



# **SANCHAR NIGAM EXECUTIVES' ASSOCIATION**

## **MUMBAI DIVISION**

**Letter No. SNEA/Mumbai/2020-21/2**  
**Dated: 05<sup>th</sup> April 2021**

**To,**  
**GM (HR),**  
**4<sup>th</sup> Floor, A Wing,**  
**BSNL MH Circle,**  
**Mumbai - 400054**

Sub: Request to review and withdraw unilateral mandatory deduction of 12% on outdoor medical claims of Mumbai BSNL Serving Employees.

Ref: 1) Letter No. A/Admn-II/Medical Pharmacy/2018 Dtd: 07/07/2018  
2) Letter No. BSNL/Admn.1/15-12/18 Dtd: 08/05/2020.

In continuation to our discussions with your good self and with CGMTMH Circle, we are submitting written request to review and withdraw unilateral mandatory deduction of 12% on outdoor medical claims of Mumbai BSNL Serving Employees

BSNL MH Circle vide its letter at reference (1), had issued circular for mandatory deduction of 12% on outdoor medical claims for Mumbai BSNL Serving Employees if medicines are not purchased from store offering discount.

The austerity measure was implemented only in Mumbai and all working employees in Circle Office Mumbai are facing the disparity in perks entitled to BSNL Employees in comparison to BSNL Working employees across India (Including employees working in Core Networks Mumbai).

As per BSNL Corporate Office, Circular at reference 2 further in 2020, BSNL Management has reduced the outdoor medical claim limit from 23 Days to 15 Days and this has resulted in lesser ceiling limit on annual medical claims for serving BSNL Employees. Due to the reduction in outdoor limit the 12% further reduction only to Circle Office Mumbai employee is unilaterally affecting the claims.

As the Outdoor Medical Claim is part of the perks provided to serving BSNL Employees, the perks are finalized by Corporate Office and are to be kept at par all over India based on the cadre in which employee is working.

In Circle Office Mumbai the serving employees of Circle Office Mumbai are facing reduction in perks. We do agree that employees may be encouraged to utilize discounting options available for purchase of medicines but imposing a mandatory deduction of 12% across all employees is a unilateral decision and it is causing adverse effect on concerned employees. Many employees are staying in areas which are not serviceable by stores offering 12% discount. Also during pandemic COVID 19 spreading fast, it is difficult to approach only medical shops supplying medicines on discount. Further, there is fixed limit to each employee for reimbursement and at any cost no amount more than the limit is payable to any employee and if the concerned employee desires to exhaust his limit without any discount there should not be any issue on part of BSNL.

Sir, In view of the same it is requested to kindly review and withdraw the order at reference (1), which is causing disparity amongst the employees in BSNL as the perks of working employees in BSNL Circle Office Mumbai is being reduced in comparison to other employees of BSNL.

**(Ankit Gangar)**  
**District Secretary**  
**SNEA Mumbai-**

**Copy to:**

1. CGMT, MH Circle, for kind information and a request to kindly review and withdraw the unilateral circular at reference (1) and give relief to affected employees in Circle Office Mumbai.
2. Com. M. S. Adasul, CS, SNEA MH Circle for kind information please.