



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

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GS/AIGETOA/2021/64

dated 27.05.2021

To,

Shri P. K. Purwar,  
Chairman & Managing Director,  
Bharat Sanchar Nigam Limited, New Delhi

**Subject: Compensation for Covid Death Cases in BSNL, providing employment to the dependents of the deceased employees and amendment in BSNL Covid Fund Policy-Reg.**

Reference: 1. BSNL CO letter No- 25-1/2021-BSNL (WL)/Admn dated 20<sup>th</sup>May, 2021  
2. Our letter number GS/AIGETOA/2021/59 dated 4<sup>th</sup>May, 2021  
3. BSNL CO letter No. BSNLCO-PRII/25(11)/66/2020-Pers II dated 26.05.2021

**Respected Sir,**

This is in reference with BSNL Covid Fund (BCF) Policy, which is approved by the BSNL Board and notified vide referred letter dated 20<sup>th</sup> May, 2021 to extend financial assistance to the families of deceased employees in addition to other entitled benefits. In this regard, we have submitted our suggestions through letter under reference and also recorded in the meeting held between associations/unions with the committee formed for the purpose. It can be seen from the notification that some very important suggestions have been left out to be incorporated, which may result into unnecessary ambiguity and hardships for the families. **We had demanded for creation of BSNL Benevolent Fund covering the families of employees irrespective of the cause of untimely death as there should not be any differentiation and discrimination in death.** As the sudden loss of breadwinner by any cause is a huge catastrophe for the entire family and hence any financial support should not be restricted to only covid related deaths. Hence following suggestions should be incorporated immediately in the announced BCF Policy:

- **Notified BCF Policy should be treated as interim relief to the families of deceased employees.**
- **The ambit of BCF Policy should cover all death cases instead of limiting to the Covid cases only.**
- **The BCF Policy should be kept operational always instead of a specific time i.e. upto 31.03.2022.**
- **The fund contributed by employees should be returned back to them at the time of retirement along with accumulated interest, if any.**

Further, your attention is also invited to the letter under reference #3 whereby BSNL CO has issued instruction to field units to send the details for timely settlement of terminal benefits for the employees who died because of Covid-19. **This letter is indirectly giving a message that timely settlement of other death cases is not at all required. Such letters are indeed surprising and in fact unfortunate where differentiation is made even in death.** We need to understand the basic fact that any type of death of the breadwinner of the family brings huge distress to the families and accordingly

all should be given equal weightage while dealing with terminal benefits. **We take strong objection to such letters and request your good self to direct the concerned cell to immediately issue a corrigendum and it should be ensured that terminal benefits of all death cases of the employees should be settled without any delay and discrimination.**

The high numbers of casualties of our employees in current Pandemic is an extra ordinary situation and so it needs extra ordinary decision by the BSNL Management. It is worth to note that executives and employees recruited by BSNL have neither Government Pension nor enough SAB Pension and their untimely death due to Covid has completely shattered their families. **They were mostly young and early in service with limited emoluments and so were not in financially comfortable position and their children are too young and in initial educations and the family needs better support from organization to lead the life than just giving an interim relief of Rs 10 Lakhs.** If BSNL thinks that a help of Rs 10 Lakhs will serve the purpose of dependents of the employee for life, then nothing can be more dreadful than this.


It is sad to note that so far BSNL has only announced BCF policy which is not sufficient to support the families in such time of extreme distress. **It will be worth to note that Most of the Covid Deaths has happened because the person contacted them while on duty and in office. Hence service to the organization is primary cause of their death and BSNL must accept this fact that all these deaths are "on duty deaths."** Any Reluctancy on the part of the BSNL to adhere to the responsibilities towards families shall be dealt firmly by us through all available means. **Management should be ready to fulfill their responsibilities just in line with what other organizations are doing and there is no scope at all for organization and management to drift away from their responsibilities towards the families of all such employees who met untimely death while serving the organization as well as nation.** Hence, we demand the following for the families of Executives/Employees who met untimely death due to Covid Pandemic:

- **Declaring of all death cases due to Covid & its related complication in BSNL as "On Duty Death" as Telecom has been listed in the essential services and main reason for this huge number of casualties in BSNL is due to catching of infection by the employees in maintaining the essential telecom services across the country and while being on duty, when others preferred to remain indoor for their safety. Employment to the nearest dependent of the deceased employee is the minimum which can be done as it doesn't involve any extra cost for organization as all such employees were already on the roles of organization. We surely hope that department would not like to earn savings to the company out of these untimely deaths, which has largely happened because employee was fulfilling his responsibility towards the organization as well as Nation.**
- **Process of appointment for the nominee of all such deceased employee should immediately be started to provide regular support to the family as a special case without any second thoughts.**
- **A compensation of at least Rs 1 Crore should be extended to families of all such On Duty Death as being done by other organisations.**
- **The last drawn Basic plus DA should be continued to the family of the deceased employees in such cases till appointment of nearest dependent.**

- **Education of the children of Covid-19 deceased employees should be funded by the BSNL at least up to the 12<sup>th</sup> classes or till appointment of dependent of the deceased employees.**
- **Rent Free accommodation should be provided to the family of deceased employees, in all such cases as a special support.**

In this critical time of pandemic, where many of our colleagues have lost their life fighting with the Covid-19 infection, while doing their service not only to our organization but also to the nation, needs a big hand of support from BSNL Management and Government of India as the situation is unprecedented. They have joined the department as a breadwinner of the family, but untimely deaths have completely devastated their young family, especially those recruited by the BSNL and having no Government Pension. The above demands are basically rights of the employees and hence the same needs time bound implementation. We would further like to affirm that this association is fully committed to ensure the above demands and is willing to go to any extent to ensure justice to the families of all such employees.

With Regards,

  
[MD.WASI AHMAD]  
General Secretary

Copy to:

1. The Hon'ble Secretary (T), Dept of Telecom, Govt of India, New Delhi for kind info pl.
2. The Director (HR), BSNL Board, New Delhi for kind information and needful please.
3. All other Functional Directors of BSNL Board, New Delhi for kind information please.
4. The PGM(Pers), BSNL Corporate Office, New Delhi for kind information and NA please.
5. The Sr GM(Admin) BSNL Corporate Office, New Delhi for kind information and NA please.
6. The GM (SR), BSNL Corporate Office, New Delhi for kind information and NA please.