



भारत हेवी इलेक्ट्रिकल्स लिमिटेड Bharat Heavy Electricals Limited

From: Anil Kapoor, Executive Director (HR &CC), BHEL, Corporate Office, New Delhi

To: **Head of HR BHEL**

(1) BAP, Ranipet (2) HEEP & CFFP Hardwar (3) CFP, Rudrapur (4) Corp. Office (5) Corp. R&D, Hyderabad (6) EDN, Bangalore (7) EMRP, Mumbai (8) EPD, Bangalore (9) FSIP, Jagdishpur (10) HEP, Bhopal (11) HERP, Varanasi (12) HPEP & PE&SD, Hyderabad (13) Industry Sector (14) IS & IO, New Delhi (15) ISG, Bangalore (16) IVP, Goindwal (17) Piping Centre (18) PPPU, Thirumayam (19) PS-ER, Kolkata (20) PS(HQ), PS-Mkt., PMG, HBG, NBG & PCSG (21) PS-NR (22) PS-PEM (23) PS-SR, Chennai (24) PS-TS, SSBG (25) PS-WR, Nagpur (26) ROD (27) TBG (28) Tiruchy (29) Jhansi (30) HPVP, Visakhapatnam

No. AA:HR:RE1

Dated: 05.04.2019

Corporate HR Circular No. 010/PPX/2019

Sub: Suspension/ Stoppage of medical benefits under BHEL RECHS in respect of retired employees acting against the interests of the Company

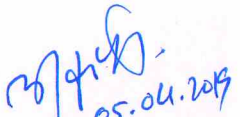
Instances of some of the Retired Employees of the Company who are acting against the interests of the Company have been reported.

The Company has taken a serious view on the matter and it has been decided that in case a member/ beneficiary is reported to be acting against the interests of the Company, the Company shall be constrained to stop/ withdraw or suspend the medical facilities by invoking para 21.8 & /or para 21.12 of BHEL Retired Contributory Health Scheme.

Accordingly, in such cases, Units are advised to issue a 'Show Cause Notice' seeking an explanation from the beneficiary within 7 days of issuance of the notice, failing which the medical benefits under the scheme shall be suspended/ stopped.

The reply to show cause notice shall be considered by HR Head of Unit/ Division and if explanation/ reply is not found to be satisfactory, medical benefits under BHEL RECH Scheme shall be stopped forthwith, by passing a speaking order.

This issues with the approval of the Competent Authority.


05.04.2019
(Anil Kapoor)