



भारत हेवी इलेक्ट्रिकल्स लिमिटेड Bharat Heavy Electricals Limited

From: Samir Mukherjee, GM (HR- Policy &IRX), BHEL, Corporate Office

To: Head of HR

(1) Bhopal (2) Trichy (3) HEEP & CFFP H'war (4) R C Puram & PE & SD, Hyderabad (5) Jhansi (6) EDN B'lore (7) ISG B'lore (8) CBU & EPD B'lore (9) Rudrapur (10) IP Jagdishpur (11) Goindwal (12) Corp. R & D Hyderabad (13) Ranipet (14) HERP Varanasi (15) EMRP Mumbai (16) PS-HQ (17) PS-Mktg, PMG (18) PS-PEM (19) PS-TS, SSBG (20) PS- NR (21) PS- ER(22) PS-WR (23) PS- SR (24) Piping Centre, Chennai (25) IS, IO&TBG (26) ROD HQ (27) HRDI (28) Corp. Office (29) CS & FP J'Pur (30) PPP Thirumayam (31) ASSCP

AA: HR: WLX (BHEL PS)

Dated: 1st November, 2018

Corporate HR Circular No. 021/WLX/2018

Subject: BHEL Emergency Needs Mitigation Scheme (Applicable to employees who retired from the Company prior to 01.01.2007) - Announcement for the Year 2018-19 (Ref."BHEL Emergency Needs Mitigation Scheme" issued vide Corporate HR Circular No.20/WLX/2014 dated 25.08.2014)

The Management, as a goodwill gesture, is pleased to announce Financial Support for the year 2018-19 under BHEL Emergency Needs Mitigation Scheme, as under:

a) Approved Uniform Ceiling of financial support for Common Emergency Needs:

For Financial Year 2018-19, towards Common Emergency Needs listed under the scheme, a uniform financial support limited to ₹ 5,000/- per beneficiary per annum has been approved, as per conditions of the Scheme.

b) Approved Uniform Ceiling of financial support for Special Emergency Needs:

During the year 2018-19, towards Special Emergency Needs listed under the scheme, a uniform financial support limited to ₹ 5,000/- per beneficiary per occurrence has been approved, as per conditions of the scheme.

The claim form for financial support towards common emergency needs under the scheme is enclosed at Annexure-I.

All other terms and conditions of BHEL Emergency Needs Mitigation Scheme" issued vide Corporate HR Circular No.20/WLX/2014 dated 25.08.2014 remain unchanged.


It has been decided that in respect of those eligible retired employees/ surviving spouse who have got their **RECHS membership revalidated for the Year 2018-19 AND** have their **updated bank details available in web portal [https://: ecare.bhel.in](https://ecare.bhel.in) under RECHS link**, the extent of financial assistance towards common emergency needs shall be **credited to their bank account directly** against system generated claim form, on **3rd November 2018**.

RECHS beneficiaries may be advised to get their Bank Details updated in the portal [https://: ecare.bhel.in](https://ecare.bhel.in) under RECHS link.

In case of any eventuality if the retired employee/ surviving spouse wish not to receive the benefit, he/she may accordingly record through check box provided at the RECHS link.

In respect of those eligible employees / surviving spouse who are not a member under BHEL RECH Scheme or have not yet got their RECHS membership for the year 2018-19 revalidated, the financial support shall be provided based on **applications received by Units and processed after 3rd November 2018**, through online portal [https://: ecare.bhel.in](https://ecare.bhel.in). Claims for special emergency needs shall be processed as per existing arrangements through portal. Units may release the payment to beneficiaries by generating "Payment Advice" through the portal. Since the Credit will be passed on Payment Advice generated through the web portal, it is reiterated that all claims be processed through online portal only. The portal shall be available *w.e.f.* 01.10.2018.

This is issued with the approval of Competent Authority.


(Samir Mukherjee)

Enclosed: As above

Copy:

- Head of Unit,
- CMD /All Functional Directors/CVO