



Western Coalfields Limited

(A Government of India Undertaking)

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Website: Westerncoal.nic.in

CIN: U10100MH1975GOI018626

No. WCL/IR/SE/ 1056

Date: 26-04-2019

To

All Area General Managers

WCL Areas & CWS Tadali

All HODs WCL HQ *Vigilance*

Dear Sir,

Sub: Medical benefits to Mother-in-law of women employees.

The subject matter has been deliberated in Functional Directors of WCL in its 807th meeting held on 11-04-2019 and the FDs have agreed to the proposal to provide medical benefits to Mother-in-law of women employees in WCL as per following:-

1. Medical facility to Mother-in-law /Father-in-law of women employees can be extended only to the female employees who have been offered employment on compassionate ground due to death of her husband by obtaining one time option in writing at the time of appointment which will not be changed afterward.
2. The female employees employed on compassionate ground due to death of her husband and on roll as on date availing medical facility for their Mother-in-law/Father-in-law after giving option in writing, may continue the facility and their option will not be changed.
3. The above benefits will be applicable to Mother-in-law/Father-in-law only when Mother-in-law/Father-in-law are residing with the female employee, not availing such facility from any Govt. /PSU or other source and their total monthly income does not exceed Rs. 10,000/- (Rupees Ten thousand only) per month.

The above facility will be as per the admissibility of medical facilities under MAT Rules to parents and option once exercised will not be changed.

Yours faithfully,

[Signature]
26/4/19
General Manager(P/IR)

c.c.to: GM(CA)/TS to CMD/D(T/OP)/D(T/P&P)/D(F)/D(P)

All APMs - All Areas incl. CWS Tadali