

Definition of Family:

With effect from 01.04.2024, for the purpose of medical facilities and for the purpose of LFC, the expression 'family' of an employee shall mean -

- (i) The employee's spouse,
- (ii) Wholly dependent unmarried children (including step children and legally adopted children)
- (iii) Wholly dependent physically and mentally challenged brothers/sisters with 40% or more disability,
- (iv) Widowed daughters and dependent divorced/ separated daughters,
- (v) Sisters including unmarried/divorced/abandoned or separated from husband/ widowed sisters,
- (vi) Parents wholly dependent on the employee.

Provided that in the case of physically and mentally challenged children irrespective of age, they shall be construed as dependents even after their marriage subject to however fulfilling the income criteria for dependent.

The term wholly dependent family member shall mean such member of the family having a monthly income not exceeding Rs.18,000/-.

If the monthly income of one of the parents exceeds Rs.18,000/- p.m. or the aggregate of monthly income of both the parents exceeds Rs.18,000/-, both the parents shall not be considered as wholly dependent on the employee.

Note:

- i. For the purpose of medical expenses reimbursement scheme, and Leave Fare Concession, for all employees, any two of the dependent father, mother, father-in-law, mother-in-law shall be covered. The employee will have the choice to substitute either of the dependents or both once in a calendar year.
- ii. For the calendar year 2024, for the purpose of medical insurance scheme/policy, the revised monthly income criteria of dependents shall be effective from 01.10.2024.

(Ref.: – 12th Bi-Partite Settlement dated 08-03-2024)