



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/59

dated 04.05.2021

To,

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

Subject: Compassionate Ground Appointment & adequate compensation to dependent family member of deceased BSNL Employees who lost their life in covid-19 pandemic and provisioning of Covid Care Centers for BSNL employees-Reg.

Reference: BSNLCO-A/11(11)/2/200-ESTAB DATED 16/04/2021

Respected Sir,

In reference to the subject captioned above and referred letter, we would like to highlight that the increased covid-19 pandemic has taken away so many important lives of our BSNL Employees including executives fraternity, while maintaining the essential telecom services. The untimely demises of our young executives due to COVID are catastrophe for the family and especially to those who does not have a cover of Government Pension. Telecom falls in the category of essential service as declared by the Government of India, our young officers are on forefront in maintaining the services to provide uninterrupted network to the government establishments as well esteemed citizens of the nation. For well over a year, our young BSNL officers are on the frontline facing Natural calamities, Pandemic and other calamities' which are occurring in our country.

We wish to apprise that currently our organization has no sufficient system in place to address the suffering of families, where the life of a young professional fells short due to pandemic, calamities etc. Especially, in case of BSNL recruits, such unfortunate situation devastate the family more badly in the absence of proper Social Security Coverage as no viable Superannuation Scheme/Government Pension Scheme is in place for them despite provisions for doing so in the government of India orders while corporatizing Telecom Services. In the absence of any viable superannuation scheme, the family of deceased employee is put to untold hardships. Even the Compassionate Ground Appointments (CGA) is not in vogue at present and has many issues in implementation. Though the first direct recruitment was done way back in 2001, we still don't have a viable mechanism for the compensation to the family of deceased BSNL Recruited Employees.

Sir, the avoidable deaths of our young staff members, who got COVID-19 is wholly and fully attributable to employment injury and also falls in the broad category of employment injury for which the organization is fully liable, as enunciated in various industrial laws and also upheld by Hon'ble Courts from time to time. Therefore, at this juncture, we call upon the management to take a conscious call and address the social security related problems of employees by implementing followings:

W. Ahmad

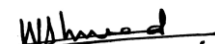
Regn. No. : HR/019/2018/02138

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

- (a) Ensuring 30% Superannuation Benefits (SAB) as a fully functional scheme to BSNL Recruits by enhancing the Defined Contribution on the part of Department as complete 30 percent.
- (b) Immediate creation of a corpus to provide adequate compensation to the family of deceased employees, whose demise arising from the employment injuries. The sudden death of the bread winner brings the family on the roads virtually. These aspects need to be addressed immediately.
- (c) Immediately resumption of Compassionate Ground Appointment (CGA) Scheme of BSNL and addition of more suitable grades. Immediate employment should be ensured to the dependents of the employees, who have lost their life while doing service and getting affected by Covid-19. The criteria for CGA should be relaxed for these employees who gave their life while doing service to nation and got affected by this dreadful disease.
- (d) As the proposed superannuation fund for BSNL Recruited Employees is neither fully functional nor any reasonable contribution made by the management till date. Hence provision should be made through instilment of a suitable scheme to release at least 1 Crore fund to the grieved family for securing their family life due to untimely death of their bread winners.
- (e) BSNL should immediately come forward for creation of Covid Care cum Isolation Centers at the vacant premises with facility of Oxygen and Ventilator support in coordination with the district health authorities. Wherever, such vacant premises are not available, there IQs/Holiday Homes may be converted into such centers. Associations and Unions may also be asked to come forward and make some contribution for this noble cause from their kitties.

In this critical time of pandemic where many of our colleagues have lost their life fighting with the Covid-19 disease, while doing their service not only to our organization but also to the nation, needs our support by suitably compensating them in this extreme challenging situation. It is dire need of the hour not only for the welfare of their dependent families but also for boosting confidence of other employees who are working by risking their life to keep the services up and running. Hence, it is requested to oblige us by immediate consideration of the above measures for our executives and employees, who have left us due to this pandemic while maintaining the continuity of our services without thinking about their own life as well as about their family.

With Regards,


[MD.WASI AHMAD]
General Secretary

Copy to:

1. The Director (HR), BSNL Board, New Delhi for kind information and needful please.
2. The Sr GM(SR) BSNL Corporate Office, New Delhi for kind information and NA please.
3. The Sr GM(Admin) BSNL Corporate Office, New Delhi for kind information and NA please.