



# All India Graduate Engineer Telecom Officers Association

( An Association of DR Graduate Engineers / Account Officers of BSNL )

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**No. GS/AIGETOA/2018/27**

**Dated 27.07.2018**

To,  
Smt Sujata Ray  
Director (HR)  
Bharat Sanchar Nigam Limited  
BSNL Corporate Office, Janpath  
New Delhi

**Sub. Medical reimbursement with voucher for outdoor treatment – Revised annual ceiling to be calculated on revised basic pay @ 78.2 % fixation for 23 days w.e.f 01.04.2018 in respect of Executives and Non-Executives of BSNL; - Higher loss for employees recruited after 01.01.2007 thereof.**

**Ref: - BSNL CO letter No 11-04/2015-PAT(BSNL) dated 01.01.2018**

Respected Madam,

With reference to the subject and letter mentioned above regarding the revision in the annual ceiling to 23 days for executives and non executives on revised IDA of 78.2%, this is to bring to your kind notice that the employees who are recruited after 1.1.2007 and have not received the fitment benefit of 2 nd PRC of IDA basic @ 78.2%, has a straight away loss of two days in annual ceiling for medical reimbursement. This results higher reduction of annual ceiling limit for the employees recruited after 01.01.2007.

The illustrations of the two cases are given below.

**Case1 (Difference in medical benefit for the employees who have got the benefit of pay revision)**

a) Rs 36300+(DA46174) as Old IDA basic @68.8% with 25 days medical benefit = Rs 68728

b) Rs 38350+(DA48781) as Old IDA basic @78.2% with 23 days medical benefit = Rs 66800

**Reduction of ~ 2.8%**

**Case2 (Difference in medical benefit for the employees who haven't got the benefit of pay revision)**

a) Rs 36300+(DA46174) as Old IDA basic @68.8% with 25 days medical benefit = Rs 68728

b) Rs 36300+(DA46174) as Old IDA basic @68.8% with 23 days medical benefit = Rs 63230

**Reduction ~ 8%**

**Regn. No. : HR/019/2016/02138**

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

From the above illustration it is clearly seen that there is discrimination in reduction of annual ceiling for medical benefit to employees recruited after 1.1.2007.

Many executives are already suffering from the pay loss after implementation of 2<sup>nd</sup> PRC and the issue related to implementation of standard pay scale is yet to be resolved; further reduction of annual ceiling on medical benefit by 2 days to employees recruited after 1.1.2007 will not only put them in further loss compare to the employees who have got benefit of 2<sup>nd</sup> pay revision but also further de-motivate them in light of the discrimination explained above.

Hence, it is requested to please keep the annual ceiling of medical benefit to 25 days only for all employees recruited after 1.1.2007 to minimize their loss.

With Regards

Yours Truly

(Ravi Shil Verma)  
General Secretary

Copy to:

1. Shri Anupam Shrivastava Ji, CMD BSNL for Kind information please.
2. PGM (Admin), BSNL CO, New Delhi for kind information and n/a please.