

**SNEA/CHQ/CMD/2015-18/66**

**Dated 10<sup>th</sup> March, 2017.**

**To**

**Sri Anupam Shrivastava,  
Chairman and Managing Director,  
BSNL, New Delhi.**

**Sub: Superannuation Benefits to the BSNL directly recruited employees --- extending the benefits from 01.01.2007 to get the retirement benefits for those joined earlier:**

**Respected Sir,**

As per the DPE guidelines on the Superannuation benefits, employees will be eligible for the benefits only after completion of minimum service of 15 years. If retirement happens before 15 years, they will not get any benefits other than the medical benefits as BSNL MRS doesnot have such restrictions. Similarly due to the condition of minimum service of 15 years, the families will not get any benefit in case untimely death occurs to the employee before 15 years of service.

In this background there is an urgent need to relook into the date of effect of the newly introduced Superannuation Scheme in BSNL. The scheme is implemented from May, 2016, almost 9 years later. By this the employees joined earlier lost 9 precious years as qualifying service to get eligibility of the scheme. They have to wait till 2031 to get the benefits of the scheme. Those who retires before 2031 or any untimely death occurs prior to 2031 will not be covered by the scheme.

**As a solution to this issue, Management should consider its implementation from 01.01.2007 itself to get the desired benefits to the employees. It is requested to consider the case on humanitarian ground as it is linked with the terminal benefits of the employees.**

**With regards,**

**(K. Sebastin)**

**Copy to:** 1. Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.  
2. Smt. Madhu Arora, PGM(Estt) for information and n/a please.