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उन्नत प्रौद्योगिकी रक्षा संस्थान
(सम विश्वविद्यालय), गिरिनगर, पुणे - 411025
Defence Institute of Advanced Technology
(Deemed University), **Girinagar, Pune-25**
(रक्षा अनुसंधान एवं विकास संगठन से पूर्णवित्तीय पोषित
स्वायत्त संस्थान, रक्षा मंत्रालय)
(An Autonomous Organisation fully funded by
Deptt of Defence R&D, Ministry of Defence)

No. DIAT/F/ADM/40th BoM/2025

Dated: 22nd Dec, 2025

**All Members of the Board of Management
Defence Institute of Advanced Technology
(Deemed to be University), Pune**

**Subject: Minutes of the 40th meeting of the Board of Management held on
01/12/2025**

Dear Sir / Madam,

The Minutes of the 40th BoM meeting held on 01/12/2025, approved by the Chairman, BoM is attached herewith for your perusal and comments please.

2. It is requested that comments, if any, on these minutes may please be communicated to the undersigned by email (registrar@diat.ac.in) within one week. If no comments are received, it would be presumed that minutes as recorded are in order and further action on the implementation of the decision shall be taken accordingly.

Thanking you.

Yours faithfully,

Encl: As above.

K. Bajre
22/12/25

(Kamal Kumar Bajre)
Registrar & Secretary-BoM
Ph: 020-24604408

**To,
DRDO Members**

1. Prof. Prateek Kishore, DS & Director General (ACE), ARDE Campus, Dr. Homi Bhabha Road, Armament Post, Pune, Pune 411 021
2. Dr. Mayank Dwivedi, OS & DG (HR), DRDO, DRDO Bhawan, Rajaji Marg, New Delhi 110011, Telephone - 011-23016163, Fax: 011-23016127
3. Shri Vedveer Arya, Addl. FA & JS - DRDO, DRDO Bhawan, Rajaji Marg, New Delhi - 110011, Telephone: 011-23010159, Fax: 011-23013944

External Members

1. Prof. B. S. Murthy, Director, Indian Institute of Technology, Hyderabad, Kandi, Sangareddy, Telangana - 502284, Email:- office.director@iith.ac.in, director@iith.ac.in
2. Prof. Madhavan Mukund, Director, Chennai Mathematical Institute, Siruseri, Kelambakkam, Tamilnadu - 603103, Email:- madhavan@cmi.ac.in

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3. Prof. Devang Khakkar, Former Director & Professor, Department of Chemical Engg, Indian Institute of Technology Bombay, Powai, Mumbai - 400076, Email:- khakhar@iitb.ac.in

Internal Members

1. Prof. Balasubramanian K, Dean (Academics), DIAT
2. Prof. Sangeeta Kale, Dean (Sponsored Research), DIAT
3. Dr. Shaibal Banerjee, Professor, Department of Applied Chemistry, Energy and Environment, DIAT
4. Dr. Ganapati Joshi, Associate Prof & HoD, Department of Aerospace Engineering and Autonomous Systems, DIAT

Copy to:

VC Sectt. DIAT (DU) Pune - for info pls.

प्रबंधन बोर्ड की चालीसवीं बैठक का कार्यवृत्त

**MINUTES OF THE 40th MEETING OF THE
BOARD OF MANAGEMENT**

01st DECEMBER 2025



उन्त प्रौद्योगिकी रक्षा संस्थान
(सम-विश्वविद्यालय)
गिरीनगर, पुणे - 411025

Defence Institute of Advanced Technology
(Deemed to be University)
Girinagar, Pune- 411025

DEFENCE INSTITUTE OF ADVANCED TECHNOLOGY
DEEMED TO BE UNIVERSITY PUNE – 411025



MINUTES OF THE 40th MEETING OF THE BOARD OF MANAGEMENT
MONDAY, DECEMBER 01, 2025

| ITEM NO. | AGENDA ITEMS | Remarks |
|-----------------|--|---------------------|
| 40.1 | Opening Remarks by Vice Chancellor & Chairman, Board of Management | VC |
| 40.2 | Action taken report on the decisions taken during the 39 th Meeting of BoM held on 30/07/2025 | Registrar |
| 40.3 | Confirmation of the Minutes of the 39 th Meeting of BoM | |
| 40.4 | <u>REPORTING ITEMS</u> | |
| 40.5 | <u>AGENDA ITEMS FOR DISCUSSION</u> | |
| 40.5.1 | To consider encashment of leaves beyond the ceiling limit of 300 days | Registrar |
| 40.5.2 | To consider the policy of "DIAT Contributory Post-Retirement Medical Benefit Scheme" | Dr. S. S. Sirurmath |
| 40.6 | Any other item with the permission of the Chair. | |

DEFENCE INSTITUTE OF ADVANCED TECHNOLOGY

Minutes of 40th Meeting of the Board of Management held on 01st December 2025 from 1100 hrs in the 4th Floor Conference Room, DIAT, Pune.

The following were present:

| | | |
|----|---|-------------|
| 1 | Dr. B. H. V. S. Narayana Murthy Chairperson, BoM, DIAT (DU) | Chairperson |
| 2 | Dr. Mayank Dwivedi DG (HR), DRDO HQ | Member |
| 3 | Shri Vedveer Arya Addl. FA (R&D) & JS, DRDO | Member |
| 3 | Prof. Devang Khakkar Former Director & Professor, IIT Bombay | Member |
| 4 | Prof. Madhavan Mukund Director, CMI, Siruseri | Member |
| 5 | Prof. Sangeeta Kale, Dean (Sponsored Research), DIAT (DU) | Member |
| 6 | Prof. Balasubramanian K, Dean (Academics), DIAT (DU) | Member |
| 7 | Prof. Shaibal Banerjee Professor, ACE&E, DIAT (DU) | Member |
| 8 | Dr. Ganapati Joshi, HoD, Aerospace Engg, DIAT (DU) | Member |
| 9 | Dr. S. S. Sirurmath, Librarian, DIAT (DU) | Invitee |
| 10 | Shri Kamal Kumar Bajre Registrar, DIAT (DU) | Secretary |

Leave of absence was granted to Prof. B. S. Murthy, Director, IIT Hyderabad and Prof. Prateek Kishore, DS & DG (ACE), ARDE, Pune who could not attend the meeting due to his pre-occupation.

The Chairperson welcomed all present at the meeting.

Item No. 40.1: Opening Remarks by Vice Chancellor & Chairman, Board of Management.

At the outset, the Chairman, BoM welcomed all the members and invitees. The Chairman briefed to the Board following updates, taken place since last BoM:

- Meeting of 8th GB held under the Chairmanship of Hon'ble RM and sanction of expenditure for various infrastructure projects of DIAT
- Conduct of upcoming GC meeting on 24/12/2025 under the Chairmanship of Secretary, DDR&D
- Finalization of DIAT Road map under the Chairmanship of Dr. V. K. Saraswat, Former SA to RM & Chairman, DRDO and present member of NITI Ayoug, Gol.
- Status of student admission

Thereafter, the agenda items were taken up as follows:

Item No. 40.2 Action taken on the decisions taken during the 39th Meeting of BoM held on 30/07/2025.

| Agenda Items | Agenda items discussed | Decision | Progress / Action taken |
|--------------|--|---|---|
| 39.5.1 | To consider re-employment of the faculty at DIAT, till the end of the semester | The BoM appreciated the proposal and after detailed deliberation RESOLVED to approve re-employment of the faculty at DIAT, till the end of the semester | Action completed DO No. Part-I No. 09/2025 dtd 01/09/25 has been issued. Dr. Ajay Mishra, Asso Prof first who has been appointed on re-employment upto 31 st Dec, 2025. |
| 39.5.2 | Distinction between Visiting Professor and Distinguished Visiting Professor | The BoM RESOLVED to recommend the proposal of Distinction between Visiting Faculty and Distinguished Visiting Professor and prescribed a ceiling limit for 10% of total teaching faculty, in addition of 10% of Visiting Faculty as per the Statues. | Proposal has been forwarded to DRDO HQ. DRDO HQ intimated that the same may be included while revising the DIAT statute. |
| 39.5.3 | Approval of results w.r.to M.Tech, MSc programme 2023-25 batch and award of PhD degree | The BoM RESOLVED to approve the M.Tech, MSc and PhD results of the Academic Year 2023-25 batch under clause 11.6 (xi) of the Institute | Action Completed |
| 39.6.1 | Revision of honorarium / remuneration to Adjunct Faculty / Visiting Faculty / Distinguished Visiting Professor / Professor of Practice | The BoM RESOLVED to approve the Revision of honorarium / remuneration to Adjunct Faculty / Visiting Faculty / Distinguished Visiting Professor / Professor of Practice | Action completed DO No. Part-I No. 09/2025 dtd 01/09/25 has been issued |
| 39.6.2 | Considering and approving Audited Accounts of the Institute for the F.Y. 2024-25 | The BoM RESOLVED to approve the Audited Annual Accounts of the Institute for the year 2024-25 | Action Completed |
| 39.6.3 | Proposal to establish Chair Professors at DIAT | The BoM RESOLVED to approve the policy for Chair Professors at DIAT in principle. The details of donors and proposed | Action in completed. |

| | | | |
|--|--|---|--|
| | | condition to be presented to the BoM on case-to-case basis for approval | |
|--|--|---|--|

While going through the ATR item No. 39.5.2 the Chairman-BoM informed that the agenda item "Distinction between Visiting Professor and Distinguished Visiting Professor" was discussed and recommended by BoM during the last meeting, He sought approval of the BoM to take the proposal to Governing Council for approval.

Item No. 40.3 To confirm the minutes of the 39th meeting of the Board of Management held on 30/07/2025

It was noted that the minutes of 39th meeting of the Board of Management (BoM) held on 30/07/2025 have been circulated and no comments have been received. Therefore, the minutes of 39th meeting of the Board of Management (BoM) meeting held on 30/07/2025 was **confirmed**, as circulated.

Item No.40.4: Reporting Items:

Following reporting items were presented before the BoM:

I. APPROVALS / APPOINTMENTS / PROMOTIONS / CONTRACT EXTENSION ETC.

A. Appointments:

| Sr. | Name | Designation | Date of appointment | Dept/ School | Remarks |
|-----|--------------------------|------------------------------|---------------------|--------------|------------------------|
| 1. | Dr. Bansidhar Joshi | Assistant Professor | 01.09.25 | CSE | Regular |
| 2. | Dr. Sumanta Khan | Assistant Professor | 06.10.25 | SQT | Regular |
| 3. | Sh. Dinesh Kumar | Adjunct Faculty | 04.09.25 | EE | For a period of 1 year |
| 4. | Sh. Rashad TS | Adjunct Faculty | 24.09.25 | EE | |
| 5. | Sh. SS Patil | Adjunct Faculty | 11.09.25 | EE | |
| 6. | Sh. Sankalp Kumar Singh | Adjunct Faculty | 05.09.25 | EE | |
| 7. | Dr. GV Reddy | Adjunct Faculty | 07.09.25 | EE | |
| 8. | Dr. Arijit Ukil | Adjunct Faculty | 05.09.25 | EE | |
| 9. | Dr. R. Ramakrishnan | Adjunct Faculty | 15.09.25 | AE | |
| 10. | Ms. Ketaki Joglekar | Part Time Student Counsellor | 17.10.25 | MI Room | |
| 11. | Sh. Prasad Madhukar Naik | Sc. G on Deputation | 31/10/25 | AE&AS | |
| 12. | Sh. Vipin Kumar Sharma | Sc. G on Deputation | 13.11.25 | ME | 5 years |

B. Promotion

| Sr. | Name | CAS Promotion | | Promoted w.e.f |
|-----|------------------------|----------------------------------|----------------------------------|-------------------|
| | | From (Post) | To (Post) | |
| 1. | Dr. Odelu Ojjela | Level-13A Associate Professor | Level-14 Professor | 28/02/25 |
| 2. | Dr. Tejashri Bhawe | Level-13A Associate Professor | Level-14 Professor | 05/08/24 |
| 3. | Dr. HS Panda | Level-13A Associate Professor | Level-14 Professor | 26/04/25 |
| 4. | Dr. Upasana Singh | Level-12 Assistant Professor | Level-13A Associate Professor | 14/08/24 |
| 5. | Dr. Chetan Bhongale | Level-12 Assistant Professor | Level-13A Associate Professor | 26/11/24 |
| 6. | Dr. Soumya S | Level-10 | Level-11 | 14/12/24 |
| 7. | Dr. Pooja Agrawal | Level-10 | Level-11 | 07/12/24 |
| 8. | Dr. Rishi Raj Sharma | Level-10 | Level-11 | 30/12/24 |
| 9. | Dr. Kanakaraju Pandiri | Level-10 | Level-11 | 19/12/24 |

C. Contract Extensions:

| Sr. | Name contractual Staff | Extension Granted | |
|-----|---|-------------------|----------|
| | | From | To |
| 1. | Dr. G. Athithan, Distinguished Visiting Professor | 01.07.25 | 30.06.26 |
| 2. | Mr. Amal Nathan Joseph, Visiting Professor | 03.09.25 | 02.09.26 |
| 3. | Dr. R. Santhanaman, Adjunct Faculty | 06.09.25 | 05.09.26 |
| 4. | Mr. Shubham Sen, Library Assistant (on contract) | 27.09.25 | 26.09.26 |
| 5. | Dr. Abhijit Dey, Sc. 'F', Adjunct Faculty | 01.10.25 | 30.09.26 |
| 6. | Prof. C.S. Unnikrishnan, Prof. on contract | 20.10.25 | 19.10.26 |

II. WORKSHOPS / CONFERENCE / SEMINARS ETC.

- The Department of Electronics Engineering organized workshop on following topics for BEL participants as follows:

| Sr. No. | Course Name | Duration | Dates |
|---------|--|----------|-------------------|
| 1 | Advanced Anti Drone Technologies | 04 Days | 13 to 16 Oct 2025 |
| 2 | Antenna Engineering and Radome Design | 04 Days | 27 to 30 Oct 2025 |
| 3 | Advanced EW Systems and its challenges | 04 Days | 03 to 06 Nov 2025 |
| 4 | Sensor Data Acquisition Systems | 03 Days | 11 to 13 Nov 2025 |

- In addition, the Department of Electronics Engineering organized 08 days workshop on "EW Systems" for HAL participants from 27th Sept to 31st Sept, 2025 and 06th Oct to 09th Oct 2025.
- Department of Applied Physics organized 05 days workshop titled "Stealth Technology" for HAL during the period of 13 - 17 Oct. 2025.
- Department of Mechanical Engineering organized 02 days seminar on "Space & Defence Technology (in Marathi)" AICTE VAANI Sponsored on 08th and 09th Oct 2025.

III. OTHERS

- Ms Sneha Jadhav bagged best poster award in Global Scientific Conference held in IIT Bombay during 8-11 October 2025. She has also received a complimentary 1 year membership (premium Package) of American Chemical Society (ACS).
- Dr. Bishakha Ray bagged second place in the PhD category of the Institute of Smart Structures and Systems (ISSS) Awards 2024. Award Ceremony will take place in 1st week of Dec 2025 in Bangalore.
- **Investment of DIAT Fund in Term Deposit:**

DIAT has invested the surplus funds in Term Deposit amounting to Rs. 30 Crores as per details mentioned below:

| Date of Investment | Name of the Bank | Amount | Period (Days) | Rate of Interest (%) (per annum) |
|--------------------|---------------------|--------------|---------------|----------------------------------|
| 18/11/2025 | Yes Bank | 5.00 | 252 | 6.45 |
| 18/11/2025 | Yes Bank | 2.50 | 541 | 7.00 |
| 18/11/2025 | HDFC Bank | 5.00 | 191 | 5.75 |
| 18/11/2025 | HDFC Bank | 2.50 | 540 | 6.60 |
| 18/11/2025 | State Bank of India | 5.00 | 161 | 5.25 |
| 18/11/2025 | State Bank of India | 2.50 | 444 | 6.60 |
| 18/11/2025 | ICICI Bank | 5.00 | 222 | 5.50 |
| 18/11/2025 | ICICI Bank | 2.50 | 365 | 6.25 |
| TOTAL | | 30.00 | | |

40.5 Agenda items for discussion:**40.5.1 Encashment of leaves beyond the ceiling limit of 300 days**

The Registrar and Secretary-BoM presented the item No. 40.5.1 before the BoM. He stated that many faculty and staff members have joined DIAT with prior service. In few cases they have also availed leave encashment from their last organization. As per CCS (Leave) Rule 39(6)(a)(iii) and DoPT OMs, DIAT currently restricts total leave encashment to a maximum of 300 days including previously availed encashment while calculating ceiling of leave encashment.

He further stated that, the UGC vide F.No. 56-9/2017(CU) C-104517 dated 08.11.2023 has cited DoPT Order No. 21011/08/2013-Estt (AL) dated 25.03.2013 and has clarified that the benefit of encashment of leave beyond the ceiling limit of 300 days is permissible to the employee concerned on his superannuation, if joined from another Central University / Deemed to be University / Autonomous Institutions

The BoM after detailed deliberation, **RESOLVED** to approve leave encashment beyond the ceiling limit of 300 days to Institute employees on their retirement from DIAT subject to the following condition:

- The provision shall be applied from the date of issuance of UGC OM dated 08.11.2023.

ii) Cases prior to this date shall not be re-opened.

(Action: Registrar)

40.5.2 To consider the policy of “DIAT Contributory Post-Retirement Medical Benefit Scheme”

A committee was constituted comprising members from DRDO HQ, DRDO Lab and other higher educational institution vide OM No. DIAT/F/ADM/(Estt)/ERMSC/2025 dtd. 07/08/2025 to recommend Post-Retirement Medical Benefit Scheme for regular employees of DIAT.

Dr. S. Sirurmath, Librarian and Member Secretary of the Committee presented the item No. 40.5.1 before the BoM. He stated that at present, DIAT doesn't have any post-retirement medical benefit scheme for retirees of DIAT. He emphasised that, employees spent their productive year to the Institute, contributing to Institute's academic, research and administrative service and they deserve continued support for post-retirement life. In general, such policy exists in other autonomous institutions for retired employees.

While processing the proposal he informed that, the committee has considered post retirement medical scheme of some other autonomous bodies like IITs and NITs including ADA, Bangalore.

The BoM appreciated the proposal and after detailed deliberation **RESOLVED** to recommend the proposal as per **Annexure-40.5.2** and further **RESOLVED** to send the proposal to DRDO HQ for obtaining necessary approval.

(Action: Registrar)

40.6 Any other item with the permission of the Chair.

The Chairman-BoM in the concluding remarks intimated all members to have next BoM meeting in the end of December-2025, preferably on 30th Dec. 2025, so statutory number of meetings in a year may be completed. He requested all members for their participation in the upcoming meeting.

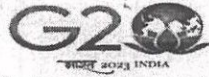
There being no other agenda items, the Secretary- BoM extended vote of thanks to members of Board for their active participation and attending the meeting. The meeting concluded with thanks to the Chair.

Kamal Kumar Bajre
27/12/25

(Kamal Kumar Bajre)
Registrar & Secretary-BoM

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I/3954/2023



विश्वविद्यालय अनुदान आयोग
University Grants Commission
शिक्षा मंत्रालय, भारत सरकार
(Ministry of Education, Govt. of India)
बहादुरशाह जफर मार्ग नई दिल्ली -110002
Bahadurshah Zafar Marg, New Delhi-110002
Phone : 011-23604438/23604327/23604140



ज्ञान-विज्ञान विमुक्तये

08 NOV 2023

November, 2023

By E-mail

F.No.56-9/2017 (CU) C-104517

The Registrar
All Central Universities & UCMS Principal
(As per list attached)

Subject: Encashment of leave at the time of superannuation beyond the ceiling limit of 300 days-Reg.- reg.

Sir/Madam,

I am directed to inform you that the benefit of encashment of leave beyond the ceiling limit of 300 days is permissible to the employee concerned on his superannuation from Central University/ Deemed to be University/ Autonomous Institution and who has joined from another Central University/ Deemed to be University/ Autonomous Institution after completion of all the technical formalities and his past service is also counted for pensionary benefits (except transfer of leave account balance).

Further, the orders issued for Central Government employees on absorption to Central Autonomous bodies are also to be followed 'mutatis mutandis' in case of absorption from one Central Autonomous body to another Central Autonomous body. Therefore, the DoPT order No. 21011/08/2023-Estt (AL) dated 25.03.2013 (copy enclosed) shall also be applicable in the case of Central Autonomous Bodies.

This issues with the approval of the competent authority.

Yours faithfully,

(Beena Menon) 08/11
Under Secretary

Encl: as above

No. 21011/08/2013-Estt(AL)
 Government of India/Bharat Sarkar
 Ministry of Personnel, Public Grievances and Pensions
 Department of Personnel & Training

| Establishment (Leave) Section | | |
|-------------------------------|---|--|
| General entitlement of leave | | |
| Sl. No. | Frequently Asked Question | Answer |
| 1. | <p>What is the maximum period of leave of any kind which can be allowed to a Government servant?</p> <p>What is the impact if such limit is exceeded?</p> | <p>No. Government servant shall be granted leave of any kind for a continuous period of 5 years {Rule 12(1)}</p> <p>Normally, absence from duty, with or without leave, for a continuous period exceeding 5 years other than on foreign service, implies that such Government servant has deemed to have resigned from Government service. {Rule 12(2)}</p> |
| 2. | <p>What are the leave entitlements of Govt. servants serving in a vacation Department?</p> | <p>The rule 28 of the CCS (Leave) Rules, 1972 which came into effect from 1.9.2008 regulates the grant of Earned Leave for persons serving in the Vacation Department. The said rule provides for as follows:-</p> <p>(1) (a) A Government servant (other than a military officer) serving in a Vacation Department shall not be entitled to any earned leave in respect of duty performed in any year in which he avails himself of the full vacation.</p> <p>(b) In respect of any year in which a Government servant avails himself of a portion of the vacation, he shall be entitled to earned leave in such proportion of 30 days, as the number of days of vacation not taken bears to the full vacation: Provided that no such leave shall be admissible to a Government servant not in permanent employ or quasi-permanent employ in respect of the first year of his service.</p> <p>(c) If, in any year, the Government servant does not avail himself of any vacation, earned leave shall be admissible to him in respect of that year under rule 26.</p> <ul style="list-style-type: none"> • For the purpose of this rule, the term 'year' shall be construed not as |

| Leave Encashment on Suspension/Dismissal/Removal | | |
|---|---|--|
| Sl. No. | Frequently asked Questions | Answer |
| 1. | Whether leave encashment can be sanctioned to a Govt. servant on his superannuation while under suspension? | Leave encashment may be allowed in such cases. However, Rule 39(3) of CCS (Leave) Rules, 1972 allows withholding of leave encashment in the case of a Govt. servant who retires from service on attaining the age of superannuation while under suspension or while disciplinary or criminal proceedings are pending against him, if in view of the authority there is a possibility of some money becoming recoverable from him on conclusion of the proceedings against him. On conclusion of the proceedings he/she will become eligible to the amount so withheld after adjustment of Government dues, if any. |
| 2. | Whether leave encashment can be sanctioned to a Govt. servant on his dismissal/removal, from service? | A government servant, who is dismissed/removed from service, ceases to have any claim to leave at his credit from the date of such dismissal, as per rule 9(1). Hence he is not entitled to any leave encashment. |

| Interest on Leave Encashment | | |
|-------------------------------------|--|--|
| Sl. No. | Frequently asked Questions | Answer |
| 1. | Whether interest is payable on delayed payment of leave encashment dues? | No. There is no provision in the CCS (Leave) Rules 1972 for payment of interest on leave encashment. |

| Study Leave | | |
|--------------------|---|--|
| Sl. No. | Frequently asked Questions | Answer |
| 1. | What is the maximum amount of study leave which can be availed? | The maximum amount of study leave for other than CHS officers is restricted to twenty four months during the entire service period and ordinarily it can be allowed for upto twelve months at a time. {Rule 51(1)}. For CHS officers the ceiling is for 36 months for acquiring PG qualifications. {Rule 51(2)}. |
| 2. | Whether study leave can be clubbed with other leave? | Yes. Study leave may be combined with other kinds of leave, but in no case shall be grant of this leave in combination with leave, other than extraordinary leave involve a total absence of more than twenty eight months generally and thirty-six months for the courses leading to Ph.D. degree from the |

| Encashment of Earned Leave on joining Central Government from PSUs & vice versa | | |
|---|--|--|
| Sl. No. | Frequently asked Questions | Answer |
| 1. | Whether earned leave encashment allowed by the State Governments, PSUs, Autonomous Bodies to Govt. servant prior to his joining the Central Govt. is to be taken into account while calculating ceiling of leave encashment on his superannuation and retirement from Central Govt.? | Encashment of EL allowed by the State Governments, Public Sector Undertakings/Autonomous Bodies for services rendered therein need not be taken into account for calculating the ceiling of 300 days of Earned leave to be encashed as per CCS (Leave) Rules. |
| 2. | Whether Leave encashment allowed by Govt. under CCS (Leave) Rules, 1972 on absorption in a Central autonomous body/PSU is to be taken into account? | Encashment of EL allowed by the Govt. under the CCS(Leave) Rules, 1972 for service rendered in the Central Govt. prior to absorption in Central autonomous body shall not be taken into account while calculating the number of days of E.L. encashable in an autonomous body/PSU for the post absorption period. |
| 3. | Whether cash equivalent of leave salary in case of permanent absorption in PSU/Autonomous Body is permissible? | A Government servant who has been permitted to be absorbed in a Corporation/Company wholly or substantially owned or controlled by Central/State Government shall be <i>suo motu</i> granted cash equivalent of leave salary of earned leave at his credit on the date of absorption subject to a maximum of 300 days (being calculated as per provisions of rule 39) {Rule 39-D} Permanent absorption under the rule shall mean such appointment for which the Government servant applied through proper channel and resigned from Government service for taking up of such appointment – {Note below rule 39-D – Notification No. 13026/3/2011-Estt.(L) dated 28-03-2012} |

| | | |
|----|--|--|
| | | regular duties of the Government servant. (Rule 54) |
| 3. | What is the validity period of bond to be executed by the Government servant while proceeding on study leave? | Government servant is required to execute a bond to serve the Government for a period of three years after expiry of study leave. For CHS officers the period is five years. (Rule 55). |
| 4. | Whether a Govt. servant who has been granted study leave may be allowed to resign to take up a post in other Ministries/ Department of the Central Govt. within the bond period? | As per rule 50(5) (iii), a Govt. servant has to submit a bond to serve the Govt. for a period of 3 years. As the Govt. servant would still be serving Government in a Department other than parent Department, he may be allowed to submit his resignation to take up another post within the Central Govt. if he had applied for the post through proper channel. |

Paternity Leave for Child Adoption/Child Adoption Leave

| Sl. No. | Frequently asked Questions | Answer |
|---------|--|---|
| 1. | How is a child defined for the purpose of grant of Paternity Leave for Child Adoption/Child Adoption Leave | As per notes below rules 43AA and 43B "Child" for the purpose will include a child taken as ward by the Government servant, under the Guardians and Wards Act, 1890 or the personal law applicable to that Government servant, provided such a ward lives with the Government servant and is treated as a member of the family and provided such Government servant has, through a special will, conferred upon that ward the same status as that of a natural born child'. |


Child Care Leave

| Sl. No. | Frequently asked Questions | Answer |
|---------|---|--|
| 1. | Whether women employees of Public Sector undertakings/ Bodies etc. are entitled to CCL? | Orders issued by DOPT are not automatically applicable to the employees of Central Public Sector Undertakings/ Autonomous Bodies, Banks, etc. It is for the PSUs/ Autonomous Bodies to decide the applicability of the rules/instructions issued for the central Government employees to their employees in consultation with their Administrative Ministries. |
| 2. | Whether Govt. servant can be permitted to leave station/go abroad while on CCL? | Child care leave is granted to a woman employee to take care of the needs of the minor children. If the child is studying abroad or the Government servant has to go |

| | | |
|----|--|---|
| | | abroad for taking care of the child she may do so subject to other conditions laid down for this purpose. |
| 3. | What is the intention behind the instruction that CCL is to be treated like EL and sanctioned as such? | The intention is that CCL should be availed with prior approval of leave sanctioning authority and that the combination of CCL with other leave, if any, should be as per the restriction on EL. The restriction of the limit of 180 days at a stretch as applicable in the case of EL will not apply in case of CCL. The other conditions like CCL may not be granted for less than 15 days or in more than 3 spells etc., will apply. {Rule 43-C} |
| 4. | Whether child care leave has been extended to female industrial employees? | Child Care leave has been extended to all civilian female industrial employees covered by the CCS(Leave) Rules, 1972 subject to the conditions provided in rule 43-C of the CCS(Leave) Rules, 1972, as amended from time to time.{OM No. 12012/2/2009-Estt.(L) dated 01-08-2012} |

Commuted Leave

| Sl. No. | Frequently asked Questions | Answer |
|---------|--|--|
| 1. | Whether commuted leave is admissible based on medical certificates of Hospitals/Medical Practitioner approved by the employer of the spouse in cases where the concerned employee has been allowed to avail such facilities from the employer of the spouse? | Leave on medical grounds may be allowed on the basis of certificates issued by Hospitals/Medical Practitioners approved by the employer of the spouse in such cases. |


 (S. G. Mulchandaney)
 Under Secretary
 Tel:26164316

Leave Encashment with LTC

| Sl. No. | Frequently asked Questions | Answer |
|---------|--|---|
| 1. | Whether encashment of leave is allowed after LTC is availed? | Sanction of leave encashment should, as a practice, be done in advance, at the time of sanctioning the LTC. However, ex-post-facto sanction of leave encashment on LTC may be considered by the sanctioning authority as an exception in deserving cases within the time limit prescribed for submission of claims for LTC. |
| 2. | Whether encashment of leave with LTC can be availed at the time when the LTC is availed by the Government servant only or can leave be encashed at the time when LTC is availed by family members? | Yes. A Govt. servant can be permitted to encash earned leave upto 10 days either at the time of availing LTC for himself or when his family avails it provided other conditions are satisfied. |
| 3. | Whether leave encashment should be revised on retrospective revision of pay/D.A? | In terms of 38-A of CCS(Leave) Rules, encashment of EL alongwith LTC is to be calculated on pay admissible on the date of availing LTC and DA admissible on that date. If pay or DA admissible has been revised with retrospective effect, going by the rule the Govt. servant would be entitled to encashment of Leave on the revised rates. |
| 4. | Whether encashment of Earned Leave and Half Pay Leave is admissible to industrial employees? | The industrial employees, other than those under the cadre control of the Ministry of Railways, are entitled to encash both Earned Leave and Half Pay Leave, subject to overall limit of 300. The cash equivalent of Half Pay Leave shall be equal to leave salary admissible for Half Pay Leave plus Dearness Allowance admissible on the leave salary without any reduction being made on account of pension and pension equivalent of other retirement benefits payable. But no commutation of Half Pay Leave shall be allowed to make up for the shortfall in Earned Leave and these orders are effective from 07-11-2006.{OM No. 12012/3/2009-Estt.(L) dated 28-12-2012} |

| | | |
|--|--|--|
| | | <p>meaning a calendar year in which duty is performed but as meaning twelve months of actual duty in a Vacation Department.</p> <ul style="list-style-type: none">• A Government servant entitled to vacation shall be considered to have availed himself of a vacation or a portion of a vacation unless he has been required by general or special order of a higher authority to forgo such vacation or portion of a vacation: Provided that if he has been prevented by such order from enjoying more than fifteen days of the vacation, he shall be considered to have availed himself of no portion of the vacation.• When a Government servant serving in a Vacation Department proceeds on leave before completing a full year of duty, the earned leave admissible to him shall be calculated not with reference to the vacations which fall during the period of actual duty rendered before proceeding on leave but with reference to the vacation that falls during the year commencing from the date on which he completed the previous year of duty.• As per Rule 29(1) the half pay leave account of every Government servant (other than a military officer shall be credited with half pay leave in advance, in two instalments of ten days each on the first day of January and July of every calendar year. This is subject to conditions laid down in OM No. 13013/2/2008-Estt.(L) dated 11-11-2008. |
|--|--|--|

Defence Institute of Advanced Technology (DU), Pune 411025

**DIAT CONTRIBUTORY POST-RETIREMENT MEDICAL BENEFITS SCHEME
(DIAT CPRMBS).**

Introduction: An existing operational policy, of DIAT Contributory Health Scheme (DIAT-CHS) Paragraph 01 of the RO.03/2012, Dated February 2, 2012. "The DIAT Medical reimbursement scheme (in line with ADA, Bangalore) has been approved by the 4th Governing Council Meeting." However, at present, DIAT-CHS policy does not provide a "Post-Retirement Medical" facility for its retired employees. Therefore, a committee was considered to recommend introduction of "DIAT Contributory Post-Retirement Medical Benefits Scheme (DIAT CPRMBS)" to cater to employees of DIAT who devote their productive years to the Institute.

The proposed scheme is for retirees of the Institute who meet the eligibility criteria stipulated under clause no.4. The retired employees may join the scheme by submitting an application to the institute using the details given below.

1. The scheme may be called **DIAT Contributory Post-Retirement Medical Benefits Scheme (DIAT-CPRMBS).**

2. The date of implementation of the scheme shall be as decided by the BoM.

3. **Definitions:** In the scheme, unless the context otherwise requires –

(a) "Board" means the Board of Management of the Defence Institute of Advanced Technology (DU), Pune.

(b) "Scheme" means the DIAT Contributory Post-Retirement Medical Benefits Scheme.

(c) "Institute" means the Defence Institute of Advanced Technology (DU), Pune.

(d) "Employee" means the Employees on regular rolls of Defence Institute of Advanced Technology (DU), Pune.

(e) "Retired employee" means the Employees retired from Defence Institute of Advanced Technology (DU), Pune, on attaining the age of superannuation or relieving on voluntary retirement or retirement under medical grounds, after serving on regular rolls.

(f) "Medical Treatment" means medical attendance and treatment being availed in India only under Allopathic, Homeopathic and Indian Systems of Medicine (Ayurveda, Unani, Siddha and Yoga). It also includes treatment for mental illness.

(h) "Beneficiaries" means a retired employee, i.e. Husband and Wife.

(i) "Subscriber" means a retired employee subscribed or contributed to the fund.

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4. Employee Category: The subscriptions for various categories of employees are as follows:

| Category | Pay Level in Accordance with the Central Civil Services (CCS) Rules. |
|----------|--|
| A | Pay Level 10 and above |
| B | Pay Level 6 to 9 |
| C | Pay Level 5 and below |

5. Eligibility:

5.1 Employees who have rendered a minimum qualifying service of **ten years** on the date of retirement are eligible to avail the benefits under this scheme.

5.2 Retired employees who had served the Institute for a minimum period of **ten years** on regular basis may join the scheme on payment of one-time subscription based on the category (A, B or C) held immediately before retirement, as specified under clause S.No.6.

6. Lump-Sum Payment for Enrollment for Retired Employees: The employees who have worked for the Institute for at least **ten years** on regular basis on the date of retirement are eligible to join the scheme by paying the applicable one-time lump sum payment indicated below, depending on the subscription category.

| Category | Lump-sum Payment for Enrollment (Current rate as per CGHS) |
|----------|--|
| A | Rs. 1,20,000 |
| B | Rs. 0,90,000 |
| C | Rs. 0,60,000 |

7. Guidelines for Health Care Treatments: There shall be monetary ceiling for reimbursement of OPD (Out Patient Department) medical expenses. However, for in-patient (hospitalization) treatment expenses there shall be provision for partial reimbursement of health insurance policy.

7.1 Treatment:

7.1.1 OPD Treatment: The OPD are for medical care where a patient visits a hospital or clinic for diagnosis, consultation, or minor procedures without needing an overnight stay. It includes services like doctor visits, diagnostic tests, vaccinations, and physio therapy etc. The scheme provides for reimbursement of medical expenses in connection with 'OPD Treatment' within India subject to the ceiling amount prescribed under clause 7.1.1. Accordingly, a member may only file a claim under the DIAT Contributory Post-Retirement Medical Benefits Scheme for OPD Treatment for self and spouse.

Reimbursement for OPD Treatment in Financial Year

| Category | OPD Treatment for Self & Spouse Ceiling in a Financial Year |
|----------|---|
| A | Rs.1,20,000 |
| B | Rs.0,90,000 |
| C | Rs.0,60,000 |

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7.1.11 Claim for OPD Treatment: The DIAT-Contributory Health Scheme (DIAT-CHS) guidelines will apply to the DCPRMBS reimbursement procedures for consultation fees, diagnostic procedures, clinical tests/laboratory investigations, physiotherapy, ambulance services, dental procedures, cost of medications, essential certificates, ambulance services, ceiling rates, other medical claims etc., for OPD treatment.

7.1.2 IPD Treatment: In case of IPD (in-patient department) treatment of retired employee and spouse shall be covered by a Floater Health Insurance Policy. The basic policy's maximum total benefit will be as follows;

A Financial Year's Ceiling for IPD Treatment.

| Category | Amount of Maximum Basic Health Insurance Plan | Reimbursement of Insurance Policy Annual Premium |
|----------|---|--|
| A | Rs.10 Lakhs, per annum | 10% by Individual; 90% by Institute |
| B | Rs.08 Lakhs, per annum | 10% by Individual; 90% by Institute |
| C | Rs.07 Lakhs, per annum | 10% by Individual; 90% by Institute |

7.1.21 How to get a health insurance policy:

7.1.211 A member shall initially purchase a Health Insurance Policy from any insurance provider. For admissible reimbursement, a member must present the institute a copy of their health insurance policy and payment receipt in order to be entitled for the 90% annual premium reimbursement.

7.1.212 The institute will take into account the annual payment only for a basic health insurance policy and shall not take into account any additional coverage (top-up plans or add-ons). However, the member is free to choose any other coverage on their own.

7.1.213 The annual premium for the basic health insurance policy shall be determined by the Institute based on any public sector health insurance provider.

7.1.3 Claim for Hospitalization Treatment: The health insurance policy claims shall be reimbursed by the health insurance company. Hence, under the DIAT Contributory Post-Retirement Medical Benefits Scheme, there is no provision for hospitalized treatment reimbursement.

7.1.4 Ceiling: The competent authority will review the OPD and Insurance ceiling limit every five years or as may be decided by the institute. The OPD scheme's unused amount will not be carried over to the next financial year.

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8. Other Employees: Any employee appointed on a tenure-based may be entitled to enroll in the scheme by paying a provision similar to category "A" for ten years.

9. Choices for Health Plans: Beneficiaries who have previously worked with any another organization are free to use either DIAT-CPRMBS or any other schemes in their previous employment.

10. Medical Advances: There is no provision for medical advance for inpatient or OPD treatment.

11. Husband and Wife are Employees of the Institute: Either of spouse may become a member if they both have worked for DIAT. They need to submit a joint declaration specifying who will take the membership. Also, if the spouse is employed by another organisation, they can opt to apply for medical benefits in accordance with the medical policies of this organisation or the policies of their organisations, but not both. It is mandatory for them to reveal the system they plan to utilize.

12. Hearse Charges: Reimbursement for the cost of hiring "Hearse" in honor of beneficiaries who have passed away, up to Rs.5000/-. Higher expenditure if incurred in such cases needs may be approved by the CFA for reimbursement.

13. Misuse of Scheme: Stringent action will be taken against person/s / hospitals found to be misusing the system/guilty of any fraudulent activity, viz., Debarring from DIAT CPRMBS membership, blacklisting hospitals, initiating suitable legal action etc., as deemed fit by institute.

14. Disputes on Claims: The Competent Authority may be empowered to solve the disputes arising on reimbursement. Any other administrative matters not mentioned specifically may be referred to Vice Chancellor for appropriate decision.

15. Life Certificate: The life certificate must be submitted to the institute at the time of claiming reimbursement of the year. In case of sad demise, the spouse shall submit the relevant documents to institute.

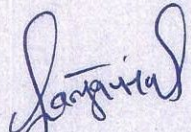
16. Death of Subscriber: If a subscriber dies after retiring from service after serving for ten years, their spouse or husband will be eligible to receive the benefits under the scheme immediately without having to make any more contributions to the scheme.

17. Death of Employee: If the employee dies in service the spouse shall be eligible for the scheme, had the employee completed ten years till the normal age of superannuation on payment of applicable subscription.

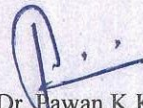
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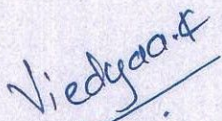
18. Relaxation of Rules: Cases not addressed in the DIAT CPRMBS will be decided by the Vice Chancellor of DIAT (DU), Pune.

17. Review of the Scheme: The BoM of the Institute may review the scheme every five years or case may be decided by the institute.


Dr. Sangayya S Sirurmth
University Librarian
Member Secretary
'DIAT PRMS' Committee

Shri. Kamal Kumar Bajre.
Registrar
Member, 'DIAT PRMS'
Committee



Dr. Pawan K Khanna
Professor (HAG) & Dean (SA)
Member 'DIAT PRMS'
Committee


CA Dr. Vidya Kisan Gargote,
Finance Officer
Member 'DIAT PRMS' Committee

sdr by email
Shri L Amarjeet Reddy
GAETEC, DRDO, Hyderabad
Member 'DIAT PRMS'
Committee

sdr by email
Shri. A Chidambaram,
Registrar, IITM, Kancheepuram
Member 'DIAT PRMS' Committee

Shri. Raman Kumar Singh
Joint Director, DOP-Pers-
AA-3 Member 'DIAT PRMS'
Committee


Shri Purusottam Bej
Former OS & DG (R&M), DRDO, New Delhi
Chairman, 'DIAT PRMS' Committee

Re: Final Minutes and Policy

From Chidambaram Ananthanaryanan <chidam@iitdm.ac.in>
To S. S. Sirumath <sirumath@diat.ac.in>
Date 2025-12-02 16:37

DIAT - comments.docx (~39 KB)

Sir,

Thanks. I could not attend the final meeting.

A small comment on the scheme and the same is enclosed in the word file with track change option.

Concurred from my side.

Regards

On Fri, Nov 28, 2025 at 5:20 PM S. S. Sirumath <sirumath@diat.ac.in> wrote:

Dear All,

During the meeting on Friday, November 28, 2025, the committee finalized the draft considering the suggestions from the previous three meetings. In order to suggest further processing, members summarized the policy as "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Therefore, please refer to 1) The four meetings' combined minutes. 2) The policy for the "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Please provide your approval by email.

Awaiting your early reply.

With Kind Regards,

Dr. Sangayya S Sirumath

B.L.Ed., M.A., M.Com., PGDLAN., Ph.D.

University Librarian

Defence Institute of Advanced Technology (DU)

Girinagar, Pune-411025

sirumath@diat.ac.in, 020 2460 4448

Mobile:7588654165

Regards

अ चिदंबरम / A. Chidambaram,

रजिस्ट्रार / Registrar,

आई आई आई टी डी एम कान्चीपुरम / IIITDM Kancheepuram

Ph. 044 - 27476317

Re: Final Minutes and Policy



From Amarjeet Reddy L <amarjeetreddy@gaetec.org>
To S. S. Sirumath <sirumath@diat.ac.in>
Date 2025-12-01 09:48

Dear sir

checked the minutes found ok you may please go ahead.

Regards
L.AMARJEET REDDY
GAETEC
DEPUTY GENERAL MANAGER (HRD&FAC)
HYDERABAD 69

----- On Fri, 28 Nov 2025 17:20:01 +0530 **S. S. Sirumath** <sirumath@diat.ac.in> wrote -----

Dear All,

During the meeting on Friday, November 28, 2025, the committee finalized the draft considering the suggestions from the previous three meetings. In order to suggest further processing, members summarized the policy as "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Therefore, please refer to 1) The four meetings' combined minutes. 2) The policy for the "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Please provide your approval by email.

Awaiting your early reply.

With Kind Regards,
Dr. Sangayya S Sirumath
M.L.I.Sc.,M.A.,M.Com., PGDLAN., Ph.D.
University Librarian
Defence Institute of Advanced Technology (DU)
Girinagar, Pune-411025

sirumath@diat.ac.in, 020 2460 4448
Mobile:7588654165

DIAT (DU), Pune
"POST RETIREMENT MEDICAL SCHEME COMMITTEE"

No. DIAT/PRMSC/ /2025-26

Date: 28/11/2025

**Sub: MINUTES OF THE MEETING OF "POST-RETIREMENT MEDICAL
SCHEME COMMITTEE" (PRMSC) HELD ON
22.08.2025; 12.09.2025; 14.10.2025 and 28.11.2025**

A committee was constituted by the Vice Chancellor, vide O.M. No. DIAT/ F/ ADM (Estt)/ PRMSC/ 2025, dated 7th August, 2025, to recommend policy for the "DIAT Post-Retirement Medical Scheme." viz.,

| S.No. | Name | Role |
|-------|---|---------------------|
| 1 | Shri Purusottam Bej, Former OS & DG (R&M), DRDO, New Delhi | Chairman |
| 2 | Dr. Pawan K Khanna, Professor (HAG) & Dean (SA), | Member |
| 3 | Shri. Kamal Kumar Bajre. Registrar | Member |
| 4 | CA Dr. Vidya Kisan Gargote, Finance Officer | Member |
| 5 | Shri. L.Amarjeet Reddy. GAETEC, DRDO, Hyderabad | Member |
| 6 | Rep of DoP, Shri. Raman Kumar Singh, Joint Director, DOP-Pers-AA-3 | Member |
| 7 | Shri. A Chidambaram, Registrar, IIITDM, Kancheepuram | Member |
| 8 | Dr. Sangayya S Sirurmah, University Librarian | Member Secretary |

1. FIRST MEETING ON 22.08.2025:

1.1 The "Post-Retirement Medical Scheme." Committee Meeting (No.1) held on 22nd August 2025 at 11.00 in the conference room on the fourth floor. The following members were present; Shri Purusottam Bej, Former OS & DG (R&M), DRDO, New Delhi, Chairman (in person); Dr. Pawan K Khanna, Professor (HAG) & Dean (SA), Member (in person); Shri. Kamal Kumar Bajre. Registrar, Member (in person); CA Dr. Vidya Kisan Gargote, Finance Officer, Member (in person); Shri. L. Amarjeet Reddy GAETEC, DRDO, Hyderabad, Member (online); Shri. Raman Kumar Singh Joint Director, DOP-Pers-AA-3, Member, (online); Shri. A. Chidambaram, Registrar, IIITDM, Kancheepuram, Member (online) and Dr. Sangayya S Sirurmah, University Librarian, Member Secretary (in person).

1.2 The Member Secretary welcomed the Chairman and other members of the committee. After briefing the members on the objective and responsibilities of the "Post-Retirement Medical Scheme Committee," the member secretary was given permission by the chairman to present the committee's draft recommendations for discussion.

1.3 The Member Secretary submitted a draft proposal based on the **a)** "Handbook of ADA's Contributory Health Service Scheme (CHSS)" and **b)** Contributory Health Service Scheme (CHSS) of SITAR Society, GAETC Hyderabad ". The members participated in a thorough discussion of the draft proposal, which used the CHSS and CGHS guidelines where required.

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1.4 After elaboration the following suggestions were made by the committee:

- 1.4.1 An existing operational policy, of DIAT Contributory Health Scheme (DIAT-CHS) Paragraph 01 of the RO.03/2012, Dated February 2, 2012. "*The DIAT Medical reimbursement scheme (in line with ADA, Bangalore) has been approved by the 4th Governing Council Meeting.*" However, at present, DIAT-CHS policy does not provide a "Post-Retirement Medical" facility for its retired employees. Therefore, committee suggested to introduce the "**DIAT Contributory Post-Retirement Medical Benefits Scheme (DIAT CPRMBS)**" to cater its employees who devote their productive years to the Institute.
- 1.4.2 To evaluate the proposal, the committee suggested obtaining data on the strength of the faculty and other administrative staff in order to project the institute's anticipated growth based on the Institute of National Eminence or the DIAT growth road map that was submitted to the DRDO headquarters. The retirement profile is important as is the Institutes cash flow assessment. Based on such information, may be logical to recommend for the major nationalised or public-sector medical insurance providers charge sum assured policies with anticipated yearly premiums of 5/10/15 lakhs for respected categories.
- 1.4.3 The committee suggested that since medical insurance policies do not cover OPD treatment, data on OPD treatment reimbursements for DIAT regular employees for the last two years will therefore be helpful in the assessment.
- 1.4.4 The committee also suggested to get a few practical schemes working in different institutions, such as IITs, the National Institute of Eminence, autonomous institutes, etc., The medical policy that has been put into place at IIITDM, Kancheepuram, was also requested to be shared by committee member Mr. A Chidambaram.
- 1.4.5 The committee recommended gathering all the data for a detailed discussion at the upcoming meeting, which is tentatively scheduled for September 12, 2025.

2. SECOND MEETING ON 12.09.2025:

- 2.1 **The "Post-Retirement Medical Scheme." Committee Online Meeting (No. 2) was held in the fourth-floor conference room on September 12, 2025, at 11:00 a.m.** The following members were present; Shri Purusottam Bej, Former OS & DG (R&M), DRDO, New Delhi, Chairman (online); Dr. Pawan K Khanna, Professor (HAG) & Dean (SA), Member (in person); Shri. Kamal Kumar Bajre, Registrar, Member (in person); CA Dr. Vidya Kisan Gargote, Finance Officer, Member (in person); Shri. L. Amarjeet Reddy GAETEC, DRDO, Hyderabad, Member (online); Shri. Raman Kumar Singh Joint Director, DOP-Pers-AA-3, Member, (online); Shri. A. Chidambaram, Registrar, IIITDM, Kancheepuram, Member (online) and Dr. Sangayya S Sirurmath, University Librarian, Member Secretary (in person).
- 2.2 With permission from the Chairman, the Members Secretary made a presentation based on the first meeting's minutes and information collected from various sources. The members participated in a thorough discussion on the presentation. After elaborating discussion, the following suggestions were made by the committee:

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Sangayya S Sirurmath

- 2.2.1 The parameters that determine the health insurance plan value of Rs.5/10/15 lakhs and the yearly premium charges be established. The proposal for the amount for medical insurance coverage requires justification.
- 2.2.2 The committee suggested that, number of users and the annual DIAT expenses for OPD and Hospitalisation during a five-year period be gathered. The Finance Officer proposed that since it is extremely time-consuming and difficult to collect data for each user's number and expenditure. They will be provided in three tiers, with the maximum number of users/cases in a fiscal year being Rs.50,000, Rs.75,000, Rs.100,000 and above for OPD and Hospitalization.
- 2.2.3 The corpus fund for the current medical scheme and the regular employee contribution for DIAT-CHS be obtained.
- 2.2.4 After consideration few schemes used at various institutions, the committee suggested, to obtain the year of implementation of scheme.
- 2.2.5 The committee further decided to review data as above in order to have a thorough discussion at the next meeting in 15 days.

3. THIRD MEETING ON 14.10.2025:

3.1 The "Post-Retirement Medical Scheme." Committee Online Meeting (No. 3) was held in the fourth-floor conference room on 14th Oct 2025, at 11:30 a.m. The following members were present; Shri Purusottam Bej, Former OS & DG (R&M), DRDO, New Delhi, Chairman (online); Dr. Pawan K Khanna, Professor (HAG) & Dean (SA), Member (in person); Shri. Kamal Kumar Bajre, Registrar, Member (in person); CA Dr. Vidya Kisan Gargote, Finance Officer, Member (in person); Shri. L. Amarjeet Reddy GAETEC, DRDO, Hyderabad, Member (online); Shri. Raman Kumar Singh Joint Director, DOP-Pers-AA-3, Member, (online); Shri. A. Chidambaram, Registrar, IIITDM, Kancheepuram, Member (online) and Dr. Sangayya S Sirurmth, University Librarian, Member Secretary (in person).

3.2 With permission from the Chairman, the Members Secretary made a presentation based on the decisions of the second i.e. information collected from various sources as follows;

a) IPD Claims:

| S.No | Year | No. of Claims | Claim less than Rs. 50,000 | No. of Claims | Claim More than Rs. 50,000 and less than 1 Lakh | No. of Claims | Claim More than 1 Lakh |
|------|-------------------------------|---------------|----------------------------|---------------|---|---------------|------------------------|
| 1 | 2022-23 | 54 | 12,79,863 | 13 | 9,15,606 | 3 | 4,76,394 |
| 2 | 2023-24 | 52 | 12,91,391 | 12 | 8,33,971 | 7 | 11,56,418 |
| 3 | 2024-25 | 67 | 13,12,872 | 30 | 21,24,916 | 13 | 27,88,762 |
| 4 | 2025-26 (as on 31.08.2025) | 21 | 4,99,831 | 3 | 1,70,105 | 5 | 16,38,364 |
| | Total | 194 | 43,83,957 | 58 | 40,44,598 | 28 | 60,59,938 |
| | | | | | | | |

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b) OPD Claims:

| S.No. | Year | No. of Claims | Claim less than Rs.50,000 | No. of Claims | Claim More than Rs. 50,000 and less than 1 Lakh | No. of Claims | Claim More than One Lakh |
|-------|-------------------------|---------------|---------------------------|---------------|---|---------------|--------------------------|
| 1 | 2022-23 | - | 59,01,204 | 3 | 2,22,352 | 0 | - |
| 2 | 2023-24 | - | 65,29,071 | 3 | 1,69,466 | 2 | 5,35,279 |
| 3 | 2024-25 | - | 74,51,829 | 17 | 9,97,980 | 2 | 4,25,027 |
| 4 | 2025-26 (31.08.2025) | - | 32,18,216 | 2 | 1,11,506 | 3 | 4,74,636 |
| | Total | - | 2,31,00,320 | 25 | 15,01,304 | 7 | 14,34,942 |

c) Statement of Other Institutions:

| Name of the Institute | Medical Scheme and Year | Treatment | Contribution by the Retired Employee: Months & Amount | Hospitalization Ceiling Amount in FY |
|---------------------------------|--|---|--|---|
| IISc Bangalore | Health Insurance Coverage for Employees and Pensioners (2025) | OPD- IISC Medical Centre and Medical Policy for Inpatient | No | Rs. 5,00,000/- Additional sum insured, over and above the basic sum insured. The Maximum coverage Rs 25 Lakhs |
| IIT Bombay | Post-Retirement Medical Scheme (2025) | OPD- IITB | Retired Employee Rs.4000 & 8000 One Time | <ul style="list-style-type: none"> • Rs. 6,00,000 • Rs. 7,00,000 • Rs. 8,50,000 • Rs. 10,00,000 |
| IIT Kanpur | Pan- India Cashless Medical Insurance Scheme for Present & Retired Employee (2023) | OPD - IITK Health Centre | No | Basic Rs. 2,00,000 Buffer Rs. 4,00,000 + Rs.10,00,000 (Special Illness) |
| IIT Kharagpur | Retirement Medical Scheme for Existing and Retired Employees (2001) | OPD - IITK B.C.Roy Hospital | CGHS | Fixed Medical Allowance |
| IIM Kozhikode | Post-Retirement Medical Benefit Scheme (2022) | OPD & In Patient | 240 x 500/ 750/ 1000 or 120000 /180000 /240000 | <ul style="list-style-type: none"> • Rs. 500000 • Rs. 750000 • Rs. 1000000 |
| JNU, New Delhi | Medical Attendance and Treatment Rules for Retired Employees (2015) | OPD- Health Centre of JNU | Rs. 50/125/225/ 325 & Rs. 500 PM. | CGHS Hospitals |
| VB University Santiniketa (W.B) | Visva-Bharati Contributory Health Scheme (2023) | OPD - VB Health Centre | CGHS | Empanelled Hospitals |
| IIITDM Kancheepuram | Custom-made Group Medical Insurance Policy for the Regular employees (2025) | OPD (Internal) | No | Rs. 4,00,000 Rs. 40,00,000 Buffer comprehensive |
| GAETEC Hyderabad | Contributory Health Service Scheme (CHSS) (2011) | OPD & Hospitalization | 1% Basic for regular Employee 1% Basic for Ten Years | No Limitation Empanelled Hospitals under CHSS |
| ADA Bangalore | Contributory Health Service Scheme (CHSS) of ADA (2024) | OPD & Hospitalization | 1% Basic + DA) for serving employee 1% (Last Basic Pay + DA.) for Ten Years | No Limitation Empanelled Hospitals under CHSS |

3.3 The members participated in a thorough discussion on the presentation. After elaborate discussion, the following suggestions were made by the committee:

3.3.1 Treatment:

3.3.11 For OPD Treatment: It has been discussed for the past five years (2022-23, 2023-24, 2024-25 & 2025-26) how much the DIAT spends on OPD and IPD cases. For example, there are three tiers (Rs. 1 to 50,000, Rs. 50,001 to 75,000, and Rs. 75,001 to 100,000 and above) having the most OPD/IPD cases in a fiscal year. Also described the corpus fund for the regular employee contributions to the present medical policy. Taking into consideration the

reimbursement made in institute employees for last three years, the committee decided that the OPD reimbursement ceiling should be as follows:

| Category | OPD Treatment for Self & Spouse Ceiling in a Financial Year |
|----------|---|
| A | Rs.1,20,000 |
| B | Rs. 90,000 |
| C | Rs. 60,000 |

3.3.2 For IPD Treatment: A number of autonomous institutes, including IISc, Bangalore, IIT Bombay, IIT Kanpur, IIT Kharagpur, IIM Kozhikode, JNU New Delhi, VB University Santiniketa, IIITDM Kancheepuram, GAETEC Hyderabad, and ADA Bangalore, was considered to the committee. The committee considered the reimbursement guidelines, procedures, and policies for IPD treatment and claims in these organizations.

3.3.21 Following deliberation, the committee decided to have provision for partial reimbursement for a basic health insurance plan valued Category-A: 10 lakhs, Category-B: 08 lakhs, and Category-C: 07 lakhs for husband and wife.

3.3.22 The institute will take into account only the annual payment for a basic health insurance policy; Institute will not take into account any additional coverage (top-up plans or add-ons). However, the member is free to choose any other coverage on their own.

3.3.23 The following will be the mode of operation: A member initially purchases a Basic Health Insurance Policy from any insurance provider. The 10% of the annual premium charge will be borne by the member, while 90% will be reimbursement by the institute. To receive the 90% reimbursement of the annual premium, the member must present a copy of their health insurance policy along with their payment receipt to the DIAT.

3.3.24 The basic health insurance policy's annual premium will be fixed by the Institute for every year based on any public sector health insurance provider.


A Financial Year's Ceiling for IPD Treatment.

| Category | Amount of Maximum Basic Health Insurance Plan | Basic Health Insurance Policy Annual Premium |
|----------|---|--|
| A | Rs. 10 Lakhs | 10% Individual; 90% Institute |
| B | Rs. 08 Lakhs | 10% Individual; 90% Institute |
| C | Rs. 07 Lakhs | 10% Individual; 90% Institute |

3.3.3 Prior to holding the final meeting, the draft "DIAT Post-Retirement Medical Scheme" policy was be circulated to the all members based on the above decisions.

4. FOURTH AND FINAL MEETING ON 28.11.2025:

4.1. On November 28, 2025, at 11:30 a.m., the fourth and final meeting was conducted at the Data Centre, Video Conference room. The following members were present; Shri Purusottam Bej, Former OS & DG (R&M), DRDO, New Delhi, Chairman (online); Dr. Pawan K Khanna, Professor (HAG) & Dean (SA), Member (in person); Shri. Kamal Kumar Bajre. Registrar, Member (in person); CA Dr. Vidya Kisan Gargote, Finance Officer, Member (in person); Shri. L. Amarjeet Reddy GAETEC, DRDO, Hyderabad, Member (online); Shri. Raman Kumar Singh Joint Director, DOP-Pers-AA-3, Member, (in person); Shri. A. Chidambaram, Registrar, IIITDM, Kancheepuram, Member (online) and Dr. Sangayya S Sirurmth, University Librarian, Member Secretary (in person).

Vidya K


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4.2. The committee finalized the proposal based on the recommendations made during the previous three meetings. Members summarised the draft as “**Contributory Post-Retirement Medical Benefit Scheme (Appendix-1)**” to recommend for further processing.

4.2. The institute current strength and projected strength as well as the cash flow based on analyses and presented at the meeting. (**Appendix-2**) and (**Appendix-3**).

There being no other points, the meeting was adjourned with a vote of thanks.

Dr. Sangayya S Sirurmah
University Librarian
Member Secretary
'DIAT PRMS' Committee

Shri. Kamal Kumar Bajre.
Registrar
Member, 'DIAT PRMS'
Committee

Dr. Pawan K Khanna
Professor (HAG) & Dean (SA)
Member 'DIAT PRMS'
Committee

CA Dr. Vidya Kisan Gargote,
Finance Officer
Member 'DIAT PRMS'
Committee

Shri L Amarjeet Reddy
GAETEC, DRDO, Hyderabad
Member 'DIAT PRMS'
Committee

Shri. A Chidambaram,
Registrar, IITM, Kancheepuram
Member 'DIAT PRMS'
Committee

Shri. Raman Kumar Singh
Joint Director, DOP-Pers-AA-3
Member 'DIAT PRMS'
Committee

Shri Purusottam Bej
Former OS & DG (R&M), DRDO, New Delhi
Chairman, 'DIAT PRMS' Committee

| Year | Category 'A' | Year | Category 'B & C' | Total | Categories | Annual OPD Treatment Budget | For the FY Medical Policy EMI Budget, a yearly budget is required. | Accumulated OPD Budget (in Ruppes) | Accumulated EMI Budget (In Ruppes) |
|------|--------------|------|------------------|-------|------------|-----------------------------|--|------------------------------------|------------------------------------|
| 2025 | 1 | 2025 | Nil | 1 | A | 150000 | 45000 | 150000 | 45000 |
| 2026 | 3 | 2026 | 1 | 4 | A B C | 525000 | 165000 | 675000 | 210000 |
| 2027 | 1 | 2027 | Nil | 1 | A | 150000 | 45000 | 825000 | 255000 |
| 2028 | 1 | 2028 | Nil | 1 | A | 150000 | 45000 | 975000 | 300000 |
| 2029 | 1 | 2029 | Nil | 1 | A | 150000 | 45000 | 1125000 | 345000 |
| 2031 | 1 | 2031 | Nil | 1 | A | 150000 | 45000 | 1275000 | 390000 |
| 2032 | 3 | 2032 | Nil | 3 | A | 450000 | 135000 | 1725000 | 525000 |
| 2033 | 2 | 2033 | Nil | 2 | A | 300000 | 90000 | 2050000 | 615000 |
| 2034 | 1 | 2034 | Nil | 1 | A | 150000 | 45000 | 2200000 | 660000 |
| 2035 | 2 | 2035 | Nil | 2 | A | 300000 | 90000 | 2500000 | 750000 |
| 2036 | 1 | 2036 | Nil | 1 | A | 150000 | 45000 | 2650000 | 795000 |
| 2037 | 2 | 2037 | Nil | 2 | A | 300000 | 90000 | 2950000 | 885000 |
| 2038 | 5 | 2038 | 1 | 6 | ABC | 825000 | 255000 | 3750000 | 1140000 |
| 2039 | 2 | 2039 | 2 | 4 | ABC | 450000 | 150000 | 4200000 | 1290000 |
| 2040 | 3 | 2040 | 4 | 7 | ABC | 750000 | 255000 | 4950000 | 1545000 |
| 2041 | 6 | 2041 | 3 | 9 | ABC | 1150000 | 255000 | 6100000 | 1800000 |
| 2042 | 2 | 2042 | 6 | 8 | ABC | 700000 | 230000 | 6800000 | 2030000 |
| 2043 | 5 | 2043 | 5 | 10 | ABC | 1125000 | 375000 | 7925000 | 2450000 |
| 2044 | 4 | 2044 | 14 | 18 | ABC | 1650000 | 720000 | 9575000 | 3425000 |
| 2045 | 2 | 2045 | 8 | 10 | ABC | 900000 | 330000 | 10475000 | 3755000 |
| | 48 | | 44 | 92 | | | | | |

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DIAT MEDICAL EXPENDITURE DETAILS

| SR.NO | YEAR | EXPENDITURE OPD | Amt. in Cr. | EXPENDITURE IPD | Amt. in Cr. | TOTAL | Amt. in Cr. |
|-------|----------------------|--------------------|-------------|--------------------|-------------|--------------------|-------------|
| 1 | 2022-23 | 61,23,556 | 0.61 | 26,71,863 | 0.27 | 87,95,419 | 0.88 |
| 2 | 2023-24 | 72,33,816 | 0.72 | 32,81,780 | 0.33 | 1,05,15,596 | 1.05 |
| 3 | 2024-25 | 88,74,836 | 0.89 | 62,26,550 | 0.62 | 1,51,01,386 | 1.51 |
| 4 | 2025-26 (31.08.2025) | 38,04,358 | 0.38 | 23,08,300 | 0.23 | 61,12,658 | 0.61 |
| | Total | 2,60,36,566 | 2.60 | 1,44,88,493 | 1.45 | 4,05,25,059 | 4.05 |

IPD Claim

| SR.NO | YEAR | No. of Claims | Claim less than 50,000 | Amt. in Cr. | No. of Claims | Claim More than 50,000 and less than 1 Lakh | Amt. in Cr. | No. of Claims | Claim More than 1 Lakh | Amt. in Cr. |
|-------|----------------------|---------------|---------------------------|-------------|------------------|---|-------------|------------------|---------------------------|-------------|
| 1 | 2022-23 | 54 | 12,79,863 | 0.13 | 13 | 9,15,606 | 0.09 | 3 | 4,76,394 | 0.05 |
| 2 | 2023-24 | 52 | 12,91,391 | 0.13 | 12 | 8,33,971 | 0.08 | 7 | 11,56,418 | 0.12 |
| 3 | 2024-25 | 67 | 13,12,872 | 0.13 | 30 | 21,24,916 | 0.21 | 13 | 27,88,762 | 0.28 |
| 4 | 2025-26 (31.08.2025) | 21 | 4,99,831 | 0.05 | 3 | 1,70,105 | 0.02 | 5 | 16,38,364 | 0.16 |
| | Total | 194 | 43,83,957 | 0.44 | 58 | 40,44,598 | 0.40 | 28 | 60,59,938 | 0.61 |

OPD Claim

| SR.NO | YEAR | No. of Claims | Claim less than 50,000 | Amt. in Cr. | No. of Claims | Claim More than 50,000 and less than 1 Lakh | Amt. in Cr. | No. of Claim | Claim More than 1 Lakh | Amt. in Cr. |
|-------|----------------------|---------------|---------------------------|-------------|---------------|---|-------------|--------------|---------------------------|-------------|
| 1 | 2022-23 | - | 59,01,204 | 0.59 | 3 | 2,22,352 | 0.02 | 0 | - | - |
| 2 | 2023-24 | - | 65,29,071 | 0.65 | 3 | 1,69,466 | 0.02 | 2 | 5,35,279 | 0.05 |
| 3 | 2024-25 | - | 74,51,829 | 0.75 | 17 | 9,97,980 | 0.10 | 2 | 4,25,027 | 0.04 |
| 4 | 2025-26 (31.08.2025) | - | 32,18,216 | 0.32 | 2 | 1,11,506 | 0.01 | 3 | 4,74,636 | 0.05 |
| | Total | 0 | 2,31,00,320 | 2.31 | 25 | 15,01,304 | 0.15 | 7 | 14,34,942 | 0.14 |

* Single claims are not entered in Tally for OPD claim .

* The bills are clubbed and single vouchers entry is made in Tally.

*Therefore no. of claim data for less than Rs.50,000 is not feasible.

Viedyavark

| DIAT-CHS Contribution | | | |
|-----------------------|----------------------|------------------|-------------|
| SR.NO | Year | Amount (In Rs.) | Amt. in Cr. |
| 1 | 2013-14 | 2,40,887 | 0.02 |
| 2 | 2014-15 | 2,83,115 | 0.03 |
| 3 | 2015-16 | 3,88,275 | 0.04 |
| 4 | 2016-17 | 4,08,725 | 0.04 |
| 5 | 2017-18 | 4,25,725 | 0.04 |
| 6 | 2018-19 | 2,40,887 | 0.02 |
| 7 | 2019-20 | 8,50,900 | 0.09 |
| 8 | 2020-21 | 8,40,225 | 0.08 |
| 9 | 2021-22 | 8,76,000 | 0.09 |
| 10 | 2022-23 | 9,39,550 | 0.09 |
| 11 | 2023-24 | 10,43,650 | 0.10 |
| 12 | 2024-25 | 10,82,650 | 0.11 |
| 13 | 2025-26 (31.08.2025) | 5,19,500 | 0.05 |
| | Total | 81,40,089 | 0.81 |

| IPD Claim | | | | | | | |
|-----------|----------------------|---------------|------------------------|---------------|---|---------------|------------------------|
| SR.NO | YEAR | No. of Claims | Claim less than 50,000 | No. of Claims | Claim More than 50,000 and less than 1 Lakh | No. of Claims | Claim More than 1 Lakh |
| 1 | 2022-23 | 54 | 12,79,863 | 13 | 9,15,606 | 3 | 4,76,394 |
| 2 | 2023-24 | 52 | 12,91,391 | 12 | 8,33,971 | 7 | 11,56,418 |
| 3 | 2024-25 | 67 | 13,12,872 | 30 | 21,24,916 | 13 | 27,88,762 |
| 4 | 2025-26 (31.08.2025) | 21 | 4,99,831 | 3 | 1,70,105 | 5 | 16,38,364 |
| | Total | 194 | 43,83,957 | 58 | 40,44,598 | 28 | 60,59,938 |

| OPD Claim | | | | | | | |
|-----------|----------------------|---------------|------------------------|---------------|---|---------------|------------------------|
| SR.NO | YEAR | No. of Claims | Claim less than 50,000 | No. of Claims | Claim More than 50,000 and less than 1 Lakh | No. of Claims | Claim More than 1 Lakh |
| 1 | 2022-23 | - | 59,01,204 | 3 | 2,22,352 | 0 | - |
| 2 | 2023-24 | - | 65,29,071 | 3 | 1,69,466 | 2 | 5,35,279 |
| 3 | 2024-25 | - | 74,51,829 | 17 | 9,97,980 | 2 | 4,25,027 |
| 4 | 2025-26 (31.08.2025) | - | 32,18,216 | 2 | 1,11,506 | 3 | 4,74,636 |
| | Total | 0 | 2,31,00,320 | 25 | 15,01,304 | 7 | 14,34,942 |

Vedya.R

P.

[Signature]

Re: Final Minutes and Policy

From Chidambaram Ananthanaryanan <chidam@iitdm.ac.in>
To S. S. Sirurmath <sirurmath@diat.ac.in>
Date 2025-12-02 16:37

DIAT - comments.docx (~39 KB)

Sir,

Thanks. I could not attend the final meeting.

A small comment on the scheme and the same is enclosed in the word file with track change option.

Concurred from my side.

Regards

On Fri, Nov 28, 2025 at 5:20 PM S. S. Sirurmath <sirurmath@diat.ac.in> wrote:

Dear All,

During the meeting on Friday, November 28, 2025, the committee finalized the draft considering the suggestions from the previous three meetings. In order to suggest further processing, members summarized the policy as "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Therefore, please refer to 1) The four meetings' combined minutes. 2) The policy for the "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Please provide your approval by email.

Awaiting your early reply.

With Kind Regards,

Dr. Sangayya S Sirurmath

M.L.T.Sc., M.A., M.Com., PGDLAN., Ph.D.

University Librarian

Defence Institute of Advanced Technology (DU)

Girinagar, Pune-411025

sirurmath@diat.ac.in, 020 2460 4448

Mobile:7588654165

..

Regards

अ सिदंबरम / A. Chidambaram,

रजिस्ट्रार / Registrar,

आई आई आई टी डी एम कान्चीपुरम / IIITDM Kancheepuram

Ph. 044 - 27476317

Re: Final Minutes and Policy



From Amarjeet Reddy L <amarjeetreddy@gaetec.org>
To S. S. Sirumath <sirumath@diat.ac.in>
Date 2025-12-01 09:48

Dear sir

checked the minutes found ok you may please go ahead.

Regards
L.AMARJEET REDDY
GAETEC
DEPUTY GENERAL MANAGER (HRD&FAC)
HYDERABAD 69

----- On Fri, 28 Nov 2025 17:20:01 +0530 **S. S. Sirumath** <sirumath@diat.ac.in> wrote -----

Dear All,

During the meeting on Friday, November 28, 2025, the committee finalized the draft considering the suggestions from the previous three meetings. In order to suggest further processing, members summarized the policy as "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Therefore, please refer to 1) The four meetings' combined minutes. 2) The policy for the "DIAT Contributory Post-Retirement Medical Benefit Scheme."

Please provide your approval by email.

Awaiting your early reply.

With Kind Regards,

Dr. Sangayya S Sirumath

M.L.I.Sc.,M.A.,M.Com., PGDLAN., Ph.D.

University Librarian

Defence Institute of Advanced Technology (DU)

Girinagar, Pune-411025

sirumath@diat.ac.in, 020 2460 4448

Mobile:7588654165