

## **FORUM OF BSNL UNIONS / ASSOCIATIONS**

*Dada Ghosh Bhawan, 2151/1, New Patel Nagar,  
Opp. Shadipur Bus Depot., New Delhi – 110 008.*

Forum/103/2

17.07.2015

To

**Shri Anupam Shrivastava,  
CMD BSNL,  
Bharat Sanchar Bhavan,  
New Delhi-110 001.**

*Sir,*

Sub: - **Seeking immediate solution to the issue of superannuation benefits to the Directly Recruited Employees – req.**

We regret to bring to your kind notice that the problem of superannuation benefits to the Directly Recruited Employees of BSNL is lingering on for a very long time. This is one of the demands on which the BSNL employees went on a two day strike on 21<sup>st</sup> & 22<sup>nd</sup> April, 2015. Management has already conducted a number of discussions, both with the Recognised Unions of the Non-Executives, as well as with the Associations of the Executives. However, the issue remains unsettled till now.

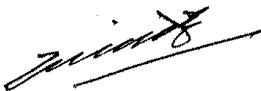
As per the DPE OM dated 02.04.2009, all PSUs have to contribute 30% of the basic pay plus DA of the employees, towards their superannuation benefits. BSNL Management is already contributing 12% towards EPF and 4.5% towards Gratuity. Since, the BSNL employees and retirees are covered by the BSNLMRS, we understand that it is treated by the Management that 1.5% of pay is being contributed towards Post Retirement Medical Benefits (PRMB).

Thus, as of now, the Management's contribution towards superannuation benefits of the employees comes to 18%. Hence, we are strongly demanding that BSNL should contribute 12% of the pay towards the Pension Fund of the Directly Recruited Employees. It is not out of place to mention here that the DPE OM dated 02.04.2009 is already implemented in all the major PSUs, including in BHEL, Coal India Ltd., NTPC, Power Grid, EIL, AAI and Neyveli Lignite Corporation.

In the discussions held with the Management, the Unions and Associations are told initially, that the contribution towards Pension Fund would be 2%. Subsequently, we are told that the Management was prepared to contribute 3%. We wish to state that 3% is very meager, since the employees are entitled for 12% contribution by the Management. We wish to state that this issue is being dragged on by the Management for a very long time, which is frustrating the Directly Recruited Employees. In view of this, we request you to kindly look into this matter urgently and to settle it expeditiously.

Thanking you,

*Yours faithfully,*



**[P. Abhimanyu]**  
**Convener,**  
Mobile No: 9868231113

Copy to: Ms. S.T. Ray, Director (HR), BSNL, New Delhi – 110 001