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No. AIBSNLEA/CHQ/CMD/2013

DATED: 30.01.2014

To

**Sh. R.K.Upadhyay,
CMD BSNL,
New Delhi-110001**

Sub: - Early Resolution of serious EPF anomalies with serious discrepancies in respect of Direct Recruited Employees of BSNL -Reg

Respected sir,

We would like to draw your kind attention towards the pressing demand of BSNL Direct Recruit employees i.e. anomalies in their EPF account.

EPF is mandatory provision of Central Government and it must be fulfilled by every organization with more than 20 employees. BSNL has multiple orders in this regard but still various serious anomalies are there e.g. **multiple account on transfer of employee, delayed contribution with less amount, non-display of the EPF deductions and non-persuance for the delay of EPF slips etc.** We are highlighting some of the anomalies here for the ready reference.

1. Para-32 of EPF Act clearly stipulates that *“no past contribution can be recovered from current salary of the employees, past arrear if any shall be paid by employer in respect of both the contribution”*. But in many field units in BSNL the past contribution has been recovered from current salary of the employees. So, it is requested that a clarification may be issued to field units regarding the same including the refund of the already recovered amount.
2. BSNL has neither contributed for the diet allowance, nor for the stipend for the period of training, inspite of the mandatory provision of EPF Act. So, it is requested that an order in this regard may be issued from BSNL CO for making both the contributions.
3. Multiple EPF account exists at the time of transfer of employee from one place to other place. It creates the problem for the employee concerned because it is not possible by him to keep the centralised monitoring on his fund. So it is requested that relevant effort should be made for introducing the centralized EPF account of BSNL employees, inline with GPF system.
4. BSNL Field units (except BSNL CO) are not providing the display of monthly EPF statement to the employees; Due to this the employees are unaware with their actual contribution and relevant shortcomings. So, it is requested that strict instructions may be issued to field units for providing regular EPF statement.

5. The EPF slips are issued with a great delay by EPF authorities. It is requested to instruct the all concerned IFAs to persue the same with EPF authorities to avoid the said delay.

Sir, As the matter is related to the young direct recruits of BSNL and for fulfilling the mandatory EPF provisions of Central Government, there is no any matter of financial implications. So, a prompt and immediate action on the matter is required. It will definitely boost the morale of the young employees of BSNL, specially the Direct Recruits of company and they will surely play a major role in BSNL's revival and its better future. We have full hope and faith that definitely an early action will be taken on the above legitimate demands of the Direct Recruits of BSNL by resolving the EPF anomalies.

With Kind Regards,

Yours Sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy to:

1. The Director (HR) of BSNL Board for information and n/a please
2. Shri. R K Goyal, GM (Estt) for information and n/a please.
3. Shri Rajeev Singh GM (CA) BSNL Corporate Office New Delhi-110001
4. Smt. Smita Choudhary, GM(EF), BSNL Corporate Office New Delhi-110001
5. Sh. Neeraj Verma, GM (SR), BSNL Corporate Office New Delhi-110001