

## MEDICAL REIMBURSEMENT

- Eligible employees receive an amount towards Medical Reimbursement so as to meet their medical expenses.
- Any amounts not claimed by you during a financial year (April to March), by default, would be taxed at the end of the financial year.
- Under Medical, an employee will be entitled to claim reimbursement of domiciliary medical expenses for self, spouse, two children below 21 years, and your immediate dependents.
- Specific conditions pertaining to Medical Reimbursement:
  - ✓ Employees shall be entitled to reimbursement of Medical Expenses as indicated in the appointment letter.
  - ✓ An employee would be entitled to claim reimbursement of medical expenses incurred in respect of himself and his dependents as defined by him. However, this reimbursement can be claimed only for dependent children below the age of 21 years.
  - ✓ Expenses on medicines, drugs, consultation fees paid to doctors, pathology charges, dental treatment, prescription eyeglasses and contact lenses are payable. In addition, any hospitalization expenses disallowed by the insurance companies out of claims made by the employees can also be claimed under this head.

- ✓ The above maximum limits are calculated on a financial year basis. In case of employees joining the Company during the course of the year, the entitlement shall be calculated on a pro-rata basis.
  
- ✓ Any employee found altering / tampering with medical bills or otherwise, strict disciplinary action including termination will be effective.
  
- ✓ Income tax deduction will be as per rules applicable in this regard. Currently, reimbursement of medical expenses is exempt from Income tax up to ₹ 15,000/-per financial year.

**FAQ**

**1. What are the rules relating to Medical Reimbursement?**

Medical reimbursement can be claimed against bills and supporting's for medical expenses incurred on self, dependent immediate family, and dependent parents. Certain expenses such as toiletries & cosmetics are not allowed. Hospitalization expenses may also be claimed from this eligibility.

**3. What documents required?**

Genuine bills / prescriptions / supporting's will be required.

**4. Who can I claim expenses for?**

Myself, spouse, dependent children below the age of 21, and dependent parents.

**5. What expenses am I not allowed to claim under Medical?**

Toiletries and cosmetics, nappies, infant foods, tonics and health supplements (unless prescribed by the doctor) cannot be claimed. Please check specific instances.

**6. What is the income tax treatment for the medical reimbursement I receive?**

Upto ₹ 15,000 is tax-free.

**7. Can I claim hospitalization expenses under this head? Will these expenses be tax-free or taxed?**

Yes, it will be tax-free for only Rs.15,000.