



भारत हेवी इलेक्ट्रिकल्स लिमिटेड

Bharat Heavy Electricals Limited

From : Shilpa Mayenkar, Sr. DGM (HR), BHEL Corporate Office New Delhi

To : **Head of HR, All BHEL Units/Divisions**

No. AA:HR:MR1(P)

Date: 17.10.2023

Subject: **Dispensing of medicines from Company dispensary.**

As per BHEL Medical Attendance Rules, "Normally, medicines required for a period upto **one month only** will be issued from Company's dispensaries at a time. At places not having company own hospital, but having company's dispensaries, in case the medicines are not available in the dispensary then employees may purchase the same from outside and claim the reimbursement as per aforementioned Rule."

Further, "In case the employee/ dependent is going abroad, on production of copy of onward / return tickets, Company dispensaries may issue medicines required for a **period of two months only**. The legal compliance of carrying the drugs to another country would rest with the employee/ dependents."

Requests have been received from employees and RECHS beneficiaries regarding hardship faced by them in coming to the dispensary for taking regular medicines for their chronic illness.

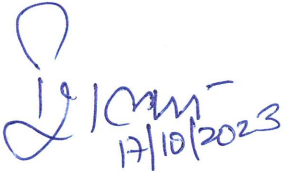
The matter has been reviewed and the relevant clauses have been modified as below:

Normally, medicines required for a period upto one month only will be issued from Company's dispensaries at a time. In case of chronic illness (Cardiovascular medicines – eg. antihypertensives, dyslipidaemia, anticoagulants; Diabetes; Thyroid related; Rheumatoid Arthritis; Anticancer; Dyspepsia and Respiratory medicines) and based on the clinical condition of the patient, medicines may be prescribed and issued for a period **upto two months** from Company's dispensaries/hospital at a time.

In case the employee/ dependent is going abroad, on production of copy of onward / return tickets, Company dispensaries may issue medicines required for a **period of three months**. The legal compliance of carrying the drugs to another country would rest with the employee/ dependents.

Same provisions will also be applicable iro RECHS beneficiaries ie. **Medicines for a period upto two/ three months as the case may be, may be issued to RECHS Beneficiaries** from Company's dispensary/ hospital at a time in case of chronic illness and based on the clinical condition of the patient.

This bears the approval of Competent Authority.


(Shilpa Mayenkar)