

(HUMAN RESOURCE DEPARTMENT)  
HEAD OFFICE

Ref.No.HO/HR/Pol.Med/2017

14<sup>th</sup> March, 2017

CIRCULAR NO.1704

Sub: Ex-post facto medical reimbursement

As per rules, IFFCO employees take treatment from any Doctor or hospital within the prescribed rules and regulations of the Society. For specialized consultation/hospital admission etc, employees are supposed to consult the Medical Officer of their Unit / division prior to starting/changing the treatment and getting the estimate approved.

It has been observed that Ex-post facto reimbursement of medical bills have been increasing due to the reason that more often, the employees take the treatment without prior approval/consultation of Medical Officer and then claim Ex-post facto reimbursement.

It has been decided that Ex-post Facto reimbursement will be given only in emergency cases where employee could not take prior approval in cases of hospitalisation. In other cases, employees are advised to strictly follow the rules for reimbursement of medical expenses and avoid ex-post facto reimbursements.

*Nakul Pathak*

( Nakul Pathak ) 14/03/17.

General Manager (Human Resource)

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