

PEPCO HEALTHCARE POLICY



HYDERABAD ELECTRIC SUPPLY COMPANY
OFFICE OF THE CHIEF EXECUTIVE OFFICER HESCO HYDERABAD
ROOM # 110, 1st FLOOR, WAPDA OFFICES COMPLEX
HUSSAINABAD HYDERABAD (SINDH)

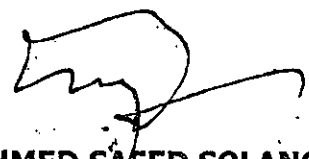
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NO.CEO/HESCO/D.M (S)/A-5/ 1843-87

DATED: 06 / 02 / 2019

OFFICE ORDER

Approval of the BoD HESCO accorded in its 147th meeting held on 22.01.2019, minutes circulated vide Company Secretary letter No.HESCO/CS/MIn-147th BoD/meet:/352-67 dated 29.01.2019 and subsequent Board Resolution vide No.HESCO/BOD/CS/643-57 dated 29.01.2019, is hereby conveyed for adoption of PEPCO's O.M No:14271-14300 dated 15.12.2017 mutatis mutandis regarding healthcare policy for HESCO employees with immediate effect.


(AHMED SAEED SOLANGI)
DG / ADMN & HR DIRECTOR
HESCO HYDERABAD

Copy to:

- General Manager (HR) PEPCO, Wapda House Lahore.
- General Manager (Technical) HESCO, Hyderabad.
- Chief Operating Officer HESCO, Hyderabad.
- Chief Commercial Officer HESCO, Hyderabad.
- Chief Engineer (Development) PMU HESCO, Hyderabad.
- Company Secretary BoD HESCO, Hyderabad w.r.to his Board Resolution referred above.
- Chief Financial Officer HESCO, Hyderabad.
- Director General (Medical Services) Wapda 210-Ferozpur Road, Lahore.
- Addl. DG MIS / L&L HESCO, Hyderabad.
- Manager HRM / TM&CM / CM&O / S&I / Tech. GSO / MM / Civil HESCO, Hyderabad.
- Project Director GSC / Const HESCO, Hyderabad.
- Superintending Engineer, Operation Circle HESCO, Hyderabad / LAAR / M.P.Khas / N.Shah.
- Superintending Engineer, GSO Circle HESCO, Hyderabad.
- Regional Manager (M&T) HESCO, Hyderabad.
- Chief Internal Audit HESCO, Hyderabad.
- Medical Superintendent Wapda Hospital, Hyderabad.
- Principal RTC HESCO, Jamshoro.
- PSO to CEO HESCO, Hyderabad.
- Deputy Manager CM Cell / TMP / PR / HRM / TPT / Safety / PDC / 118 / PMC / FCC HESCO Hyderabad
- Liaison Officer HESCO, Hyderabad.
- Land Acquisition Officer HESCO, Hyderabad.
- Addl. Deputy Manager (Admn) Audit Para Section HESCO, Hyderabad.
- Provincial Chairman, All Pakistan Wapda Hydro Electric Workers Union (CBA), Hyderabad.
- Master file.



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ANNEX-A

No. GM(HR)/HRD/A-8471/19271-14500

Date: 15.12.2017

OFFICE MEMORANDUM

FAX NO: 1787-01

Date: 03.04.18

SUBJECT: HEALTHCARE POLICY

BoD PEPCO, in its 67th Meeting held on 07.10.2017, has been pleased to approve Healthcare Policy as under:

1. WAPDA will create Medical Healthcare Company as a service provider. The Board of Directors of the Company should have at least four members out of seven from PEPCO/DISCOs/NTDC/GENCOs to bring all stakeholders on board for improvement of Healthcare Facility.
2. The cost of medical to be paid by each Company to WAPDA will be calculated on prorata basis consisting of two components: (i) fixed cost, including establishment and O&M cost and (ii) drug and dressing Cost to be calculated on the basis of total number of registered employees.
3. A draft MOU will be prepared in consultation with WAPDA Medical Services and PEPCO, on behalf of all corporate entities, to have uniform Healthcare facility across all corporate entities. The draft MOU will be put up to BOD PEPCO for approval.
4. Medical facilities for employees of Corporate Entities through present setup of WAPDA Hospitals and Dispensaries be continued, subject to improvement in the quality and standard of services and facilities at par with CWH or reputable private hospitals.

Companies are allowed to take on their Panel one or more Hospitals for general and specialized treatment. In big cities, patients will be referred to panel hospitals through Medical Officer/Medical Superintendent/DG M/S of WAPDA Hospital. In small cities, the patients will be referred to Panel hospitals through Drawing & Disbursing Officer (DDO) of the area. List of such small cities will be approved by Admin & HR Directors of the concerned companies.

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6. In order to cover employees serving at far-flung areas where WAPDA Medical facility is not available Cash Medical Allowance as under in light of Federal Government Office Memorandum No.F.1(1)Imp/2010-622 dated 05.07.2010 will be given:-

- (a) Cash Medical Allowance @ 15% of the running basic pay to the employees in BPS-16 and above of PEPCO/Corporate Entities, if they opt for the same.
- (b) Cash Medical Allowance @ 15% of the running basic pay to the employees in BPS-1 to 15 of PEPCO/Corporate Entities, if they opt for the same. The cash medical allowance should not be less than the existing rate of Rs. 1500/- per month.

Note: The employees who opt for cash medical allowance will be entitled for consultancy and indoor facilities available at WAPDA Hospitals/Dispensaries.

7. Eligibility for Medical Facilities.

For all employees who opt for medical facility except on Daily Wages. For Contract Employees, relevant clause of contract should apply.

8. Extent of Medical Facilities

All kinds of healthcare facilities are covered except cosmetic and dermatology requirements.

9. Removal of Bottlenecks in Existing Reimbursement Procedure/Rates.

a) Reimbursements on outdoor treatment.

The claims of the patients referred to Private hospitals by WAPDA Medical Services be re-imbursed twice the rates of CMH for similar treatment. In case of chronic diseases, actual expenditures incurred in private hospitals be reimbursed. The nature of case to be a chronic one be determined by the WAPDA Medical Board.

Reimbursement Limit:

Limit of reimbursement of medicine be enhanced as under:-

- (i) Where the Medical Facility Exists.
Upto 01 month running basic pay of the employee.
- (ii) Where The Medical Facility Does Not Exist.
Upto 03 months running basic pay in a financial year.

Note: There will be no restriction on reimbursement for treatment of chronic diseases as determined by the board.

c) Advances for Non-Fatal Accidents.

In case of non fatal accident, if medical facility of specific treatment is not available in WAPDA/Panel hospital, the concerned Drawing & Disbursing Officer (DDO) should arrange advance payment immediately for treatment at Private Hospital / Non-panel hospital to be adjusted later on with the approval of competent authority.

d) Maternity Charges

The revised maternity charges are as under:-

- a) Rs. 20,000 for normal delivery in Hospital.
- b) Rs. 50,000 in C-Section cases
- c) Rs. 5,000/- if delivery is conducted at residence of the employee (i.e. through midwife).

- 10. (i) Reimbursement of implants such as Drug Eluting Stents, Intraocular Lens, Knee Implants/Prosthesis etc.
- (ii) Full Medical facility for disabled/chronically ill children of employees.

11. Re-imbursement for the dental treatment will be twice the rates of CMH.

- 12. (i) Local boards be constituted for Cardiac Surgical procedures except Intra-Cardiac Implants, grant from WAPDA Welfare Fund, haemodialysis, PET Scan.

- (ii) Drugs such as medicines for treatment of Hepatitis B&C, erythropoietin, haemodialysis, be empowered to local boards.

13. Companies shall individually create and maintain Employees Medical Benevolent Fund (EMBF) to cater the requirements of their employees.
14. Member from the concerned company shall be included in procurement / local purchase of medicines for WAPDA Hospital & its allied dispensaries.
15. For rest of the issues, the existing Pakistan WAPDA Medical Attendance Rules, 1979 (as amended) will remain in force.

(Saghir Ahmad)
General Manager (HR)
PEPCO

c.c.to:-

- Chairman WAPDA.
- MD (Admn) WAPDA.
- MD INTDC.
- All CEOs, DISCOs/GHCL/GENCOs/PTC
- All GMs PEPCO / GM (HR) WAPDA.
- Company Secretary PEPCO w.r.to his No.1750-57/Secy/PEPCO/BOD/VI-67/Item-6 dated 10.10.2017
- Chief Auditor PEPCO
- Director General (Medical Services) WAPDA
- CEs/DGs PEPCO
- Directors PEPCO
- SO to MD PEPCO
- St. B&AO PEPCO
- Master File