

**CORPORATE OFFICE:**

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Labour (LE) Section

Establishment Branch

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**भारत संचार निगम लिमिटेड**

(भारत सरकार का उपक्रम)

**BHARAT SANCHAR NIGAM LIMITED**

(A Govt. of India Enterprise)

No.11-1/2019-LE

Dated: 01.02.2019

To

All the Heads of Telecom Circles and  
Telecom Districts of BSNL

Sub: Frequently Asked Questions (FAQs) for implementation of wages to  
Casual Labour/TSM through ERP in single Company Code regime.

Sir (s),

The undersigned is directed to refer to the subject mentioned above and to say that the process for payment of wages to Casual Labour / TSMs through ERP is to be completed as per the decision of the management. The issues coming up in the matter were raised by the ERP Cell. These related to certain variations in wages / other facilities to Casual Labour/TSM across different Circles.

To settle the issues for proper implementation of wages disbursement through ERP, a set of Frequently Asked Questions (FAQ) has been prepared and uploaded in the ERP. A copy of the same is hereby also enclosed for information and appropriate action.

This issues with the approval of Competent Authority.

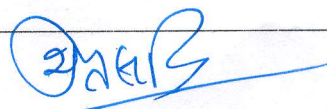
Yours faithfully

(Sheo Shankar Prasad)  
Dy. General Manager (Estt.)

Copy to GM(CIT)/PGM(ERP), BSNL CO, New Delhi for information and publishing as "Frequently Asked Question" (FAQ) in the ERP Help Desk.



<b>Clarifications related to Temporary Status Mazdoors.</b>		
<b>Sl. No.</b>	<b>Issue</b>	<b>Clarification</b>
01	TSMs in some Circles e.g. Tamilnadu are governed by EPF Scheme and in some Circles e.g. West Bengal by GPF scheme. It may be clarified whether TSMs will be governed by EPF Scheme or by both the schemes?	They are governed by either schemes as per details below: (a) After rendering three years of continuous service on attainment of Temporary Status, the Casual Labourers will be treated on par with Temporary Group D employees for the purpose of contribution to GPF as per DOT TSM Scheme, 1989 and this applicable prior to 01.10.2000. (b) In BSNL, any Casual Labour granted TSM Status on or after 01.10.2000 by any reason are covered by EPF Scheme as per order No.11-5/2010-LE dated 18.05.2015. (c) Casual Labour continuing in BSNL are eligible only for EPF Scheme as per order No.11-5/2010-LE dated 18.05.2015.
02	The TSMs are eligible to get one day leave for 10 completed working days excluding weekly off and three national holidays leave. Kindly clarify that how to accumulate such type of leave and what is the naming of leave in SAP?	Leave entitlement will be on pro rata basis, one day for every 10 days of work. Casual Leave or any other kind of leave will not be admissible. They will also be allowed to carry forward the leave at their credit on their regularization. They will not be entitled to the benefit of encashment of leave on termination of services for any reason or their quitting service (As per TSM Scheme, 1989). As per para-(vii) of DOP&T order dated 07.06.1988, they will be entitled for 3 paid National Holidays. Name of leave may be named as – TSM Leave.
03	TSMs are eligible to get Gratuity at the time of attaining age of 60 years. Kindly clarify that what is the calculation rule for the same?	As per “BSNL EMPLOYEE GRATUITY TRUST” the calculation may be done in accordance with the payment of Gratuity Act-1972 (i.e. fifteen days wages for each completed year of service)
04	TSMs are eligible for EPF/ESI: As per order TSM is eligible for EPF/ESI but the Circles are deducting EPF whereas the WB is deducting GPF but ESI facility is not being provided. Kindly clarify whether TSMs are eligible for ESI Scheme or not when Casual Labour in WB is getting benefit of ESI.	All the Casual Labourers and TSMs engaged in BSNL are eligible for ESI facility.
05	The Stagnation Increment will be applicable or not as in 6 <sup>th</sup> CPC there is no Stagnation Increment but in TN Circle, Stagnation Increment is being paid. It may be clarified that how the salary will be regulated when TSM reaches to maximum of the scale. As per 6 <sup>th</sup> CPC, PB2 will be given if any employee reaches to maximum of PB1 but in TSMs case, 1S Pay Band (4400+1300) will be given.	The Pay Band -1(PB-1) is not applicable to Casual Labourers engaged in BSNL and the wages are paid to Casual Labourers by considering pay scale as a reference to meet the statutory provisions of Minimum Wage Act only.  The question of Stagnation does not arise.





**Clarification related to Casual Labourers**

<b>Sl. No.</b>	<b>Issue</b>	<b>Clarification</b>
01	Casual Labour is eligible to get wage of minimum of group D CDA scale of 6 <sup>th</sup> CPC which is 4440 (Pay Band) + 1300 (Grade Pay) =5740 but in WB, it is being paid to the tune of Rs. 6050.00 It may be clarified which one fixation is correct 5740.00 or 6050.00	The wages of Casual Labourers are paid with reference to minimum of lowest of CDA Pay Scale for Group D cadre at basic pay Rs.4440 + 1300 (Grade Pay) =5740.00
02	Any weekly off will be paid or not?	As per para (vi) of DOP&T order dated 07.06.1988, the casual workers may be given one paid weekly off after six days of continuous work.
03	Three National Holidays will be paid or not?	As per para-(vii) of DOP&T order dated 07.06.1988, the payment to the casual workers may be restricted only to the days on which they actually perform duty under the Government with a paid weekly off as mentioned at (vi) above. They will, however, in addition, be paid for a National Holiday, if it falls on a working day.
04	The Casual Labour is eligible for Gratuity at the time of attaining age of 60 years.  The calculation rule may be clarified.	Same as in the case of TSMs
05	In Asansole District of West Bengal, Casual Labour is divided into four categories but no supporting ruling is found.  Kindly clarify that how the grade will be decided of a Casual Labourer?	No such categorization is existing in BSNL and the Casual Labourers are continuing from DOT Legacy.

