

**ALL INDIA  
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**No. AIBSNLEA/CHQ/CMD/2017**

**DATED: 29.08.2017**

To,

**Shri Anupam Srivastava,  
CMD BSNL,  
New Delhi -110 001**

**Subject: Delay in creation of trust for the superannuation pension fund for Direct Recruits  
Employees of BSNL-Reg**

**Respected Sir,**

On the subject cited above, we would like to extend our sincere thanks for 3% contribution from BSNL towards BSNL recruited employees superannuation benefit and draw your kind attention towards DoT OM 61-4/2016-SU Dated 29.09.2016 DoT has approved the Superannuation pension scheme in respect of Direct Recruits Employees of BSNL wherein BSNL as an employer would be contributing 3% of Basic pay plus DA per month and would create a trust for management of superannuation pension fund. Formation of Superannuation Trust has also been approved from BSNL Board in its meeting held on 30.01.2017. But after passing more than 3 months, neither the superannuation trust has been created, nor has the amount been deposited.

At the same time, quantum and date of implementation are also two another important factors associated with this vital issue. The delay in non-Implementation of the directives of full 30% superannuation benefits to the directly recruited employees of BSNL is badly affecting the morale and efficiency of this class of employees. AIBSNLEA has actively raised this demand many times in formal and informal meetings and through various representations.

We once again reiterate that as per DPE OM 26-11-2008, CPSEs would allow 30% of Basic Pay as Superannuation benefits, which may include CPF, Gratuity, pension and Post- Retirement Medical Benefits. Further, the DPE OM 02-04-2009 corrected the OM dated 26-11-2008 by adding DA also with Basic for the ceiling of 30%. DPE OM dated 24-1-2013, further clarifies that DPE OMs do not provide for mandatory contribution on the part of employees and suggested that employees' contribution to their postretirement benefit would enhance their social security and therefore CPSEs can frame scheme as per their requirement.

As per above, it is concluded that "PSU have to contribute 30% of Basic + DA for Superannuation Benefits". But at present BSNL is making contribution towards EPF (12%), Gratuity (4.5%) and Post-Retirement Medical Benefits (1.5%), which is total 18% which after the approval of DoT for another 3% contribution, will be 21 % only. We welcome the move of BSNL Management has considered the the increase of 2% but we demand for full contribution towards 30% superannuation benefit to BSNL recruited employees.

It is pertinent to mention that many other CPSUs like BHEL, NLC, Coal India Limited, PGCIL etc. have accorded complete 30% Superannuation Benefits to its employees.

Therefore, we would like to submit following points for your kind consideration-

1. After DoT approval of additional contribution, BSNL should immediately contribute remaining amount as Superannuation Benefits in respect of BSNL Recruits, to fulfil the limit of full 30% contribution.
2. The effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.01.2007 i.e. the date of effect of 2nd PRC recommendations otherwise it will be a gross injustice with BSNL Recruits.
3. It is suggested that the employee contribution in this respect should not be taken mandatory.

We would therefore, request you to kindly intervene in the matter for immediate creation of Superannuation Trust and giving full 30% superannuation benefits to BSNL recruited employees with effect from 01.01.2007.

With kind regards,

**Yours sincerely,  
-sd-  
(Prahlad Rai)  
General Secretary**

**Copy for kind information to:**

1. Director (HR), BSNL Board New Delhi-110001
2. The PGM (Estt), BSNL Corporate Office New Delhi-110001
3. The GM (CA), BSNL Corporate Office New Delhi-110001