



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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All Communications to
the General Secretary

K. Sebastin, General Secretary

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Dated 31.05.2021.

To

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

Subject: Immediate notification of "BSNL COVID-19 Compassionate Appointment scheme" on humanitarian grounds for dependents of deceased BSNL employees due to COVID Pandemic with effect from 24.03.2020 along with financial support as Ex gratia to the family members and aid for educational support to their wards.

Respected Sir,

COVID-19 Pandemic (both first and second waves) have severely affected the nation and is still actively infecting people at very alarming rate. Government is taking several preventive measures like localized lockdowns, containment zones etc to mitigate the adverse impact causing due to COVID-19.

At the start of Nationwide lockdown in March 2020, Telecom Secretary in a letter to Chief Secretaries of States and Advisors to Administrators of Union Territories has noted that telecom infrastructure is critical for maintaining communication, use of broadband, encouraging e-commerce and facilitating work from home during the ongoing restrictions to curb the spread of corona virus made telecom services vital and hence listed within the essential services. The workforce maintaining the network and managing telecom operations had to bear the hardships under restricted movement to keep services streamlined.

BSNL employees are dedicatedly performing their duties in the midst of lethal pandemic wave. Many BSNL employees and their family members have got infected, some recovered from COVID 19 infection and many are still battling to recover. Hitherto around 200 employees of BSNL have succumbed to COVID, while performing their duties, as per report received from various Circles. The figure of casualties is really shocking .

In BSNL, support to the family of deceased employee is extended in accordance with the policy guidelines on Compassionate Ground Appointments issued by DOPT vide No. 14014/6/94-Estt (D) dated 09.10.1998. In order to bring uniformity in assessment of indigent condition of the family for offering of Compassionate Ground Appointments weightage point system was introduced by BSNL as per Letter No.273-18/2005-Pers. IV Dated 27.06.2007, which was further revised vide Letter No.273-18/2013-Estt. IV Dated 21.04.2016.

Considering the present COVID pandemic situation wherein around 200 BSNL employees have lost their lives while serving the nation and maintaining the essential telecom services, it is requested to Immediately notify a "BSNL COVID-19 compassionate appointment scheme" specially for the casualties during COVID Pandemic started from 24.03.2020 (initial date of Nationwide Lockdown), by forming new CGA Policy exclusively for COVID Victims. The new CGA norms should be framed in a way that which will pave way for compassionate appointment to a dependent family member of all deceased employees (Executives / Non Executives) who lost their life during COVID pandemic due to any disease / reason. Similar special COVID 19 compassionate appointment schemes are already notified by various organizations and state governments.

Financial assistance to deceased BSNL family member's following measures are essential.

- 1) Ex –gratia of Rs. 50 Lakhs as BSNL Employee lost his life while serving nation as " corona warrior"
- 2) Additional Ex –gratia of Rs. 50 Lakh to BSNL Recruited Deceased employee as BSNL totally failed to provide DR salary as per standard pay scales as well as social security measure and superannuation benefits as per DPE guidelines. In absence of pension and limited social security amount the deceased family members will face financial hardship for survival and to fulfill the liabilities of dependent old age parents, small children, home loan / personal loan installments etc.
- 3) Additional Financial grant for educational expense of children.
- 4) Retention of the departmental quarter by the family of deceased BSNL employee in the absence of his own accommodation.
- 5) All future medical expenses / Proposed Group Health Insurance premium to be borne by BSNL.
- 6) Special Welfare teams to be formed at corporate office/Circle/District level to assist and ensure well in time settlement of all claims of deceased employee like EPF/ EDLI/GTI/ GLIS/ Current and previous pending Medical bills/ other pending claims etc.

For an organization providing essential services like BSNL it is important that in case of demise the department should reassure and provide security to the families while they overcome the bereavement. Hence it is requested to please take immediate action on above COVID crisis.

We are hopeful that BSNL management is committed to stand with its employees struck with misfortune during this dreadful pandemic and shall assist them in the best possible way.

With kind regards,



(P. Padmanabha Rao)
AGS SNEA
For K. Sebastin, GS SNEA

Copy to:

1. Sh Arvind Vadnerkar ,Director(HR), BSNL Board,New Delhi.
2. Dir CFA / Dir Fin / DIR CM /Dir EB- BSNL Board for information and necessary action please..
3. PPS to CMD BSNL
4. Sr GM Est /Sr GM Admin / GM SR, BSNLCO for information and necessary action please.