income of the dependent family member is more than Rs.1300/- per month, claim of reimbursement in respect of such dependent family member shall not be allowed.

The various Medical benefits, extend to the employees of West Bengal State Electricity Board, are furnished below:-

1. Medical Allowance at the rate of Rs.100/-per month is paid to all the Board's employees with their monthly salaries for meeting expenses of their medical treatment, without submitting any bills & vouchers.

2. Expenses incurred on purchase of Spectacles by Board employees drawing a basic pay up to Rs. 5,000/- only per month is admissible for reimbursement up to a maximum of Rs. 200/- only per pair of Spectacles, subject to a limit of one pair of Spectacles in 5(five) years.
3. The Board's employees and their family members are generally entitled to reimbursement of Indoor Medical Treatment. OPD/ Outdoor Treatments usually are not admissible for reimbursement. Full reimbursement of admissible amounts for self and family members are allowed for treatment (indoor treatment) in all Govt. Hospitals / Health Centres / Clinics and few approved Hospitals of the Board.
4. Reimbursement of medical treatment expenses in Private Hospital / Nursing Home is allowed at par with the rates of Ramkrishna Mission Seva Pratisthan or Behala Balananda Brahmachari Hospital, whichever is beneficial to the employees. Reimbursement for indoor treatment outside West Bengal is also allowed as per the same guidelines.
5. Reimbursement of train fares (Up and Down) for self and one escort for traveling at II class in case of treatment outside the State is allowed, subject to obtaining prior permission from the Director of Health Services, Govt. of West Bengal.
6. In certain special diseases, like Thalassemia, Hemophilia, Cancer and other malignant diseases, reimbursement of outdoor treatment is also allowed.
7. The cost of medicines, prescribed by the Competent Medical Authority at the time of discharge of the patient from hospital shall not be reimbursable.
8. If treatment as an indoor patient is done in a Government / Approved Hospital, the cost of disposable syringes & needle, I.V. Set & needle, Suturing materials (like cat gut, silk, nylon, etc.) Dressing materials (like Gauge, Bandage, Cotton etc.), Ryle's tube, Catheters, Urosac, IOL (subject to the ceiling limit of Rs. 800/-), Prosthesis/Medical instruments, including fixation of nails used in orthopedic cases are reimbursable.
9. Cardiac surgeries / Kidney surgery in Private Hospitals are allowed within ceiling limit of Rs.75,000/- (Rupees Seventy Five Thousand), following certain formulas.
10. The cost of 'Pacemaker' is reimbursable to the tune of Rs.50,000/- (Rupees Fifty Thousand) for self and Rs.25,000/- (Rupees Twenty Five Thousand) for dependant family member.

11. Cost of C.T. Scan, M.R.I. Test and Holter Monitoring are reimbursable, subject to a ceiling limit of Rs. 750/-, Rs. 5000/- and Rs. 850/- respectively.
11. In certain exceptional cases, particularly in case of life saving treatment, the Board Management sanction of fund beyond the ceiling limit and in relaxation of the prescribed norms, considering the nature of ailment and the financial hardship of the Board's employee, on humanitarian ground after obtaining necessary approval from the Board as special cases.
12. A Board's employee and his/her dependent family member is entitled to the following class of accommodation in the Hospital: -
- I. Class-I/Class-II Officers - Cabin
  - II. Class-III Staff - Paying bed
  - III. Class-IV Staff - Free bed - As there are no 'free bed' facilities available, Class-IV employees are reimbursed at the Govt. rate of paying bed charges.

The class of accommodation, as stated, may be relaxed and admission in paying bed/cabin may be accepted, subject to furnishing a certificate from the Residential Medical Officer/Registrar/Medical Officer-in-charge, as the case may be, to the effect that the nature of illness necessitates immediate hospitalization in such bed/cabin.

13. Apart from the Govt. Hospitals, the following non-Govt. Hospitals are also recognized by the Board as approved Hospitals: -
- 1) North Suburban Hospital, Kolkata
  - 2) Upendra Nath Mukherjee Memorial Hospital, Kolkata
  - 3) Lumbini Park Mental Hospital, Kolkata
  - 4) School of Tropical Medicine, Kolkata
  - 5) Chittaranjan Seva Sadan, Kolkata
  - 6) Chittaranjan Cancer Hospital, Kolkata
  - 7) Institute of Child Health, Kolkata
  - 8) Lohia Matri Seva Sadan, Kolkata
  - 9) Ramkrishna Mission Seva Pratisthan, Kolkata
  - 10) Ramkrishna Matri Bhavan, Kolkata
  - 11) Ramrikdas Haralalka Hospital, Kolkata

- 12) Islamia Hospital, Kolkata
  - 13) Mayo Hospital, Kolkata
  - 14) Sri Sri Balananda Brahmachari Matri Seva Sadan, Kolkata
  - 15) Matri Mongal Prathisthan, Kolkata
  - 16) Marawari Relief Society Hospital, Kolkata
  - 17) Dr.M.N.Chatterjee Memorial Eye Hospital, Kolkata
  - 18) Goenka Hoospital, under University College of medicine, Kolkata
  - 19) Farakka Barrage Project Hospital, Farakka
  - 20) Cancer Centre & Welfare Home, Thakurpukur, Kolkata.
  - 21) DSP Hospital, Durgapur
  - 22) Rishra Seva Sadan, Rishra
  - 23) S.V.S. Marawari Hospital, Kolkata
14. In case of indoor treatment in the Non-Govt. / Non-approved Hospitals / Nursing Home/ Clinics, Bed charges, at the following rates, are admissible:-
- i) Paying bed - Rs. 100/- per day
  - ii) Cabin - Rs. 275/- per day
  - iii) ITU/ICU - Rs. 975/- per day
15. Out of aforementioned approved non- Government Hospitals, the Board has two reserved beds at the Cancer Centre & Welfare Home, Thakurpukur and one reserved bed at the Behala Balananda Brahmachari Hospital for emergency situations. There is one reserved bed in the Coochbehar Cancer Centre, Coochbehar for treatment of Board's employees & dependants.
16. The Board Management also engages three nos. Medical Supervisors for the SSKM Hospital and Kolkata Medical Collage Hospital to look after the Board's patients.
17. The Board has also Medical Units at the Rammam Hydrel Project, Jaldhaka Hydrel Project, Teesta Canal Fall Hydrel Project and Jeerat 400 KV Sub-Station for outdoor treatment only. In addition, one well-equipped Pathology Lab, run by a qualified Lab. Technician, is functioning at the Rammam Hydrel Project. Medical treatment facilities are also available at Fazi and Rinchington Hydrel Power Stations under the Kurseong Gen-cum- District Division, Siliguri Power House Colony and North Bengal University 132 KV Sub-Station from the part-time Medical officers.

18. There is also a fully functioning, within its available infrastructure, Medical Unit at Bidyut Bhavan. It is well staffed with Medical officers, Pharmacist and Nursing staff.
19. All employees have the opportunities to seek for medical advance in cases of indoor treatment. According to the gravity of the illness an amount of up to 2/3 the expected expenses is granted as temporary medical advance. In exceptional cases where life is at stake, in lieu of advance, large medical grants are sometimes given, as a very special case.
20. Reimbursement claim for employees injured in the course of duties is treated with special respect and consideration. In these cases reimbursement is given for indoor as well as relevant outdoor treatment.
21. In cases of employment injury employees terminating in disability/disabilities, the degree of the disability is assessed in accordance with the Workmens' Compensation Act, 1923 at the Medical Board and the employees are suitably compensated.

