

No: SNEA/CHQ/CMD/2015-18/42

Dated 10th November, 2016.

To

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

**Sub: Replacing GSLI Scheme with Term Insurance for BSNL recruited Employees -
-- Suggestion thereof.**

Respected Sir,

At present GSLI scheme is in operation in BSNL for all Employees i.e. (1) Recruited by DoT and Absorbed in BSNL and (2) Employees recruited directly by BSNL. For Employees of category (1), family pension is paid by Government in case of any unfortunate incident happens. While for employees at category (2), their family gets EPF, gratuity and other benefits which all combined together is very small amount for survival of the family members for rest of the life.

Now Super Annuation Benefit @ 3% is approved by DoT and we understand that BSNL will finalize the modalities quickly. **But there is a shortcoming i.e. eligibility of pension / family pension is after 15 years only, so in case of any unfortunate incident within 15 years of becoming member of the Pension fund, his / her family will not be eligible for any family pension and will be in pitiable condition.** In this regard, to give a good family support, our suggestion is as below.

Present GSLI scheme give insurance benefit of Rs. 3 lakhs to JAO / JTO / JE with Rs.315/- per month as premium. Small amount is going to contribution which is paid at the time of retirement which is very meager. **If a Term insurance of LIC for Rs. 25 lakhs is taken, annual premium will be about Rs.6,000/- (Considering average age as 35 yrs. for BSNL recruited Employees). If BSNL purchases the Term plan for say all Category (2) Employees, minimum 25-30% Discount will be given and the amount of premium will be near to the monthly deduction taking place for GSLIS.**

We request your goodself to bestow your personal attention and instruct the concerned officers to finalize the scheme replacing GSLIS for the BSNL directly recruited employees which is need of the hour as far as social security of Employees recruited by BSNL is concerned.

With regards,

(K. Sebastin)

Copy to: 1. Smt Sujata T Ray, DIR(HR), BSNL Board for information please.

2-5. GM(Est) / GM(CA) / GM(Admn) / GM(SR).