

## **30% Superannuation Benefits To BSNL Recruited Employees**

The Superannuation Benefits as stipulated by DPE consists of the **defined contribution schemes like EPF. Gratuity etc.** by the department towards ensuring the benefits of Employee Post Superannuation and not the defined benefit. **As per the guidelines issued by DPE, the amount which should be counted towards the ceiling of 30 percent Superannuation Benefit is the amount which is being contributed by department as defined contribution scheme and not as defined benefit.** As of now BSNL has defined the following contribution towards Superannuation Benefit of BSNL Recruits:

**12% EPF**

**4.8% Gratuity**

**5% Pension Fund to LIC**

BSNL says that they are contributing 3.3 percent towards Post Retirement Benefit Medical Contribution but the fact is that whatever amount BSNL is quoting in this head is that of actuarial analysis of the amount which BSNL is spending on Medical Benefits of all retired BSNL employees. It will be pertinent to mention that none of the BSNL recruits has retired yet except few who have taken VRS last year. **Moreover, BSNL is not making any defined contribution in this scheme and is only assuring a benefit which may or may not continue in future.** Under that circumstances, BSNL Recruits who are not covered by CGHS scheme shall be at huge loss. Hence this 3.3 percent amount cannot be counted towards Superannuation Benefit. **Advocating of actuarial analysis on PRMB of retired DOT absorbed employee which is basically a defined Benefit Scheme is a wrong interpretation. BSNL has not formed any PRMB Trust for BSNL Recruited Employees till now.**

Accordingly, as stated above, in view of AIGETOA, the majority recognized representative association of BSNL, the organization is right now contributing only 21.8 percent towards Superannuation Benefit and still needs to contribute 8.2 percent amount towards Superannuation Benefit of BSNL Recruits. BSNL also needs to ensure implementation of Post Retirement Medical Benefit fund in BSNL to secure BSNL health benefits of BSNL Recruited employee and his family.

