

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA/CHQ/MOC/2019

Dated 04.11.2019

To,

Shri Ravi Shankar Prasad Ji,
Hon'ble Minister of Communications & IT India,
Govt. of India,
New Delhi - 110 001.

Subject: Revival of BSNL - VRS to Employees - Our concerns regarding.

Hon'ble Sir,

All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA) representing over 20,000 Executives in BSNL express its heartfelt thanks for your timely intervention and herculean efforts which only helped to finalize the Revival Plan for BSNL and MTNL. To provide budgetary support for the implementation of VRS to the employees of BSNL/MTNL is a major breakthrough for the roll out of the Revival Plan.

We are fully confident that we will save BSNL, of course, after becoming one entity with MTNL, according to your serious commitment on the necessity of keeping this PSU alive in the amidst of competitive environment as this is the one and the only unique organization helping and extending uninterrupted services to the people in jeopardy and during the most needy hours to the common man.

Hon'ble Sir, we would like to draw your kind attention towards the subject matter and pray your good self to direct concerned authorities to settle the following issues before introduction of VRS in BSNL:

- i. **Implementation of Pay Revision (3rd PRC):** After the release of 3rd PRC recommendations, Pay revision and Pension revision took place in all other PSUs in accordance with the guidelines of DPE. The affordability clause and the guidelines on profit-oriented pay rise have disallowed any Pay revision as well as Pension revision in BSNL.

S. SivaKumar

Hon'ble Sir, We would like to bring to your kind notice that during the meeting with the Secretary (T) that 5% or 10% fitment or even 0% fitment benefit is not at all considered for BSNL employees due to the guidelines of DPE on affordability clause and BSNL was not making profit for the past three years and Pension Revision is possible only after the Pay Revision to the BSNL employees. He further mentioned that delinking of Pension also not possible as demanded by various Pensioners' Associations. The Secretary (T) requested All Unions and Associations to motivate all the Employees and make BSNL EBITDA positive for two years and also increase the Marketing Share of BSNL in addition to increase the Performance of the Employees to consider for implementation of 3rd PRC fitment. Sir, after introduction of VRS, the situation is totally different.

Therefore, considering the concern of the Secretary (T) and the prevailing financial condition of BSNL, we are to put forth alternate suggestions on Pay and Pension Revision as mentioned below:

1. The IDA may be merged with basic pay from 01-01-2017 since it had crossed 50% bench mark. It is a routine practice. The similar decision was earlier taken by the Government during 2004.
 2. Since DPE guidelines mention about the affordability and profitability to get any pay revision with additional fitment, we just urged upon to merely merge the IDA of 119.5% (100 % Neutralization) as on 01-01-2017 with the existing basic pay and give the benefit as done in the past.
 3. In future, if BSNL comes under profit and some fitment is considered for the remaining employees, the same may be extended to VRS optees also.
 4. There should not be any disparity in Pension revision, Commutation amounts later-on etc among different types of retirements i.e.
 - a) Opted for the proposed VRS.
 - b) Retired on attaining the age of superannuation before introduction of the proposed VRS and
 - c) Took Voluntary Retirement just before introduction of proposed VRS.
- ii. There is an utter confusion in the mind of employees about reduction of retirement age to 58 which may kindly be clearly spelt out.

S. Sankaran

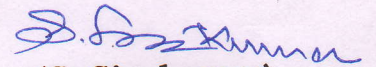
- iii. Entire ex-gratia amount should be made exempted from the Income Tax as already done in the case of VRS to State Bank of India employees. Similarly, the entire interest amount on gratuity due to delayed payments should be made exempted from the Income Tax.
- iv. An opportunity should be given to the individual employee to take VRS and retire from his own choice Circe/ SSA.
- v. Date of effect for implementation of VR and the Salary for calculation of VRS benefit may be taken as the last day of the Financial Year 2019-20 i.e. 31.03.2020.
- vi. It must be ensured that all the due payments be made on the very next day after the VR or as per the stipulated time schedule.
- vii. In case of the death of an VRS optee employee, his/her legal heir must be paid commutation of the pension considering the fact that as on the date of retirement, the said employee was alive.

In view of the foregoing, our genuine and justified suggestion regarding merger of IDA with Basic Pay as on 01.01.2017 and other suggestions also may kindly be considered before VRS which will keep the Morale High to the employees who are willing to opt for VRS as well as remaining employees.

Hon`ble Sir, We again assure to strengthen your hands, in all your endeavors to strengthen BSNL.

With Kind regards

Yours sincerely,


(S. Sivakumar),

General Secretary, AIBSNLEA,
CHQ, New Delhi.

Copy for kind information and necessary action to:

1. Shri. Anshu Prakash, Secretary (T) Govt. of India, New Delhi -110001.
2. Shri. P. K. Purwar, CMD, BSNL New Delhi- 110001.
3. Shri. Arvind Vadnerkar, Director (HR), BSNL Board New Delhi- 110001.