



भारत हेवी इलेक्ट्रिकल्स लिमिटेड

Bharat Heavy Electricals Limited

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To : **Unit HR Heads, BHEL**

Bhopal / Hyderabad / Trichy / Haridwar / TP / EDN / SBD / ISG / Corp. R&D / HERP / CFP / FSIP / BAP / IVP / EMRP / PS-HQ, MG, PMG, TS & SSBG / PS-PEM / PS-NR / PS-ER/ PS-WR / PS-SR / IS & IO / TBG / ROD / Corporate Office / PPPU / Piping Centre / HPVP

No. AA:HR: MR1(C)

Date: 06.05.2021

Sub: Reimbursement of cost of Covid 19 Vaccination to Employees, their dependents & RECHS Beneficiaries(In-House)

In view of the present Covid 19 pandemic and the introduction of Covid 19 vaccine, it is advisable that all citizens aged 18 years and above should get vaccinated in line with the Government Guidelines.

The vaccination is being administered free of cost in Government Hospital/ arrangement. In some locations, vaccination is being arranged in Company Hospital/ Dispensary. Thus, employees, their dependents and RECHS beneficiaries should use these facilities to the extent possible.

Wherever such facilities are not available and vaccine is required to be taken on payment basis, the cost incurred on vaccination will be reimbursed to serving employees, their dependents and in-house RECHS beneficiaries at the rates declared for the vaccination facility on the CoWIN portal for a maximum of two (02) doses. This is as per the present ICMR guidelines and the rates fixed by the Government of India and will also include administering charges subject to capping as declared by the Government from time to time.

For the reimbursement purpose, receipt and certificate of the vaccination has to be submitted. Serving employees may file their claim through ESS and in-house RECHS beneficiaries may file their claim through ecare portal.

Covid 19 vaccines are not part of the list of vaccines where reimbursement is admissible. However, in the current pandemic situation they are considered essential for preventive purpose. Hence, the Covid 19 vaccines presently approved by Government of India - COVISHIELD and COVAXIN have been added to the list of vaccines which are reimbursable. (Rule 4.2 of Medical Attendance Rules - Treatment for immunizing and prophylactic purposes).

This bears the approval of Competent Authority.

(Shilpa Mayenkar)