



PHA FOUNDATION
Ministry of Housing & Works
Islamabad



THE PAKISTAN HOUSING AUTHORITY
FOUNDATION (PHAF)
REGULATIONS
FOR
MEDICAL ATTENDANCE, 2017

Short Title, Applicability & Definitions

1.1 Short Title and Applicability

- 1.1.1 These regulations shall be called "The Pakistan Housing Authority Foundation (PHA-F) - Regulations for Medical Attendance, 2017 and shall come into effect from 14th December, 2017.
- 1.1.2 These Regulations shall apply to all PHA Foundation employees (both of regular strength and on contract if terms and conditions of their appointment so require) provided the application of these Regulations to employees on deputation should be in accordance with the section 4.5 of these Regulations.
- 1.1.3 The facilities extended under these regulations shall always be applicable subject to availability of sufficient funds and such general restrictions on claims as the MD/CEO may like to impose in the interest of economy.

1.2 Definitions

Under these regulations unless there is anything repugnant in the subject context:

a)	Accommodation	Means entitlement of an employee to the accommodation for indoor treatment which shall be as under: <ul style="list-style-type: none"> A) • BS 1 to BS 10 General Ward B) • BS 11 to BS 13 Semi Private Room (without AC) C) • BS 14 to BS 16 Private Room (without AC) D) • BS 17 to BS 18 Private Room (Air conditioned) E) • BS 19 & Above Private Room (With Telephone/ TV/ Extra Bed). <p>In a case where the class of accommodation to which a patient is entitled is not available in a hospital, the patient shall be entitled to the next lower class of accommodation. The patient shall however, avail the next higher class of accommodation with prior approval of CEO/MD</p>
b)	Approved Clinic	Means a set up where an approved doctor examines patients and provides treatment and with whom formal arrangements have been made by the PHA Foundation for examination and treatment of its employees and their families.
c)	Approved Hospital	Means a Hospital, a clinic, a maternity home, a pathological laboratory, a radiological laboratory or any other institution with which formal arrangements have been made by the PHA Foundation for medical treatment or tests of its employees and their families.
d)	Foundation	Means the Pakistan Housing Authority Foundation (PHA)

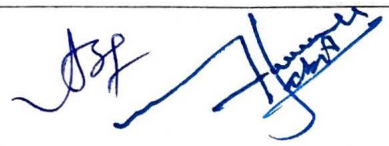




		Foundation)
e)	Doctor	Means an MBBS, Physician and Surgeon who runs a clinic (Holding valid PMDC registration).
f)	Employee	Means an employee of the PHA Foundation: i) Serving on regular basis. ii) Serving on deputation basis. iii) Serving on contract provided terms and conditions of his/her appointment entitle his/her to the medical attendance under these regulations
g)	Family	Means spouse (viz, dependent husband or wives) dependent parents, legitimate unmarried children and unmarried stepchildren residing with and wholly dependent upon the employees.
	Explanation – 1	Spouse of an employee shall be deemed to be dependent upon him/her so long as he/she is not judicially separated.
	Explanation – 2	Parents of an employee shall be deemed to be wholly dependent on the employee. If not serving or retired or drawing pension.
	Explanation – 3	Unmarried sons and stepsons shall be deemed to be wholly dependent upon her/him till they reach the age of 18 years.
	Explanation – 4	Daughters and stepdaughters of an employee shall be deemed to be wholly dependent on her/him till they are married.
	Explanation – 5	Mentally or physically handicapped and completely dependent family members declared as such shall be considered wholly dependent on employee, notwithstanding the age limitation given above.
h)	Indoor Medical Attendance	Means medical attendance which requires admission of a patient in an approved hospital.
i)	Medical Attendance	Means medical attendance of a patient at an approved clinic, or at an approved hospital and in case of such illness which compels an employee or any of his family members to be confined at residence, at his residence and includes: i. Employment of such pathological, bacteriological, radiological and other methods for the purpose of diagnosis as are considered necessary by the Approved Medical Attendant treating a patient; ii. Such consultation with an Approved Specialist subject to the condition that re-imburement of charges will be same as approved for panel Doctors.
j)	Medical Treatment	Means the provision of all medical and surgical facilities, including administration of injections available at an approved Clinic or an Approved Hospital and includes: • Indoor as well as Outdoor Treatment; • The supply of such medicines (Registered with DRAP) as are prescribed by an Authorized Medical

		<p>Attendant and are ordinarily available at an Approved Clinic or an Approved Hospital;</p> <ul style="list-style-type: none"> • The supply of such medicines (Registered with DRAP) as are prescribed by an Approved Medical Attendant and are not available at an Approved Clinic or an Approved Hospital; • Supply or and transfusion of blood; • Such accommodation according to his entitlement as is ordinarily provided in an approved hospital, as prescribed under these regulations; • Such nursing as is ordinarily provided to indoor patients by an Approved Hospital; • Supply of such vitamins, tonics and glucose as are prescribed as part of treatment excluding nutritional supplements; • Dental treatment including the treatment of jaw bone disease, gum boils, pyorrhea or concavities, removal of one or more teeth adenomas and removal of impacted wisdom teeth, scaling of teeth, filling of teeth (other than with gold crown) and extraction of teeth but does not include dentures, bridges, crowns, dental implants and orthodontic appliances; • Treatment of diseases of the eye and the eyesight but does not include provision of contact lenses and frames for other lenses; • Provision of intra ocular lens; • Treatment of diseases of ear, nose and throat, and • Provision of artificial limb in case of amputation of limb in consequence of injury sustained during performance of official duty.
k)	Medicine	Means vaccines, injections, sera and all other therapeutic substances (Registered with DRAP) considered to be necessary for treatment by the Approved Medical Attendant, and Approved Hospital except for hormone enhancers and include such vitamins, tonics and / or glucose as prescribed by the Approved Medical Attendant.
l)	Outdoor Treatment	Means treatment provided to a patient without admission in an approved hospital.
m)	Patient	Means an employee or a member of his/her family who requires medical attendance.
n)	System of Medicine	Means allopathic only
o)	Trauma	Means a bodily injury caused by an accident, or any other sudden occurrence which can be life threatening for the patient if not attended promptly.

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p)	Medical Leave	Means leave/rest recommended by Civil Surgeon or Medical Officer of a Government District/Tehsil HQ Hospital/a Military Hospital or Approved Doctor of PHA-F panel hospital.
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1.3 Register for Medical Matters.

Following Registers will be maintained by Administration Wing of PHA_F for Medical Matters.

- 1.3.1 Panel Hospital/Doctor/Laboratories (separately for each).
- 1.3.2 Indoor Treatment Expenditures.
- 1.3.3 Over and above the ceiling Re-imbusement.
- 1.3.4 Medical Treatment Abroad.
- 1.3.5 Health Card register/Employees/Family entitlement register.



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REGISTRATION AND DELETION FROM PANEL

2.1 Registration of Patients



A) Creation of Health Database

- 2.1.1 A centralized database of all employees and their family members shall be created and maintained at Head Office and the Regional Offices.
- 2.1.2 Each new employee shall get the entitled persons of his family registered within one week of his joining.
- 2.1.3 In case of birth of a child or death of any dependent, the employee concerned will forward his/her revised "Dependent Roll" along with necessary application duly supported by valid Birth/Death Certificate to the Office Administration Wing of PHAF
- 2.1.4 Medical Treatment and reimbursement of medical claims will be verified according to dependent rolls.

b) Issuance of PHA-F Health Identity Cards & Medical Attendance Card

2.2 PHA-F Health Identity Cards

- 2.2.1 The employee's application shall accompany a family/dependent roll signed by the employee and duly authenticated by her/his controlling officer, not below the rank of a Director. In addition, two latest passport size photographs of each family member shall be attached with application and family roll. Admin Section at the Head Office shall immediately issue 'PHA-F Health Identity Card' that shall indicate name of employee, her/his designation, entitlement to accommodation and photograph/visible mark of identification of each of his/her family members, over the signatures of Assistant Director (Admin).
- 2.2.2 PHA-F Health Identity Cards shall be machine numbered. Proper register shall be maintained for these Health ID Cards.
- 2.2.3 Approved Medical Attendants shall entertain only those patients who present their PHA-F Health Identity Cards while seeking medical attendance.

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2.3 Medical Attendance Card

- 2.3.1 Besides the PHA-F Health Identity Cards, a Medical Attendance Card in the shape of a booklet shall be issued for each entitled patient.
- 2.3.2 All prescriptions shall be recorded on the Medical Attendance Card.
- 2.3.3 Similarly, record of all visits to clinics and outdoor visits for consultation at hospitals and with specialists and a brief description of the treatment provided as indoor patient at hospital shall invariably be recorded on the individuals Medical Attendance Card.
- 2.3.4 Free of cost additional Medical Attendance Cards shall be issued on submission of the previous one duly completed.

2.4 Safe Custody of the Health Identity Cards & Medical Attendance Cards.

- 2.4.1 As the purpose of maintenance of individual health identity cards and individual medical attendance cards is to make the system both transparent and verifiable, their safe custody shall be ensured. Safe custody of the health card shall be the responsibility of employee concerned. She/he shall ensure that the PHA-F Health Identity Card is retained at a safe place. Whereas, in case of medical attendance card, a photo copy of the relevant part of the card shall be retained by him/her every time he/she consults and gets treatment and a fresh entry is added thereon so that a complete and up-to-date record of the entries on his/her medical attendance card is retained separately for verification at all times.

2.5 Re-issuance of PHA-F Health Identity Card or Medical Attendance Card.

- 2.5.1 Cases of loss of health identity cards shall be reported to the Admin Wing thorough the respective head of wing immediately when the fact is discovered. Fresh PHA-F Identity Card shall be issued at a penalty of Rs. 30/-. In case of a repetition, the penalty shall be increased to Rs. 150/-. Penalty for loss of card shall be increased if deemed necessary by the MD/C.E.O PHA Foundation.
- 2.5.2 In case, the Medical Attendance Cards get displaced, a fresh one may be issued without any penalty if the employee provides an up to date photocopy.
- 2.5.3 In case, photocopy of past record is not provided, the employee shall be charged Rs. 50/- and event shall be recorded by Admin Section in a separate register.
- 2.5.4 Stock of PHA-F Health Identity Cards and Medical Attendance Card shall be kept in safe custody under supervision of the respective Assistant Director (Admin).

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Registration of Clinics and Hospitals.

- 2.6.1 The PHA-Foundation shall maintain a panel of clinics/ hospitals so as to provide the patients with a choice to select the one most suited to their needs.
- 2.6.2 All Government, Military Hospitals, Armed Forces Institutes for specialized health services, Pathological Laboratories and District/Tehsil Headquarters Hospitals shall be treated as panel hospitals unless otherwise notified.
- 2.6.3 All patients shall follow the standing instructions / operating procedures required to be observed in these hospitals for treatment.
- 2.6.4 Other private clinics/hospitals desirous to be included in the Panel of PHA-F shall have to apply for this specific purpose to the Admin wing at Head Office.
- 2.6.5 Such cases shall be referred to the Board of Directors for consideration.
- 2.6.6 The number of private clinics/ hospitals shall be limited to each barest minimum based on the total strength of the employees at a station. The BOD approves the following general criteria while recommending enlistment of hospitals/clinics on PHA-F Panel:

Strength of Employees	Private Hospital / Clinics
10 to 25	1
26 to 50	1
51 to 100	1
101 to 200	2
201 to 500	3
Over 500	4

- 2.6.7 Recommendations for registration of Hospitals/Clinics on PHAF panel shall be made by the PHAF management to the BOD.
- 2.6.8 Names of hospitals and clinics shall be approved by the PHA-F, BOD.

2.7 Deletion from Panel

A. Voluntary Deletion from Panel

- 2.7.1 In cases where an Approved Medical Attendant, Clinic or Hospital does not intend to continue a formal arrangement with the PHA-F, it shall require to notify its desire to the Head Office.
- 2.7.2 Admin Wing at Head Office shall notify the Voluntary Deletion of the Clinic or Hospital concerned.
- 2.7.3 Fresh applicant shall be considered by the BOD if the filling of the vacancy is so required.

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B. Compulsory Deletion from the Panel.

Compulsory deletion of Authorized Clinics and Hospitals shall be made only on the recommendations of the PHAF by the BOD.

2.7.4 In case of complaints by employees alleging malpractices, the ban for panel inclusion shall be permanent whereas in case of unsatisfactory or substandard service, the ban would invariably be for a period of three years.

2.7.5 Reconsideration for inclusion of a Clinic or a Hospital on the Panel of the PHA-Foundation shall, on written request, be made only in exceptional cases where the PHA Foundation Considers it expedient to the interest of the PHA-F Patients to again include the Clinic or Hospital in the Panel. Reasons for reconsideration shall invariably be recorded by the PHA Foundation before presenting the case to BOD in such cases.



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Duties and Responsibilities of Administration Wing

3.1 Roles of Admin Wing

A. The Admin Wing of PHAF shall have a recommendatory role for following issues:

- 3.1.1 Assessment of applications of hospitals, clinics, laboratories for inclusion or otherwise in the panel.
- 3.1.2 Assessment of rates of retainer ship fees.
- 3.1.3 Assessment of rates and charges proposed by hospitals, clinics and laboratories for tests, treatment, operations and procedures required for treatment of patients. Periodic enhancement of rates shall also be considered.
- 3.1.4 Scrutiny and evaluation of complaints against hospitals and clinics, in consultation with Health Authorities of the Federal Government.
- 3.1.5 Finalization of the terms and conditions for enlistment of clinics/hospitals on the panel.
- 3.1.6 Review of terms and conditions of these Regulations after every two years to incorporate changes, if any, due to technical advancements, unprecedented price hike or undue change in financial position of the PHA-F.
- 3.1.7 Examine any issue which needs special attention.

B. All complaints against the panel hospitals, clinics and laboratories shall be lodged with Monitoring Directorate, who shall place these before the MD. The MD shall examine the complaints, based on findings and recommendations of Admin about continuation of arrangements or otherwise. Fresh applicants shall then be given a chance to fill the positions vacated as a result of deletion of the existing ones through compulsory deletion.

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3.2 Selection Criteria for Clinics and Authorized Medical Attendants

3.2.1 Only those clinics/ hospitals shall be recommended for the PHA-F which are run by registered medical practitioners. Preference shall be given to those who have extensive experience, an established practice and / or reputation of curing chronic diseases.

3.2.2 The following factors may determine selection of a clinic for PHA-F Panel:

3.2.2.1 Accessibility

3.2.2.2 Recommendations of employees living in the area not less than 10 employees including at least three officers shall recommend enlistment of a clinic.

3.2.2.3 The clinic shall be a self-dispensing unit.

3.2.2.4 Provided that the maximum number of clinics prescribed for a station shall not be exceeded.

3.3 Selection of panel Hospital

To be eligible for enlistment on PHA Foundation panel, a private hospital shall fulfill the following conditions:

3.3.1 It has a minimum capacity of 25 bed;

3.3.2 It has facility of Operation Theater and Labour Room;

3.3.3 It has facility of X-Ray; ECG, and Ultrasound;

3.3.4 It has facility for routine laboratory tests of blood and urine;

3.3.5 It has Consultants for following specialization;

- | | | |
|------------------------|-------------------|------------------------|
| i) Medical, | ii) Surgical, | iii) Pediatrics |
| iv) Eye | v) ENT | vi) Gynecology |
| vii) Psychiatry | viii) Skin | ix) Orthopedics |
| x) Urology | | |

3.3.6 **It provides 24 hours service.**

3.3.7 **It is located at a place, which is easily accessible to majority of the employees through public transport.**

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Medical Attendance Facilities

The chapter deals with the medical attendance facilities available to entitled patients under the PHA-Foundation regulations for Medical Attendance.

4.1 General

- 4.1.1 Needless to mention that the medical attendance under these Regulations shall be admissible to the employees and their families at the facilities arranged by the PHAF at the station of duty of the employee. A patient may avail the facilities available at the Military Hospital, District/Tehsil Headquarters Hospital or any other government hospital if it suits him/her.
- 4.1.2 Where delivery cases are performed away from headquarters of the employee, such claims will be entertained with the approval of the Competent Authority subject to the following documents to be submitted along with the claim: - (i) authenticated birth certificate, (ii) history sheet, (iii) treatment chart, (iv) investigations, (v) operation notes, (vi) any other document part of the PHA-F medical attendance card and (vii) any other document required for authentication of facts.
- 4.1.3 In case of medical emergency declared by the Federal or Provincial Government or a local authority as a result of any epidemic, these Regulations shall be relaxed to the required extent through a notification to be issued with the approval of the MD, PHA-F.
- 4.1.4 Cases of contract employees will be dealt as per terms and conditions of their appointment.
- 4.1.5 Free indoor/outdoor medical treatment from PHA-F panel Hospitals/Doctors to dependents of the late employees shall be admissible up to a period of five years from the date of expiry of employees. However, re-imburement of medical charges shall not be permissible.

4.2 Outdoor Medical Attendance

The system under which the outdoor medical attendance shall be provided to the patients is given below:

A Medical Attendance System under Normal Circumstances:

Cost incurred on purchase of medicines under normal circumstances shall be dealt with as under




- 4.2.1 The Officials (BS 1-16) shall be entitled to reimbursement of cost of medicines purchased for ailment of routine nature not exceeding Rs. 1,000/- per month on simple production of cash memos duly entered on the individual's medical attendance card and verified by the concerned hospital / clinic. No formal sanction shall be required for this purpose.
- 4.2.2 Residue of ceiling for a month shall, if not consumed during that month accumulate to the next month till 30th June but shall lapse at the end of each financial year for Officials (BS 1-16).
- 4.2.3 Monthly ceiling given at above may be enhanced with the approval of BOD after five years on the recommendations of the PHA- Foundation management.
- 4.2.4 The Officers (BS 17-22) shall be entitled to reimbursement of actual cost of medicines purchased for ailments of routine nature on simple production of cash memos duly entered on the individual's medical attendance card and verified by the concerned clinic / hospital. No formal sanction shall be required for this purpose.

B. Medical Attendance System for Extended Treatment of Chronic Diseases or Trauma Injuries:

- 4.2.5 In case of chronic diseases and such other treatments, which are essential but are so expensive that the cost cannot be met out of the cumulative medical allowance for the year, cost thereof shall be reimbursed to the employee concerned on production of valid cash memos in token of having actually purchased the medicines, on a proper prescription of a doctor subject to verification. All the medical bills excess to the monthly ceiling shall be considered and approved by CEO/MD of PHAF after the recommendations/examination by the following committee:-

- i. Director (Finance), PHAF
- ii. Director (Admin), PHAF
- iii. Assistant Director (Admin), PHAF

Keeping in view the serious nature of the diseases and the cost involved in the treatment, a different system of medical attendance shall be allowed for extended treatment of chronic diseases and trauma injuries.

Following is the list of diseases to be treated under this system for medical attendance:-

- i. All types of Cancers and blood disorders;
- ii. Heart Diseases;
- iii. Hypertension;
- iv. Endocrine Disorders (Diabetes Mellitus);
- v. Renal Diseases;
- vi. Hepatitis (initially for six months);
- vii. Bronchial Asthma;

- viii. Tuberculosis treatment (full course)
- ix. Accident cases;
- x. Ulcer;
- xi. Trauma; and
- xii. Diagnostic & Treatment Procedures;

The above list of diseases to be treated under this system is not exhaustive. Any addition to the list shall be made on case-to-case basis subject to recommendations of the PHA- Foundation Management and approval of the MD PHA- Foundation.

- 4.2.6 The approximate cost, medicines and the estimated period of treatment approved by competent authority shall invariably be recorded on the Health Card of the patient concerned along with the number and date of the sanction.
- 4.2.7 The original sanction memo shall be forwarded to concerned Accounts Section who shall be responsible for maintaining appropriation record for the sanction. The cost of medicines, claims for which shall be preferred on monthly basis, shall be reimbursed to the employee till the original/extended period mentioned in the sanction issued by the Admin Wing expires.
- 4.2.8 The monthly claim shall accompany the following:
 - b. Approval of competent authority.
 - c. Sanction of memo.
 - d. Doctor's prescription on individuals medical attendance card;
 - e. Investigation reports (if any); and / or
 - f. Any other essential paper keeping with the nature of the case.
- 4.2.9 All consultation fees and cost of diagnostic procedures / tests incurred on outdoor patients shall also be borne by the Foundation and shall be paid directly to the hospitals/ laboratories/ clinics where the services were availed. In cases where the employee met the cost from his/her own pocket, the same shall be reimbursed to employee on production of valid receipts from the panel hospitals/ laboratories/ clinics, in token of having paid the amount themselves.
- 4.2.10 In case of medical treatment from a non-panel doctor/ hospital/ clinic in emergency, reimbursement of all types of medical expenses so incurred by the employee from his own pocket shall be allowed at the rates approved for a panel doctor/hospital/clinic of equal status and with prior special approval of the MD.
- 4.2.11 The retired employees/patients will be reimbursed the amount on account of claims for medical treatment charges from the Head Office.




4.3 Indoor Medical Attendance


- 4.3.1 Cost of all indoor medical attendance of employees shall be borne by the Foundation, which shall be paid to the hospital concerned directly on submission of their claims on monthly basis.
- 4.3.2 Approved hospitals shall ensure that patient's admission is restricted to the shortest possible time required for her/his early recovery.
- 4.3.3 All consultation fees and cost of diagnostic procedures/tests incurred on indoor patients shall also be borne by the Foundation and shall be paid directly to the hospitals/ laboratories/ clinics where the patient remained admitted. In cases where the employee met the cost from his/her own pocket, the same shall be reimbursed to employee on production of valid receipts from the panel hospitals/laboratories/clinics, in token of having paid the amount themselves.

4.4 Medical Facilities to Officials on Deputation

- 4.4.1 Medical facilities of PHA-Foundation shall be admissible to the officials working in the PHAF on deputation, as these are available to other employees of PHA-Foundation according to their entitlements.

4.5 Mis-use of Medical Facilities

- 4.5.1 Mis-use of medical facilities under these Regulations by any means having an effect of obtaining financial advantage by mis-statement, mis-representation of fact, impersonation, altering the prescription or tempering with the vouchers, fake claims shall be treated as MISCONDUCT and the employee found guilty shall be dealt with under Disciplinary Rules in force.
- 4.5.2 An employee or any member of her/his family suffering from an injury, ill health or a disease, which is attributable to an illegal action, misconduct, misbehavior or negligence on the part of the person concerned, shall not be entitled to medical attendance under these Regulations.
- 4.5.3 An employee or a member of her/his family shall not be entitled to the medical attendance under these Regulations if the employee is under notice of termination or has given notice of his intention to leave the service of the Authority.


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4.6 Registers for Medical Matters

Following registers will be maintained by the relevant (Admin) section which will be inspected by Director (Admin) from time to time and necessary note in this regard recorded, if required:-

4.6.1 Register of Panel Hospitals/Clinics and Laboratories, with the record of payments.

4.6.2 Register for PHAF Employees and Family members.

4.7 Inspection of Panel Hospitals

4.7.1 The officer(s) dealing with the medical matters will inspect panel hospitals from time to time to check the services / facilities provided to PHA-Foundation patients. As well as to check that no irrelevant person is being treated from the hospital/clinic etc. in the name of PHA-Foundation.



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Rates and Remunerations for Medical Attendance

- 5.1 The Admin Wing shall examine, negotiate and recommend rates and remuneration for medical attendance on case-to-case basis.**
- 5.1.1 Retainer-ship Fee of Authorized Medical Attendants (if any), which shall be in full and final settlement of the consultation fee of the medical attendant irrespective of number of patients examined during a month. No consultation fee shall accordingly be charged from the patients.
 - 5.1.2 Consultation Fee to be charged from the PHA-Foundation for each patient examined by a specialist doctor of panel hospital.
 - 5.1.3 Charges for various diagnostic procedures / test.
 - 5.1.4 Accommodation and allied charges.
- 5.2 The following factors shall be kept in view while recommending the rates and remunerations for medical attendance:**
- 5.2.1 The rates of fees and other charges shall be uniform to the maximum possible extent in the case of clinics, hospitals and medical attendants of equal status.
 - 5.2.2 Number of employees expected to avail medical attendance from a clinic, hospital or the medical attendant shall be taken as an important factor while determining the rates to be charged by it from PHA-F employees.



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Medical Check-ups and Medical Boards

6.1 Initial Medical Check-up:

- 6.1.1 At the time of initial appointment in PHA-F, all employees shall have to have a medical examination.
- 6.1.2 The employee should be free from any chronic disease. Usual checking of the general physique, weight, height, blood pressure, condition of the heart, chest, eyes, ears, routine urine test etc. shall also be performed.

6.2 Annual Medical Check-up:

- 6.2.1 All officers of Assistant Director and above shall be required to get a routine medical check-up annually from the designated hospital in the month of October every year.
- 6.2.2 An annual medical report shall be given by the panel hospital in respect of each officer (BPS 17 and above) giving the condition of the health with regard to their general physique, weight, blood pressure, condition of the head, chest eyes, ears, and routine urine to the CEO/MD, PHAF.

6.3 PHA-F Medical Board

PHA Foundation may request constitution of a medical board in a government hospital for following case:-

- 6.3.1 Cases of employees suffering from a chronic disease or disability that requires prolonged hospitalization or extended treatment.
- 6.3.2 Cases of employees suffering from such diseases which are likely to render the employee unfit for future service. The Board shall, in such cases, also advice about the attributability of the disease to the work of the employee.
- 6.3.3 Cases of employees suffering from a disease, which though not included in the list of chronic diseases / trauma, is considered to qualify for inclusion in the list of diseases for which extended medical treatment is admissible.
- 6.3.4 Cases referred by the PHA Foundation for second opinion as required under these Regulations.
- 6.3.5 The Medical Board may, on a reference do the following:
 - 6.3.5.1 Declare an employee unfit for further retention in service.
 - 6.3.5.2 Recommend medical leave to an employee as required under leave rules.
 - 6.3.5.3 Recommend the extent and the period up to which an employee requires a further treatment at the expense of the PHA Foundation.

