



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF.: ONGC/KS/ 141 /20 21

DATE: 18/06/2021

To,

The C & MD

ONGC, PDD Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi- 110 070.

c/c

The Director (Finance)

The Director (HR)

The Director (T&FS)

The Director (Offshore)

The Director (Onshore)

The Director (Exploration)

Sub.: Income Tax to be borne by ONGC on the amount of Medical expenditure incurred by employees in non-panel Hospitals for the treatment of COVID-19.

Respected Sir,

Lockdown in the entire nation was declared by Govt. of India and states on 23rd March 2020 due to the pandemic of COVID-19. Employees staying in and around Mumbai city and affected by COVID-19 were admitted in the ONGC panel hospitals where they need not to block their money because direct billing facility is available in these panel hospitals.

During last five years we could impanel some new hospitals in **Nasik, Nagpur, Pune & Aurangabad** as large number of candidates were employed from these districts. Even then, we are not able to cover other districts of Maharashtra State as the hospitals available in the districts are mostly private hospitals and as your authorities are aware indoor treatment taken in these hospitals is taxable as they are not having income tax exemption certificates.

Moreover, medical bills of these private hospitals are sanctioned by initiating proposal for special sanctions as per the rate of KEM Pune hospital which are far lower from actuals. Employees submitting medical bills for special sanction were sanctioned only **55 to 60%** amount of their total medical bill as **30% income tax** is also deducted on the total amount of medical bill.

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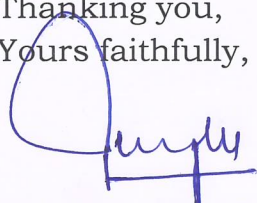
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Huge amount of income tax incurred is being deducted from the medical bills of the employees who availed medical treatment from private hospitals. Your authority must be aware families of employees and ex-employees affected by COVID-19, around Rs. 5.00 lacs has been incurred by them for the treatment. Most of these cases are of non-paneled private hospitals.

Please find enclosed the circular no. **01:HR-Policy:7(6) dated 30/04/2021** issued by **Nuclear Thermal Power Corporation (NTPC)** for your perusal. In the circular at point no. **2.2 it is mentioned that "Tax burden on such medical expenditure shall also be borne by NTPC"**.

In view of above your esteemed authorities are requested to kindly take a decision to borne the tax burden on such medical expenditure by ONGC. It will definitely reduce the financial burden of our ex and existing employees who have incurred heavy amount for treatment of COVID-19 in private hospitals.

Thanking you,
Yours faithfully,



B/C

(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-Chief ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
2. GGM-Head HRD, ONGC, PD Urja Bhavan, Nelson Mandela Marg, New Delhi.
3. GGM-HRO, ONGC, WOU, NBP Gr. Hts., BKC, Bandra, (E), Mum-51.
4. GGM -Head ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
5. GM-I/c HR/ER, & IR, ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum-51.



NTPC LTD.
CORPORATE-HR
COE - Strategic HR & Talent Mgmt.

Ref.No.:01:HR-Policy:7(6)

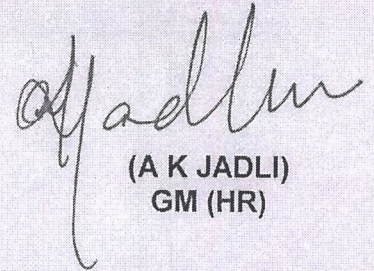
Date:30.04.2021

CORPORATE HR CIRCULAR NO. 908 / 2021

Sub: Revision in NTPC MAT Rules – reg.

- 1.0 The exponential rise in number of cases during second wave of COVID-19 has put tremendous stress on the entire medical infrastructure of the country.
- 2.0 Keeping in view the unprecedented situation posed by COVID-19, the following has been decided:
 - 2.1 Employees shall be reimbursed full medical expenses incurred for treatment of COVID-19 taken in any private or non-empanelled hospital also, for themselves and their dependent family members without restrictions prescribed in MAT Rules.
 - 2.2 Tax burden on such medical expenditure shall also be borne by NTPC.
 - 2.3 The above shall come into force with immediate effect and shall be valid till 31.05.2021.
 - 2.4 All pending claims of COVID treatment of employees and their dependent family members shall also be dealt as per the above provisions.

This issues with the approval of the Competent Authority.


(A K JADLI)
GM (HR)