

Human Resource Administrative Division,
Human Resources Department, Central Office, Mumbai

STAFF CIRCULAR NO.8454

Date: 05.11.2024

To All Branches / Offices

MODIFICATIONS UNDER STAFF WELFARE SCHEME

Attention is invited to Staff Circular nos. 8269 dated 23.04.2024, 8258 dated 12.04.2024, 8221 dated 18.03.2024, 7749 dated 22.08.2022, 7777 dated 17.09.2022 and 7962 dated 01.04.2023 vide which Staff Welfare Schemes were circulated.

We are pleased to inform that as per the recommendations of the Staff Welfare Committee in its meeting held on 16.10.2024, the Competent Authority had accorded its approval for various modifications in the Staff Welfare Schemes. The modifications in brief are mentioned below and in detail are enclosed as Annexure-I.

- a) Increase in the amount of canteen subsidy for the employees posted at places other than Central Office, CO Annex Mangalore & CO Annex Hyderabad.
- b) Increase in limits & clarification under Antenatal Health Check-up Scheme.
- c) Increase in amount permissible under educational scheme for wards of employees.
- d) Increase of Annual Health Check-up reimbursement amount under UBIREMAS Scheme.**
- e) Increase in limit for Financial Assistance to Physically Handicapped Employees for Purchase of Crutches, Other Accessories.
- f) Increase in limit & modification under the Scheme for Financial Assistance to Physically Challenged Children of the Employees for Payment of School/Computer Courses Fees, Purchase of Crutches, Hearing Aids & Other Accessories.
- g) Increase in % of subsidy to retirees/ Family Pensioners & Pre-1986 Retirees, who are having pension below Rs.20,000/- per month towards 'IBA Group Medical Insurance Premium Amount'.
- h) Introduction of new Scheme for active employees - 'UNION AYUSH'.
- i) Introduction of new Scheme for retirees- Ex-Gratia to Pensioners and Family Pensioners Drawing Monthly Pension (Net Pension) Less Than Rs. 10000/- (Not Covered Under Ex Gratia to Pre-1986 Employees).
- j) Introduction of new Scheme for retirees - 'UTKRSHTATA KE 75 VARSH'

The necessary modifications in the module are under development & shall be made live in due course. All are advised to take a careful note of the same and bring contents of this circular to the notice of all concerned.


Chief General Manager (HR)

Encl.: Annexure-I - Detailed modification under Staff Welfare Schemes.

S.N.	Scheme	Modifications under Staff Welfare Schemes		
5	Union Bank of India Retired Employees Medical Assistance Scheme (UBIREMAS)	The modifications under the Scheme are as under:		
		S.N	Existing	Modified
		1	The term 'gainfully employed' shall mean such primary/secondary member who is in employment and is receiving monthly remuneration of Rs. 12000.00 and above.	The term 'gainfully employed' shall mean such primary/secondary member who is in employment and is receiving monthly remuneration of Rs. 18000.00 and above.
		2	Reimbursement of annual health check-up, maximum to an extent of Rs. 2000.00 (Rs. Two Thousand Only), per financial year, per Family unit shall be payable in a Financial year, subject to production of original bill/cash receipt. Submission of report is exempted for claiming the reimbursement amount towards annual health check-up.	Reimbursement of annual health check-up, maximum to an extent of Rs. 3000.00 (Rs. Three Thousand Only), per financial year, per Family unit shall be payable in a Financial year, subject to production of original bill/cash receipt. Submission of report is exempted for claiming the reimbursement amount towards annual health check-up.
		3	NA	<u>Under Hospitalization:</u> - The reimbursement of hospitalization expenses includes Pre-Hospitalization and Post-Hospitalization expenses during period upto 30 days prior to hospitalization and during the period 90 days after the discharge from the hospital. - Critical illness (Cancer of specified severity/ Stroke resulting in permanent symptoms/ permanent paralysis of limbs/ Open Chest CABG/Myocardial infarction/Open heart replacement or repair of heart valves/major organ/bone marrow transplant/ kidney failure requiring regular dialysis/ End stage liver failure) also covered under the

S.N.	Scheme	Modifications under Staff Welfare Schemes											
				daycare expenses provided under UBI-REMAS hospitalization. All documents for reimbursement of hospitalization are to be submitted within 6 months from the date of discharge. In case of genuine reasons regrading non-submission of bills with TAT, the same may be considered by the sanctioning authority.									
		Other Terms & conditions remains unchanged. The modifications/increase in limits under the scheme shall be effective from 1 st November 2024 (bills processed/sanctioned on & after 1st November 2024).											
6	Financial Assistance to Physically Handicapped Employees for Purchase of Crutches, Other Accessories.	The modifications under the Scheme is as under: <table><thead><tr><th>Existing</th><th>Modified</th></tr></thead><tbody><tr><td>The employee is eligible for reimbursement of maximum Rs.5,000/- per year or the claim made whichever is less.</td><td>The employee is eligible for reimbursement of maximum Rs.18,000/- once in 3 years or the claim made whichever is less.</td></tr></tbody></table> Other Terms & Conditions of Scheme remains unchanged. The enhancement will be effective from FY2024-25. Any claim in difference amount to be made through Union Parivar only.			Existing	Modified	The employee is eligible for reimbursement of maximum Rs.5,000/- per year or the claim made whichever is less.	The employee is eligible for reimbursement of maximum Rs.18,000/- once in 3 years or the claim made whichever is less.					
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7	Financial Assistance to Physically Challenged Children of the Employees for Payment Of School/Computer Courses Fees, Purchase Of	The modifications under the Scheme are as under: <table><thead><tr><th>S.N</th><th>Existing</th><th>Modified</th></tr></thead><tbody><tr><td>1</td><td>The amount of reimbursement provided under Scheme is maximum Rs.5000/- per year or the claim made whichever is less.</td><td>The amount of reimbursement provided under Scheme is maximum Rs.10000/- per year or the claim made whichever is less. Further, in case of purchase of hearing aids/wheels chair for the wards, reimbursement upto Rs.30,000/- once in 3 years can be claimed by the employees.</td></tr><tr><td>2</td><td>NA</td><td>Under the scheme employee can also claim reimbursement towards education of their mentally challenged wards as a special aid towards their education expenses.</td></tr></tbody></table>			S.N	Existing	Modified	1	The amount of reimbursement provided under Scheme is maximum Rs.5000/- per year or the claim made whichever is less.	The amount of reimbursement provided under Scheme is maximum Rs.10000/- per year or the claim made whichever is less. Further, in case of purchase of hearing aids/wheels chair for the wards, reimbursement upto Rs.30,000/- once in 3 years can be claimed by the employees.	2	NA	Under the scheme employee can also claim reimbursement towards education of their mentally challenged wards as a special aid towards their education expenses.
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