



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

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No: - AIBSNLEA CHQ/Dir HR/NPS/25-28/107

Dated:- 06.11.2025

To,

**Dr. Kalyan Sagar Nippani Ji,
Director (HR) Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhavan, Janpath, New Delhi-110001.**

Subject:- Submission of Inputs for Introduction of National Pension System (NPS) in respect of BSNL Recruited Employees in lieu of the existing Superannuation Pension Fund invested through LIC of India.

Ref. No:- BSNLCO-A/11(11)/12/2025-ESTAB

Dated:-16.10.2025

Respected Sir,

We are thankful to the management for taking a positive step toward the implementation of the National Pension System (NPS) for BSNL-recruited employees.

At present, the pension contribution @5% is being deposited under the Superannuation Benefit (SAB) scheme and managed by LIC of India. As opinions and inputs are being sought regarding the proposed transfer of this fund to the NPS framework, the following points are respectfully submitted for kind consideration before finalization and implementation of the scheme:

1. Option for Willing Employees:

The existing Superannuation Pension Fund has been created and utilized for BSNL-recruited employees. In this regard, it is proposed that an option may be called from employees who are willing to transfer their Superannuation Pension Fund to the NPS.

The following points justify the need for such an option:

- a. A number of BSNL-recruited employees have already individually opted for NPS.
- b. In cases where an employee already holds an individual NPS account and further opts for transfer of the Superannuation Pension Fund to NPS, clarity is required on how dual accounts will be managed, and the procedure for merging or maintaining such accounts must be clearly defined.
- c. For employees not willing to opt for NPS, their existing Superannuation Pension Fund may be continued under LIC of India or with any other approved Pension Fund Manager, as decided by BSNL.

2. Selection of Pension Fund Manager:

Two proposals have been forwarded — (i) LIC Pension Fund Limited (LIC PFL) and (ii) HDFC Pension Fund (Ref. letter).

- a. As per the proposal, LIC PFL has indicated a management fee of 0.03% for managing the pension fund.

It is pertinent to mention that as per BSNL Employees Superannuation Pension Trust Rules, *Section II – “Contributions and Scheme of Insurance”, Clause (iii) – Expenses of the Scheme to be borne by the Company*, it is clearly stated that: *“The expenses for administration of the Scheme shall be payable by the Company and shall be paid in addition to the contributions herein mentioned.”*

- b. The T-day (same day) NAV (Net Asset Value) feature is presently available only with the HDFC Pension Fund Manager. It is suggested that this feature may be negotiated and extended to all other proposed fund managers to ensure uniform transparency and performance tracking across all options.
- c. In cases of NPS exits or death, a defined maximum time limit for settlement and disbursement may be stipulated uniformly across all fund managers under consideration, to ensure timely and hassle free processing for beneficiaries.

It may please be acknowledged that under the NPS framework, such charges or deductions shall be directly adjusted from the NPS balance through cancellation of units. Hence, a clear mechanism for reimbursement or adjustment of this amount to the concerned employee may kindly be defined in advance.

3. Option for Additional Contribution:

For employees who opt for NPS under this scheme, an option may be provided to contribute an additional amount voluntarily to enhance their post-retirement corpus. This will enable employees to choose a better pension plan and strengthen their financial security after retirement while maintaining flexibility in individual investment preferences.

4. Future Fund Enhancement:

The Second Pay Revision Committee recommended that the total Superannuation Benefits may constitute 30% of the Basic Pay plus Dearness Allowance (DA), encompassing EPF, Gratuity, Post-Retirement Medical Benefits, and Pension. The present structure of monthly contribution in BSNL (RTI reply enclosed) is as follows:

Component	Percentage of Basic Pay + DA
EPF	12%
Gratuity	4.8%
Post-Retirement Medical Benefit	3.3% (as per actuarial basis)
Pension (SAB)	5%
Total	25.1%

As per the above details, there is a shortfall of 4.9% from the recommended 30%. If this shortfall is proposed to be added to the pension contribution, the fund management structure under the new scheme may be clearly defined.

5. Income tax implications:

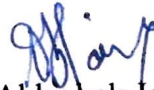
If BSNL transitions from the current Superannuation Pension Fund scheme to the NPS, the following tax aspects may be considered:

Employer's Contribution: - Under NPS, employer contributions up to 14% of Basic salary (for Government sector under the new tax regime) are tax-deductible under Section 80CCD(2).

A threshold limit of ₹ 7,50,000 applies to the combined employer contributions toward NPS, PF, and Superannuation for tax exemption purposes.

We urge the management to kindly consider the aforesaid inputs. This transition is crucial for safeguarding the retirement security of BSNL recruited employees. Since the proposed scheme directly impacts the long term financial well-being of the workforce, these suggestions are submitted with the intent of ensuring a comprehensive, transparent, and employee-friendly implementation of the NPS in BSNL.

With highest regards,


Abhishek Jain
General Secretary
AIBSNLEA

Copy to:-

1. The CMD BSNL CO, New Delhi
2. PGM (Estt.) BSNL CO, New Delhi for necessary action pls.

भारत संचार निगम लिमिटेड (भारत संचार का उपक्रम) कारपोरेट ऑफिस पी ए टी अनुभाग		Bharat Sanchar Nigam Ltd. (A Government of India Enterprise) Corporate Office (PAT Section) 5 th Floor, Bharat Sanchar Bhawan , Janpath, New Delhi 110001
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Sub: Supply of information under provisions of RTI Act, 2005 - Case of Shri G Acheswara Rao (BSNLD/R/2018/51663 dated 27.10.2018).

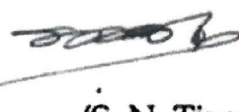
With regard to above referred RTI application, the reply in respect of Points 1 to 5 is given as under:-

Point 1-3: The current percentage of monthly contribution w.r.t Basic pay plus DA for a BSNL recruited executive towards Superannuation benefits (which includes EPF, Gratuity, Post Retirement Medical Benefit (PRMB) and Pension Scheme) are as under:-

- i. EPF - 12%
- ii. Gratuity - 4.8%
- iii. Post retirement Medical benefit - 3.3% (as per actuarial basis)
- iv. Pension - 5%

Point 4: No.

Point 5: The applicant has sought the views of the department which are not covered under the definition of "Information" under Para 2(f) of the RTI Act. 2005. Hence, no reply can be given.


(S. N. Tiwary)
Asstt. General Manager (Estt. I)
Tele.No.23037477

AGM (Estt.III), BSNL C.O. New Delhi
U.O. No. 19-01/2018-PAT (BSNL) dated 28.11.2018.