



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
कार्मिक शाखा, निगम कार्यालय
चौथा तल, भारत संचार भवन,
जनपथ, नई दिल्ली 110 001

No. BSNLCO-PERS/15(11)/4/2023-PERS1

Dated 06.10.2023

Subject: **Policy on retention of lien on selection and appointment of below Board level executives of BSNL to Board level posts in same or other CPSEs/Autonomous Organizations/Statutory bodies.**

The matter regarding formulation of a uniform policy on retention of lien of permanent employees of BSNL when they are selected and appointed to Board level posts in same or other CPSEs, Autonomous Organizations, Statutory bodies was under consideration of the Management for some time.

2. It has now been decided with the approval of Management Committee of BSNL Board that the cases of retention of lien of below Board level BSNL employees when they are selected and appointed to Board level posts in same or other CPSEs, Autonomous Organizations, Statutory bodies shall be regulated as per the following provisions:-

I. **Selection & appointment to Board level posts:** In the event of selection and appointment of permanent employee(s) of BSNL against Board level posts in same or other CPSEs, Autonomous Organizations, Statutory bodies, the individual employee will cease to be BSNL permanent employee and he/she shall be deemed to have retired from BSNL Service. From the date of technical resignation, the absorbed employee is entitled for terminal/retirement benefits like pension/pension commutation/ gratuity/leave encashment/GPF, etc. for the combined service rendered under Govt. and BSNL under the CCS Pension rules. However, on exercising option for repatriation within 06 years of joining the new post, the employee may rejoin substantive post in BSNL provided lien on substantive post is retained with the permission of competent authority.

II. **Retention of Lien:** All permanent employees of BSNL (absorbed as well as directly recruited) holding posts below Board level will be entitled for retention of lien for a maximum period up to 06 years when appointed to Board level posts in same or other CPSEs, Autonomous Organizations, Statutory Body provided their applications are routed through proper channel and the approval of competent authority has been obtained for the same.

6.10.2023

- III. **Termination of Lien:** The lien will automatically stand terminated at the ending of maximum 06 years period and no further communications in this regard will be required at any level.
- IV. **Pay Protection and eligibility of past service:** In case, the employee opts for repatriation within 06 years period and the competent authority permit him/her to rejoin earlier substantive post in BSNL, he/she will be entitled to increment (on notional basis) for the period of his/her absence from that post. Past service rendered by such an employee shall be taken into account for the limited purpose of reckoning of minimum period for grant of increments (on notional basis).
- V. **Seniority:** In case of rejoining BSNL, Seniority in the substantive post held by the permanent BSNL employee will continue to be remaining protected. However, in case, the employee deciding to rejoin his/her substantive post in view of retention of lien, the period spent in same or other CPSEs, Autonomous Organization, Statutory body which he/she had joined after submission of his/her technical resignation will not count for minimum qualifying service for promotion to the higher post. In the event of rejoining BSNL service and if no vacancy is available, the junior most person in the cadre will be liable to be reverted to lower post.
- VI. **Pension contribution:** In case, the employee (absorbed) is permitted to rejoin his substantive post in view of retention of lien, henceforth, his/her services will not be covered under CCS(Pension) rules and no pension contribution shall be payable.
- VII. **GPF/EPF:** On rejoining, the employee will be allowed the benefits of EPF scheme as applicable to BSNL employees.
- VIII. **Leave Encashment:** The employee shall be eligible for cash equivalent of leave salary in respect of EL and HPL at his/her credit within overall ceiling of 300 days.
- IX. **Gratuity:** the employee will be eligible for benefits under Gratuity Trust Rules of BSNL and other rules governing grant of Gratuity.
- X. **Medical benefits:** the employee will be covered under BSNL MRS. Further, in case of absorbed employees covered under CCS Pension Rules, they may avail CGHS benefits, in case they have become member of CGHS scheme after acceptance of technical resignation and issue of PPO.

21/6-10-2023

XI. **Superannuation benefits:** the employee will be eligible for superannuation benefits as per the provisions of BSNL superannuation Pension Trust Rules.

XII. **Transfer Allowance:** The employee will not be entitled for any Transfer Allowance or any other allowances like transfer grant, etc. at the time of his/her repatriation and joining substantive post in BSNL on any grounds whatsoever.

3. The above provisions shall be effective from the date of issuance of this Order.

This issues with the approval of competent authority.

(जी.पी. विश्‍नोई/ G.P. Vishnoi)

उप महाप्रबंधक (कार्मिक-डीपीसी-एसएम)
Dy. General Manager (Pers-DPC-SM)

Copy to:

1. PPS to CMD, BSNL.
2. PPS to all functional Directors of BSNL.
3. PPS to CVO, BSNL.
4. All Heads of Telecom Circles (Territorial/Non-Territorial).
5. PGMs/Sr.GMs/GMs/CLO(SCT), BSNL CO.
6. OL Section for Hindi version.
7. Intranet portal.

(मूल चंद/Mool Chand)

सहायक महाप्रबंधक (कार्मिक नीति)
Assistant General Manager (Pers. Policy)