



**GAIL (India) Limited
Corporate HR Department**

CIRCULAR

No.CO/HR/Pol/P-42

25th April, 2024

Subject: Review of entitlement for purchase/replacement of Hearing Aids under GAIL Medical Attendance Rules

In terms of extant GAIL Medical Attendance Rules, reimbursement of expenses for purchase/replacement of Hearing Aids is admissible to employees and their dependent family members after the same has been recommended by an ENT specialist of a GAIL empanelled/Government Hospital on the basis of audiometric and audiological assessment and other terms and conditions specified under CS (MA) Rules. For the said purpose, ENT Specialist has to specify the type of hearing aid most suited for the beneficiary.

2. In the recent past, Corporate HR Department has received requests from various quarters for reviewing the entitlement for purchase/replacement of Hearing Aids as the extant ceilings are not sufficient for purchasing standard Digital Hearing Aids.
3. The above matter has been examined by Corporate HR Department in the light of various contextual factors and it has been decided to enhance the ceilings for reimbursement for purchase/replacement of Digital Hearing Aids (Behind the Ear/ Inside the Canal/ Completely-in-the-Canal) including cost of Hearing Mould/Customized Shell to Rs.30,000/- per ear (including taxes) subject to submission of actual bills/receipts for the same.
4. Other terms and conditions related to admissibility, periodicity of its replacement i.e. after minimum 5 years and regulation of reimbursement of Hearing Aids shall remain unchanged.
5. This is issued with the approval of the Competent Authority.

**(Vikas Gupta)
ED (HR)**

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