

Religare Health Insurance

As the first component of the SME Advantage initiative, NASSCOM has structured and negotiated an exclusive health insurance plan, developed in collaboration with Religare Health Insurance Company Limited. It is available exclusively for NASSCOM members.

Unique Benefits:

- **Competitive Premium:** The premium starts from Rs. 1500+taxes and the same is subject to various parameters like age profile, benefits chosen etc.
- **Pre-Underwritten with Cashless facility:** The premium will be same across customers irrespective their individual claims experience and even during renewal next year the premium will not be calculated basis the claim experience and it will be as per the prevailing and negotiated rates.
- **Dedicated Relationship Manager**
- **Alternative Insurance Solutions:** When bought under this scheme, the user will be given access to Alternative Insurance solution including digital engagement program for their employees throughout the year. One can also avail some of the discounted programs with exclusive benefits like onsite activities, health check-up etc.

For further queries, please feel free to reach out to us at SMEInsurance@nasscom.in. If necessary, Religare will arrange for an insurance expert to visit your office and take the discussion forward.

Policy Salient Features:

Group Health Insurance

1. The program is available for all NASSCOM Members with or without an existing policy
2. The Policy is pre-underwritten and disregards existing claims experience under their current policy
3. Minimum 25 employees if only employees to be insured, 35 Lives if Employee, Spouse and Children to be insured and 60 Lives if Employee, Spouse, Children and Parents to be insured.
4. Maternity benefit can be availed as an option
5. Sum Insured options are Rs.3, 4 and 5 Lacs/Family
6. Room Rent is limited to 1% and 2% of Sum Insured for normal and ICU
7. Pre-existing disease can be covered from day 1 excluding parents whose pre-existing disease can be covered after 6 months
8. The policy also offers you to buy OPD as an optional benefit.
9. No anti-selection is allowed which means all members under any family definition should be insured.

Group Personal Accident

1. Available for all NASSCOM Members
2. No under-writing
3. Sum Insured starts from Rs.1 Lac and can be maximum of Rs.10 Lacs/Employee
4. The Policy covers:
 - a) Accidental Death
 - b) Permanent Total Disability
 - c) Permanent Partial Disability
 - d) Temporary total disability (weekly benefit of Rs.5K/week for up to 100 weeks)

- e) Medical Expenses with a limit of 10% of CSI, 40% of the admissible claim amount or actual claim amount whichever is lower
- f) Funeral Expenses

Easy to Buy

- 5. The Policy can be bought both online.
- 6. You can also reach out to Sudipta Biswas for all insurance related queries for assistance. He can be reached at sudipta.biswas@igreenrisk.com or @ 8800335556
- 7. When necessary an insurance expert can visit you at your office
- 8. The premium can be paid online or offline.

Frequently Asked Questions

Q: Can a company with existing policy buy this policy?

A: Any NASSCOM member can buy this policy irrespective of having an existing policy or not.

Q: What is the minimum no of employees or members a company should have to avail/buy this policy?

A: If a company wants to insure only employees, the minimum no of employees a company should have is 25. If a company wants to insure family members (spouse and children), the minimum requirement is 35 members. For example, a company with 15 employees, wants to buy this policy for the employees and family members and total members are 40 including family members, it can buy this policy.

Q: Will the policy cover pre-existing disease?

A: Yes, you can buy this policy opting for pre-existing disease cover from day one or after 6 months from the policy inception date as an option.

Q: Does the policy have any waiting period?

A: The basic doesn't have any waiting period and all covers can start from day 1 until and unless opted otherwise.

Q: Can a company have multiple sum insured for different employees or families?

A: Yes; the company can choose the sum insured as is the requirement and the same can be linked to internal employee grades or any other parameter.

Q: Does the policy offer cashless facility?

A: yes; the policy offers cashless facility in all the network hospitals.

Q: Does the policy have any co-payment for claims payment?

A: The policy has the co-pay close of 10% for parents only and for all other members no co-pay is applicable, and 100% claim is payable if the claim is admissible.

Q: Does the policy have any disease-wise limits?

A: yes; some of the illnesses are capped and the list is added in the policy copy and in the portal.

Q: Does the policy cover maternity?

A: The policy can cover maternity. You have the options to choose; you can opt out; you can opt in with 9 months' waiting period or you can cover the same from day 1.

Q: What is the limit for maternity?

A: The maternity limit is fixed at Rs.35K/ Rs.50K for normal and C-section deliveries respectively?

Q: Is pre and post-natal expenses covered?

A: You can get this benefit added to the policy as an option.

Q: What is the maximum age limit under this policy?

A: For employee and spouse, the maximum age limit is 60 while for parents, the limit is 80.

Q: Can the policy cover parent-in-laws?

A: Yes; the policy can cover either set of parents or parents-in-laws.

Q: How to find out if a hospital is part of the cashless network?

A: You can find out from the website of Religare.

Q: Can a new employee be added in the policy during the policy period?

A: Yes; a new employee joining the company anytime during the policy period can be added to the policy by paying extra premium. The spouse, parents and children of the new employee can also be added under the policy if the policy covers family members. Additionally, if an employee gets married during the policy period, the spouse can also be added in the policy period. On the contrary, no mid-term additions of spouse and parents are not allowed for any existing employees.

Q: What will be the premium for a mid-term addition of a new employee/members?

A: The premium is calculated on pro-rata basis for both additions and deletions (refund).

Q: Who is the Third-party Administrator (TPA) under this policy?

A: There is no TPA as Religare settles claims through their in-house claim's settlement team directly. No third parties are involved in claims processing.

Q: What is the Turn Around Time (TAT) for cashless approval?

A: The TAT for cashless approval is 4 hours after all required documents are received.

Q: What is the TAT for reimbursement claims settlement?

A: The reimbursement claims are settled in 21 working days from the receipt of all necessary documents.

Q: Does the policy offer any health check-up facilities for the companies?

A: While the policy doesn't offer any health check-up however; as part of the program, all companies get an attractive offer to buy Alternative Insurance (AI) solutions which can include health check-up at a very attractive rate.

Q: Does the policy offer any wellness program for the NASSCOM members?

A: The policy doesn't cover any wellness program however; this program comes with an Alternative Insurance solution. The Alternative Insurance solutions is a rich program which includes regular engagement with employees through various digital content like videos, interviews (AI-MS) etc. and in some cases this AI solutions will also include health check-up. The basic AI plan is free of cost and there are other advanced programs which are heavily discounted and comes with attractive benefits.

Q: Does the policy have the benefits of corporate buffer?

A: yes; you can opt for the same basis the criteria specified for availing the same. The criteria are shown in the portal.

Q: Can the policy be bought online?

A: yes; the policy can be bought online through the Religare portal and payment can also be made online.

Q: If a customer doesn't want to buy online, what is the alternative way to buy?

A: A Company can approach designated person whose contact details are given in the portal and share all the relevant details and the designated person will come back to you with appropriate solutions.

Q: Can the premium be negotiated?

A: No; the price is pre-determined basis the options chosen and hence cannot be negotiated or revised under this program.