

No: SNEA/CHQ/CMD/2015-18/39

Dated 4th November, 2016.

To

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

Sub: Social Security Scheme for the families of BSNL Employees who dies untimely – Entirely to be funded by BSNL Employee on pay roll.

Respected Sir,

Our company is strong on various aspects and one of them is the huge work force working across the country in toughest situation. At present we have a work force of approximately 2.2 lakhs. All the BSNL absorbed employees have completed more than 10 years of service and hence all of them become eligible for Govt pension as per CCS pension Rules 1972.

However in the case of BSNL directly recruited employees, as per DPE guidelines, even after implementation of superannuation benefits, they will be eligible for pension only after 15 years of service.

In order to secure the future of the family members in case of any untoward incident to the employees, the following suggestions are made.

I. A voluntary contribution scheme of Rs.15/- for Non Executives and Rs 25/ for Executives (It can be finalized in consultation with all Unions and Associations) for the death of BSNL employee should be circulated among the employees. If say out of 2.2 lakh employees, 2 lakh employees opt for the scheme, family members of the employees will get minimum of Rs. 30 Lakhs. This will be in addition to other eligible benefits to the family members. One time consent of the employees along with the nominee details can be taken who want to opt for the scheme.

This has been recently implemented very successfully in MP Circle in the case of untimely demise of the employees.

II. Another option is to form a Corpus Fund by BSNL, looking to last few years data. Based on the report submitted by field units about death that occurred if any in the Circle, BSNL should release the fund to nominees immediately. Salary unit can deduct Rs. 5/- from the salary of Non Executives and Rs. 10/ from the Executives each month who opted for the

scheme and credit it to the Corpus fund. This will ensure that Corpus Fund is maintained at same level on 1st of every month. If any employee who wants to opt out / opt in of the scheme same can be allowed once in a year say, 1st April.

Considering large number of untimely deaths happening in BSNL, management should act very fast to extend support to the families of such BSNL employees, entirely funded by the BSNL employees. It can be discussed with all the Unions and Associations immediately before taking a final decision.

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).