



# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

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GS/AIGETOA/2022/49

Dated 20.05.2022

## CALL ATTENTION PROGRAM

To,

**Shri P. K. Purwar,**  
Hon'ble CMD BSNL,  
BSNL Corporate Office, New Delhi.

**Subject: Request to look into the Desperate, Vulnerable and Hopeless situation of the Families of Deceased Employees Recruited by BSNL due to pathetic condition of the 'Superannuation Benefit Pension Mechanism' for BSNL Recruited Employees- Death Case of our colleague Shri Vijay Bansal, SDE ITPC Chandigarh and many more such colleagues exposes the vulnerability – Extend Full Social Security/ Pensionary Benefits to the BSNL Recruits in line with the provisions made by Government of India during formation of BSNL and Full 30% SAB in BSNL as per recommendations of 2nd PRC.**

**Respected Sir,**

We have consistently been raising the issue of Proper Social Security Cover to the employees directly recruited by BSNL post it's corporatisation. We hereby put forward the following lines for the kind consideration and immediate attention of BSNL management.

It is indeed unfortunate to state that BSNL Recruited Executives and Employees have yet not been extended full 30% Social Security cover despite the provisions being created by the Govt of India for employees recruited by BSNL during formation of BSNL and also by DPE as a part of the 2<sup>nd</sup> PRC recommendations. They are also receiving minimal Pay in comparison to other at Par CPSUs, which is even less than the executives of the ailing and sick PSU MTNL despite of being professionally and technically qualified executives with Engineering/CA/ICWA/MBA degrees from the Premier Institutes of the Country.

They were recruited by BSNL after its inception in Oct-2000 and since then continuously giving their best output and taking all the challenges wholeheartedly to keep flag of the organisation always high. Their worth proved once again when the services of BSNL remain unaffected despite of 78 thousand employees leaving the organisation overnight by opting VRS in Jan-2020. This could be made possible only through rigorous efforts by remaining 65K employees and management of BSNL by giving their best in one of the most difficult time. As per statistics the current strength of BSNL Recruited Employees constitute about 65-70% of total strength but despite of it, they are the most neglected lot in BSNL; both in terms of Pay as well as Social Security. They are not covered through Government Pension Scheme in comparison to their peers, who have been absorbed in BSNL from the DoT. This keeps them haunting and any untoward incident of a colleague refreshes the insecurity of family. Recently one more BSNL Recruited Colleague, Shri Vijay Kumar Bansal, SDE ITPC Chandigarh met an untimely death and the situation of the family post his demise has exposed the vulnerability to which the family of the employees has to suffer. This has shaken entire fraternity and the association also.

Despite being Employees of the Central Government owned PSU; the precarious situation for the Employees Recruited by BSNL is hard to die down in absence of proper Social Security to these employees. It is worth to note that Neither the Pension Scheme was devised for this set of employees of BSNL despite the provision of same being specified in BSNL formation Rule nor the Proper Social Security Cover was extended to them through Full 30% Superannuation Benefit under 2<sup>nd</sup> PRC. This is yet to be fully rolled out to give a helping hand to the grieved family in case of any eventuality to the employee or securing a reasonable post retirement life.

Ministry of Personnel Public Grievances and Pension department issued order vide OM dated 30/09/2000 of Ministry of Personnel at sub-rule 21, 22 and 23 of the OM specifies the pension scheme in respect of BSNL employees. **Sub-rule 21, 22 clarifies the provision regarding pension contribution to the employees absorbed in BSNL from DOT and Sub-rule 23 clearly stated that BSNL shall devise its own pension scheme in respect of Direct Recruits of BSNL.**

Vice Point No. v) of the letter no. 2(70)/08-DPE(WC)-GL-XVI/08 dated 26/11/2008 and the subsequent modification *vide* Clause ii) of the letter no. 2(70)/08-DPE(WC)-GL-VII/09 dated 02/04/2009, the DPE has notified the provisions of 30% Superannuation Fund Contribution as part of the implementation of 2<sup>nd</sup> PRC benefits to the employees recruited by various PSUs. This clause clearly states the following:

***“30% of Basic plus IDA would be allowed as Superannuation Benefits, which may include Contributory Provide Fund, Gratuity, Pension and Post-Superannuation Medical Benefits. No other superannuation benefit shall be granted outside the said 30% ceiling.” To manage the said fund CPSE should, with the approval of Administrative Ministry:***

- ***Either make their own schemes,***
- ***Or operate through Insurance companies.***

The Superannuation Benefits shall be under Defined Contribution Scheme. The Pension and Post-Superannuation Medical Benefits can be extended to those executives, who superannuate from the CPSE on putting 15 years of service. In view of the above, following points also needs attention:

- Almost all the CPSEs like BHEL, CIL, EIL, AAI, Power Grid, NHPC etc have already implemented 30% superannuation benefit to its employees while BSNL has not done so and ***the contribution towards the superannuation fund by BSNL is still short by 8.2%. The 5% contribution towards SAB Pension Fund was achieved only in year 2017***, eating away the previous contribution of 10 years at least w.r.t. 2<sup>nd</sup> PRC recommendations and 17 years from the date of formation of BSNL.
- It will be pertinent to mention that while all the recommendations of the 2<sup>nd</sup> PRC had been fully implemented in BSNL, part of 30 percent SAB and Standard Pay Scales of JTO/JAO and SDE/AO of the same 2<sup>nd</sup> PRC, which pertaining to BSNL Recruits, have been kept pending which clearly demonstrates the discrimination to which BSNL Recruited employees have been subjected.
- Even, in recent Pandemic of COVID, the families of those BSNL Recruited Employees, who left for their heavenly abode, have been exposed to a complete uncertain future where they are struggling to meet the day to day expenses. ***The amount of pension calculated through SAB is coming out to be in the range of Rs 2000-3000 and some meager amount will be received as EPF family pension. This happened as the SAB Pension Fund was started by BSNL with only 3.0%***

*w.e.f. 04.05.2016 and later increased to 5.0% w.e.f. 01.04.2017 falling short of 8.2% of the defined contribution of 30% w.e.f. 01.01.2007.* Even the provision given in the BSNL Formation Gazette Notification to deploy some Pension Mechanism by BSNL for those employees recruited by BSNL never saw the light of the day and has been ignored altogether.

- All the help which these families could receive from BSNL during Covid-19 pandemic was Covid Fund Disbursement of Rs. 10 Lakh of which 50% was being contributed by employees themselves. Neither any Compassionate Ground Appointment was being offered to them despite of the provisions nor any help provided like extending salary to nearest dependent till Superannuation Date of that Employee (This is followed by many PSUs but BSNL remained completely mute to such demands of the Representative Association). It will not be out of place to mention that most of these employees Contacted Covid while doing the service of the nation and executing the assigned responsibility by BSNL.
- It is most unfortunate that despite the formation of more than 21 Years, the Central Government PSU, BSNL is providing an optional Group Term Insurance (GTI) and Group Health Insurance (GHI) facilities to the Employees, which needs to be funded by employee themselves instead of the same being extended by the department as a part of its mandatory duty to provide Social Security and Health Cover.
- At least, those absorbed in BSNL from the DoT have a greater social security support in the form of Government Pension but the Employees Recruited by BSNL have been left entirely on their own. **So we demand to extend full 30% Superannuation Benefit w.e.f. 01.01.2007 to all BSNL Recruited Employees to ensure proper Social Security Cover and provide some mechanism of pension since inception of BSNL as per the Gazette Notification or Old Pension Scheme needs to be extended to BSNL Recruited Employees also.**
- We further wish to highlight another instance of sad state of affairs for BSNL that when Late Mr Bansal was admitted in hospital, none of the hospitals were available on panel for cashless treatment under the BSNLMRS scheme at Chandigarh and Mr Bansal was left to himself to pay for the expenditure of treatment. As per information received, Rs 30 Lakhs was spent on his treatment before his demise and only Rs 10 Lakhs have been disbursed by the department. This is happening to an employee, who is working in 100% government owned PSU. This is the situation prevalent everywhere with employees being forced to purchase Health Insurance Policies which become insufficient in case of critical illnesses.

If BSNL still do not take the corrective measures, all the employees of BSNL are bound to have the same fate, which will be the last thing the Government of India will be willing to do with a set of employees who basically are bearing the load of government initiatives with regard to Telecom Policies, bridging the digital divide and also are contributing fully to realise vision of Atma Nirbhar Bharat in Telecom with a Fully Made in India 4G and 5G Systems being implemented at BSNL.

- In view of the above, AIGETOA CHQ has once again decided to highlight and precipitate this issue to ensure Social Security cover to its fullest provisions. We have decided to hold a Call Attention Program to seek the redressal of this most important issue of BSNL Recruited Employees and to highlight the sufferings which the families of the deceased employees are facing. Unfortunately, it's a cruel fact that our organization has failed to take care of their families after the passing away of the employees specially the BSNL Recruits, despite of the fact that BSNL is 100% government owned CPSE. The recent demise of Shri Vijay Kumar Bansal, SDE-ITPC BSNL Chandigarh has once again exposed the fragile future of such families.

In view of the above precarious situation of BSNL Recruited Executives and Employees, the association has decided to press for the issue by demanding full Social Security Cover and holding following program to highlight it.

### **DEMANDS**

- Extending Pensionary Benefits to all BSNL Recruits from the date of their joining of service in line with the provisions extended by Government of India while corporatizing the Telecom Operations Part of DoT in the name of BSNL.
- Extend Full 30% SAB as defined Contribution to BSNL Recruits in line with the DPE guidelines of 2<sup>nd</sup> PRC by enhancing Quantum of SAB w.e.f. 01.01.2007 (Presently Shortfall in SAB is 8.2%). Immediate deposit of full outstanding amount of the ongoing fund with interest.
- Restoring CGA appointments in BSNL and making necessary changes in the CGA policy to bring families of deceased BSNL Recruits in the ambit and make them eligible for CGA appointments.
- Extending immediate monetary relief to families of the deceased BSNL Recruited employees.

### **Call Attention Program**

- **Submission of Memorandum** to the Hon'ble Governors at state level by the Circle Team, Hon'ble Members of Parliament by CHQ/Circle/BA Team and to Hon'ble District Magistrates by BA Team across the Country with a request for kind intervention for ensuring Social Security to BSNL Recruited Employees and their Families--- **10.06.2022 to 30.06.2022.**
- **Submission of Memorandum** to all CGMs/BA Heads across BSNL on - **30.06.2022**
- **Pad Yatra Program** to pay tribute to the departed soul of Late Shri Vijay Kumar Bansal Ji and raise the issue of Social Security to BSNL Recruited Employees under the aegis of Punjab Circle Team through Colleagues, Well Wishers and Family Members--- **Starting on 20th June'2022 from the Circle Office Campus, Chandigarh and reaching to BSNL Corporate Office, New Delhi on 30<sup>th</sup> June'2022 and Submission of Memorandum to the Hon'ble CMD BSNL.**
- **Twitter Campaign** on Social Security to BSNL Recruited Employees – **07.07.2022**
- If the concerned authorities do not come forward and provide complete resolution of the issue by 30<sup>th</sup> September 2022, the AIGETOA CHQ will be forced to start the program of **Hunger Fast till final Resolution of Superannuation Benefit Issue --- Hunger Fast w.e.f. 01.10.2022.**

***We sincerely hope that management will take cognizance of this situation and will take all necessary steps to ensure a proper social security cover to BSNL recruited employees as demanded above considering the fact that it relates with the future of whole family of the employees and management is bound to provide the said cover.***

Thanking you.

Yours Sincerely

Sd/--

**(MD. WASI AHMAD)  
General Secretary**

Copy to:

1. The Hon'ble Secretary(T), Dept of Telecom, Sanchar Bhawan, N. Delhi for kind information pl.
2. The Director HR, BSNL Board, New Delhi for kind information and NA please.
3. The PGM SR, BSNL Corporate Office, New Delhi kind information please.