



**GAIL (INDIA) LIMITED
CORPORATE HR DEPARTMENT**

INTER OFFICE MEMO

No.CO/HR/Pol/P-42

11th March 2010

From:

Corporate HR - ER & Policy Group
New Delhi

To:

HR and F&A Incharges of Work Centres/
Zonal Offices

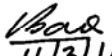
Subject : Regulation of reimbursement of expenses for replacement of hearing aids

This has reference to Corporate HR IOM of even number dated 10th January 2008, whereby it was conveyed that reimbursement for cost of various artificial appliances as specified in Clause - 14.2 of GAIL Medical Attendance Rules and their repairs, replacement, etc. will be admissible for self as well as dependent family members of employees in terms of CS (MA) Rules. However, same will be on the recommendations of 2 ENT surgeons of 2 different Government Hospitals, who have facilities to audiometric assessment and have all performed their independent audiological assessment and an undertaking that he/she has not been reimbursed a digital hearing aid in the preceding 5 years.

Corporate HR Department has received references from few remotely located Work Centres for allowing relaxation vis-à-vis provisions stipulated in CS (MA) Rules for replacement of hearing aids to concerned employees i.e. recommendations of 2 ENT surgeons of 2 different hospitals, keeping in view hardships for concerned employees posted there.

The matter has been examined in consultation with Corporate Medical Services Group. It has been decided that for the purpose of allowing reimbursement of expenses for replacement of hearing aids, a certificate from the ENT specialist may be obtained to the effect that previous hearing aid is not working effectively i.e. Audiogram may be taken with or without hearing aid. In other words, in place of taking certificate from 2 independent ENT surgeons, now the same will be allowed based on recommendation of 1 ENT Surgeon subject to other terms and conditions remaining the same. Thereafter, special permission may be accorded by concerned HR Department for change/ replacement of hearing aids.

This issues with the approval of Competent Authority. Pending claims of employees, if any, may also be regulated in terms of the above.


(M. Baa)
11/3/10
DGM (HR - ER & Policy)

Copy to

1. HODs at Corporate Office
2. OICs of Work Centres/ Zonal Offices
3. DGM (HR - ES & Administration), Corporate Office