



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION,
Central Head Quarters, New Delhi.**

Annexure-A

Brief Note on Restoration of Medical Reimbursement Amount

- In May 2020, under cost cutting measures, BSNL management has reduced the annual ceiling for outdoor medical claim to 15 days w.e.f. from 01/04/2020 and DA has been frozen from 01/04/2020 for calculation of ceiling of outdoor claim with voucher.
- It is well known that medical assistance has become must for each and every executive in BSNL and as an organisation it is responsibility of BSNL. Unfortunately this limit or curtailment is applicable only for officers absorbed in or recruited by BSNL and not applied on officers on deputation. Evidently, the said decision is causing serious financial hardship to the employees while getting proper medical treatment now a days.
- The medical facility extended to the employees should always be seen as a welfare measure and any disadvantageous decision against such a welfare measure would demotivate the employee force. Further, this year BSNL Admin section has failed to get extended the Group Health Policy and even willing employees have no medical insurance cover.
- Due to ceiling of DA and that to for 15 days of Basic pay virtually denies them to take best medical care and limit is not sufficient and has severe impact on the employees and their family members. It is not understood how the decision of freezing DA would improve the financial position of the company.
- In fact, management should be proactive in granting medical benefits to the employees considering the difficulties being faced by them due to prevailing health emergencies.
- As the financial position of the BSNL is gradually being brought to normal, we request to restore the annual ceiling based on Basic plus DA as on 1st April of the current financial year and at least restore it to 30 days as earlier.

Enclosures:

1. Letter No. BSNL/Admn.1/15-12/18 Dated 08/05/2020.
2. Letter No. BSNLCO Admn/12(11)/1/2021-ADMN Dated 20/07/2022.
3. Letter No. SNEA CHQ/CMD BSNL/2022-2025 Dated 19/03/2024.
