

# Sanchar Nigam Executives' Association (Only Recognised Executives' Association in BSNL)

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All Communications to  
the General Secretary



**Sebastin. K, General Secretary**  
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**SNEA/CHQ/CMD/2018-21/88**

**Dated 09.06.2020.**

**To**

**Shri. P. K. Purwar,**  
**Chairman and Managing Director,**  
**BSNL, New Delhi.**

**Sub: Enhancement of contribution towards Superannuation Benefits from 25% to 30% to BSNL directly recruited employees as per 2<sup>nd</sup> PRC and DPE order dated 26.11.2008. For actual benefits, it is to be implemented effectively from 01.01.2007 itself. Various commitments of management to increase the contribution by March, 2019 not materialised so far. After VRS, establishment cost reduced considerably and cash flow improved now and it is feasible to consider the enhancement.**

**Respected Sir,**

The Superannuation Benefits of CPSU employees are governed by the DPE guidelines. Acting on the 2<sup>nd</sup> PRC recommendations, DPE issued guideline on 26.11.2008 extending Superannuation Benefits @30% of the emoluments (Basic+IDA), w.e.f.01.01.2007. This is the only social security measure available for the BSNL directly recruited employees.

Implementation of Superannuation Benefits was delayed by management. During discussion with the Joint Forums on agitation notice, BSNL formed a Committee on 12.06.2012 to examine the matter. **CMD/BSNL announced 6% contribution in the Open Session of the All India Conference of SNEA held at Jaipur on 05.09.2015, in the presence of all General Secretaries.** Unfortunately in the meeting with certain Associations on 19.02.2016, management unilaterally decided the contribution as 3% to start with. In the absence of the major Association/Unions like SNEA and BSNLEU in that meeting, such decision is termed as unilateral.

**Finally, the Superannuation Fund was created with contribution @3% of the emoluments w.e.f. 14.07.2016. Subsequently after lot of persuasion, the contribution enhanced from 3% to 5% w.e.f. 01.04.2017 and the orders issued on 08.01.2018, taking the total contribution towards Superannuation Benefits to 30%. Further hike in the contribution was assured by the management by March, 2019. Unfortunately by that time serious financial crisis crippled BSNL and the salary payment itself delayed.**

Now the situation has changed and after the VRS, the establishment cost has come down considerably. The cash flow also improving after the lockdown. In this improved situation, **the enhancement of the contribution from 25% to 30% is to be considered on priority as it is part of the social security available for the BSNL directly recruited employees.**

**With kind regards,**

**(Sebastin. K)**

**Copy to:** 1. Shri. Aravind Vadnerkar, Director(HR), BSNL Board for intervention pl.  
2-4. DIR(Fin)/DIR(CFA)/DIR(CM), BSNL CO for info and n/a pl  
5. Shri. Saurabh Tyagi, Sr GM(Estt), BSNL CO for info and n/a pl.