

# TELECOM

Organ of National Federation of Telecom Employees (BSNL)  
(Regd. No. 4906 dated : 17.9.2001)

C-4/1 Bangla Sahib Road, New Delhi - 110001

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Editor - Chandeshwar Singh

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## EDITORIAL

### Manpower Distribution

The BSNL Board has approved man power requirement and circulated it on 23-11-2021. The VRS-19 came under a revival package for revival of BSNL approved by the union Cabinet on 23-10-2019. In this package some hidden agenda was also inserted on initiation of BSNL management which has not conveyed to any staff union and thus it was totally unknown to the workers. Suddenly after circulation of manpower restricting and distribution of manpower. It is seen that the vacancy occurred due to retirement /superannuation between 01-02-2020 to 31-01-2022 have been abolished and approved by BSNL Board. It is much shocking to the staff side as post VRS manpower has been reduced at such a level that the field units are facing difficulties to maintain the services.

Abolition of the vacant post-occurred on superannuation retirement is against the spirit of the agreement between unions and GOM on 08-09-2000 prior to formation of Corporation (BSNL). The abolition of the posts occurred between 01-02-2020 to 31-01-2022 is a high handedness of the Govt and it is a cruel act at the part of management.

After completion of VRS the services were ruined badly due to non availability of required manpower. The management introduced a cluster system to maintain the basic telephony services and TPI vendors to provide optical fiber connections and its maintenance.

Management initiated organizational restricting with a concept of Business area and amalgamating the several SSA's into one Business area concept was introduced, After finalization of organizational restricting the management initiated and completed the manpower restructuring based on present requirement of manpower as told by the management to staff side. NFTE continuously approached the management to have a transparent discussion before finalization of manpower requirement, but the management never comes forward to discuss the issue and take the staff side in confidence and unilaterally they decided and managed approval from the BSNL Board.

It was assured by the top management of BSNL on several times whenever staff side raised the issue of manpower restructuring that in the proposed restricting and manpower distribution the interest of employees such as promotional aspects will be taken into consideration and the better space will be provided for promotional avenue for all the existing Cadres of employees, but the resultant is totally adverse and the future carrier of employees will be in deep dark after implementation of manpower distribution in circles. There will be a big surplus in strength of each Cadre.

After circulation of the letter on 23-11-2021, it is known that the sanction of the staff strength

**COUNTRYWIDE STRIKE DATES DEFERED TO  
28th - 29th MARCH, 2022**

have been reduced drastically by the management causing surplus of a good number of staff in each Cadre of non-executives in Telecom stream.

This so called restricting and distribution of manpower has shocked and deprived the employees as there is no scope of promotional avenues will be available for any Cadre. There is much resentment among The workers for the situation created by the management. One side the staff unions were demanding to hold the limited internal competitive examinations (LICE) but the other side the Govt. has cheated the workers by drastically reducing the manpower.

The total sanction strength for executives has approved 24402 and for no-executives it is 32551, thus total manpower strength will be 56953 according to approval of BSNL Board. Existing manpower is 63525 thus it is clear that the management has acted very cruelly in respect of restricting and distribution of manpower in BSNL. Even the sanction has not given for the existing manpower.

The action of BSNL management compel the workers to think and believe that this type of anti workers policy has been adopted on the initiative of Govt. and now it is clear that the Govt. in centre wants to finish the organized workers from any Govt. organization to privatise the organization through back door system. The system in which no regular and permanent employees will be allowed and as per the policy of the Govt. fixed term job and outsourcing will be the methodology of Govt. to run the organization undertaking of the Govt. Now we understand that the cluster system policy, FTTH works through vendors, Customer service centres on outsourcing, Sim selling through franchise and other several works through private vendors are being managed to completely throw out the regular workers from establishment in a systematic way.

The situation is very grim and the Trade unions have to take it up very seriously without any further delay otherwise the history will be repeated as it was before 1886. The workers will be pushed towards slavery as it was seen before 1886.

It is our prime duty to make total unity of the workers to fight against the anti workers policy of

the Govt. and to save our right earned by various struggles and sacrifices of working class.

The NFTE traditionally and ethically always believe in unity and struggles through which it has restored several facilities for P&T workers which continued till today. Now due to difference of opinions and multiplication of unions, the situation is going bad to worse.

We hope that the situation may be assessed by one and all and joining together at one platform to defeat the anti workers act of the Govt. as well as the management, otherwise the future generation will never excuses us.

The NFTE will always remain in front line to fight and save the interest, right and democratic pattern of working for the employees. All of us should understand the anti workers policy of Govt. For which the management is a tool of implementation. The management is doing nothing except to complete the target of privatization as a mission. We hope this restructuring of manpower will be a eye opener of the workers of BSNL and the workers will unite together to fight for betterment. It is the high time to forget and forgive the differences and organize such a struggle which hit hard upon the anti worker policy of the Govt for which NFTE is always a font runner.

## **NFTE-ZINDABAD WORKERS UNITY ZINDABAD**

# **TELECOM**

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## ORGANISATIONAL NEWS

### Brief of the National Executive Committee Meeting held at Guwahati from 07-01-2022 to 08-01-2022

An enthusiastic and inspiring NEC meeting held in New I.B conference hall, Pan Bazar Guwahati under the Presidentship of Com. Islam Ahmad All India President. The NEC begun with flag hoisting ceremony on 07-01-2022, where Com. Islam Ahmad hoisted National flag, NFTE flag is being hoisted by Com. Chandeshwar Singh, G.S. After hoisting ceremony tributes were paid to martyrs at that place. The meeting started with the opening words by president. And then homage was paid to departed souls. In between Reception committee organised a cultural event

in the hall as per Assam state tradition. The cultural team sing songs with their traditional melodious way was appreciated by one and all. The Traditional dance programme was very much impressive at that movement. All the members enjoyed the occasion very interestingly.

The meeting hall was decorated very nicely with flowers and the sitting arrangement was also with in the parameters of covid-19. Majority of CS's, All India office bearers and invitees attended the meeting. The Reception committee have honoured all the-guests with garland, Shwal, Hat and Gunny bag.



Flag hoisting ceremony at Guwahati



G.S. and president addressing the NEC



Women delegates of Assam circle



View of Dias



Shri Pai CGMT Assam Circle addressing the meeting



Com. S.K. Dubey CS UP (E) honoured by G.S. and Reception committee



**Shri Chourasia PGM Kamrup addressing the NEC**



**Com. A. Rajamauli, financial secretary addressing**



**Com. Patgiri, President Assam Circle addressing**



**View of audience**

After the said programme, subject committee started with opening speech by G.S. Com. C. Singh, General Secretary have elaborately explained the agenda points with all key details. He explained the organisational position of our union in all circles, status of 3rd wage revision, Examinations, 4G spectrum. CGA, Manpower distribution, NMP, functioning of councils etc Shri Pai

CGMT Assam Circle, Shri Chourasia PGM Kamrup SSA and DGM (A) have attended the meeting in between and addressed the NEC. The CGMT appreciated the work culture of NFTE members at fields in the circle. He also ensured the house that good days will come to BSNL very soon.

After lunch break, the subject committee commenced. All the CS's explained the ground realities in their circle. All have appreciated the functioning of CHQ in dealing the issues with management. The speakers expressed their views on wage revision of non-executive employees and requested the wage committee members to act freely and bring good agreement, which will be beneficial to all the non-executives. They assured the CHQ that they will abide by the decision of our committee members in wage revision. The NEC was continued for second day (i.e. 08-01-2022).

The remaining CS's, All India office bearers also spoken on the agenda points. The NEC have approved the proposed Amendments in the constitution, which are to be placed in the next AIC for approval.

At the end Com. C.Singh, G.S. have given reply to all queries raised by the speakers in the meeting. In his 1½ hr. closing remarks, he requested all to participate in two days strike (Bharat Band) Called by all trade unions and independent organisations on 23rd and 24th February, 2022, (now, it is deferred to 28/29 March 2022) against Anti Labour, Anti PSU policies of Govt. He remembered Com. O.P. Gupta Jiand declared that a well attended function will be organised on 08-04-2022 at Delhi on his birth centenary year. (08-04-2021 to 08-04-2022). He requested all the cs's to be present in the function on 08-04-2022. He assured the house that he will try to conduct AIC before August 2022 and also requested all CS's to ensure to bring limited delegates to the AIC as per Constitution. He hoped on 4G spectrum allocation to BSNL, some improvement is visible at top level. And also said CHQ is working hard on examinations issue and pressing the management to conduct examinations earliest. He said that CHQ is opposing the management attitude in man distribution policy. He also informed the house that NFTE will organise a protest demonstration on the issues like Regularisation of the casual LabourèTSM's, compassionate ground appointments etc at earliest possible day.

Reception committee honoured Com. Swatantra Kumar a veteran leader of Punjab, who was present in Kisan Andolan for more days alongwith the farmers. His noble and selfless work was rememberable.

G.S. and the house have appreciated and thanked all the organisers, who worked day and night for success of NEC. Specially, all have conveyed thanks to Com. Mahabir Singh, Secretary CHQ for his key role to make it very big success. Com. Goda Kalitha, Com. Patgiri, Com. Bej Barua, and other Comrades of Assam have done tireless work in conducting the NEC in decent manner. All have appreciated their commitment twowords NFTE and notably the attitude and hospitality of assam comrades cannot be forgotten. Being a small circle in number, they have done a noble work with braveness with determination for success of NEC. G.S. thanked one and all on behalf of CHQ. NEC ended with Vote of Thanks by Com. Patgiri.

**Decisions were taken in NEC meeting held at Guwahati from 07-01-2022 to 08-01-2022:-**

(I) It was decided to participate in 23rd & 24th Feb. 2022 General Strike in the Country called by all National trade union centres. (now it is defered to 28/29 march 2022) The decision was taken that after discussion with other Unions & Associations the final notice will be served and circulated. (II) It was also decided to conduct protest demonstration to achieve the regularisation of Casual Mazdoors, CGAs appointments, abolition of posts of VRS, live posts based on retirement of employees from 01-01-2020 to 31-01-2022 and other core issues related to staff. The date will be communicated by the CHQ. (III) The NEC discussed the enrolment of membership of approved casual Mazdoors to whom wage is paid through ERP. As per the Labour law the recognised/registered unions are entitle to take up the issues of casual Mazoodrs of the establishment, hence the union will enrol their membership and it will be pursued with the management for deduction of their subscription from their wage and remit it to union concern to which the Mazdoors may opt for the membership.

**Two days Circle Conference of Tamilnadu circle NFTE(BSNL) concluded with unanimous**



**View of dias**



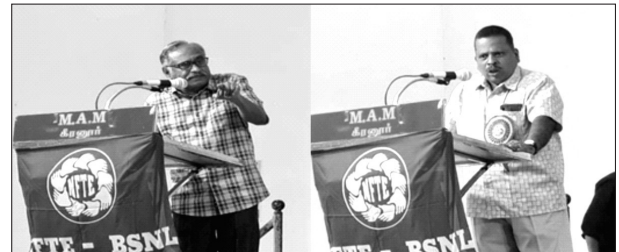
**G.S. honouring Com. S. Palaniyappan Reception committee secretary**



**View of dias**



**G.S. with Reception committee of TN circle**



**Com.Pattabi and Com. Perumal addressing the meeting**



**Com. Natrajan and Com. Kamaraj addressing**

election of office bearers for the next period (2022-2025). The sixth circle conference of Tamilnadu conducted in a very systematic way. The National as well NFTE union flags were hoisted at 09.30 on 03.01.2022. After inaugural session the leaders from all most all the unions and associations attended and addressed the huge gathering of the workers including women employees in a well decorated hall. The top level circle management including CGM attended and addressed the conference on 4th January, 2022. General Secretary addressed three times between several sessions in two days. In the evening of 4th January 2022 a list of office bearers were elected unanimously headed by Com.Muralidharan AOS of circle office as president. Com K.Natrajan J.E.Re-elected as Circle Secretary and Com.Palaniyappan elected as Circle Treasure. G.S congratulated all the newly elected team in the conference.

**9th Death Anniversary of Com. O.P.Gupta Ji a legendary and unparalleled leader of working class:-** The participants of NEC Guwahati assembled at venue place at 12.00 hrs on 06.01.2022 and paid rich tributes and revolutionary salute to our beloved leader.



**Rich tributes paid to Com of OPG at Guwahati by GS and other leaders**

**The BGTD Working Committee Meeting was held on 12th January 2022 at NFTE Hall BGTD.** Nearly 150 members assembled in the meeting. Deputy General Secretary Com. K.S. Sheshadhri explained at length, Guwahati NEC

meeting agenda and wage negotiation development. He urged the gathering to start preparations for the forth coming membership verification. The meeting held under the chairmanship Com. Rangana District President, Com.Sathyanarayana Naidu District Secretary, Com.Rajashekar District Secretary Circle office and permanent Invitee Com. A.Ravi, spoke about the remaining other issues. The meeting was conducted for honouring NFTE BSNL members who were retired during 2010-2021.



**Dy. G.S. with retired NFTE member**



**View of dias**



**View of audience**



**View of audience**

## LETTERS FROM BSNL MANAGEMENT

### Centralization of Payments - Reg.

**NO. BSNLCO-CA/25/4/2021-CA-ERP-FICO**

**Dated: 06.01.2022 To, The Chief General Managers IFA All Territorial/Non Territorial Circles Bharat Sanchar Nigam Limited.**

Ref: Letter No BSNLCO-CA/25/4/2021-CA-ERP-FICO/ Dated: 13.12.2021

This has reference to the above cited letter vide which instructions for centralizing payment to Rent Vendor were communicated to the Circles. Now it has been decided that from 01.02.2022 payments to Vendors falling under following account groups will also be made by Corporate CSC.

| S.No. | Account Group | Description              |
|-------|---------------|--------------------------|
| 1     | 2010          | BSNL-Hospital Vendors    |
| 2     | 2014          | BSNL- NOFN Vendors       |
| 3     | 2024          | CANI Project Vendor      |
| 4     | 2027          | BSNL Cluster Mtce Vendor |
| 5     | 2028          | CM Cluster Mtce Vendors  |

The Circles are requested to sanitise all Vendors falling under above account groups and all relevant fields like address, payment method, email id and mobile number should be checked and updated. The email id, wherever possible, may also be updated.

It is also to be noted that no cheque payments will be made to Vendors by Corporate CSC. Hence the bank particulars should be immediately updated in the vendor master wherever the same is not maintained at present. Wherever Multiple Bank Accounts are maintained in vendor master, the partner bank type field should be updated otherwise it may result in wrong payment/ bouncing of payment.

From the date of implementation, the vendor line item in all documents posted in system will be updated with Corporate CSC Payment method supplement(PMS)/House Bank (HB)/Account ID(AID) and Circle CSC will not be able make any payment in respect of those vendors.

The GST, TDS and LD invoice compliance and subsequent LD Adjustments will continue to be handled by Circles.

### File No. BSNLCO-CA/2514/2021-CA-ERP-FICO

The CBB section vide letter no F.No.16-4/2019/RB/Fund Auth/Misc/PI-1(P) dated 31.12.2021 has already circulated the proforma for submitting the necessary details and the Same shall be used for furnishing information for above vendors also.

The CBB Section of the Corporate Office will send the fund authorization and list of Documents to Corporate CSC for making payment. The Funds are to be released by CBB Section to Corporate CSC only on implementation of this procedure.

The payment of Retention money to Vendors will also be done by Corporate CSC. Only Document types KR, RE, RT, LD, UR, KG, KA, UR and KY will be processed by Corporate CSC. The RT, LD, KG and KY are used for posting credit memos, retentions and liquidated Damages and Circles have to specify these document types in combination with other Document types. The Circles have to ensure that retention posted through new ITC process is also specified while sending the details to the Corporate CSC.

The details of the Nodal Officer not below the rank of AGM (Name, Designation, Mobile Numbers, Mail id (BSNL Domain only)), duly authorized by Circle CGM and IFA, may be Immediately sent to DGM (CSC), BSNL Corporate Office, at bsnlcocsc@bsnl.co.in by 20.01.2022.

This is issued with the approval of Sr. GM (CA & ERP-FICO).

### APAR Data update through SAP portal-regarding.

**No: BSNLCo-PERB/19(12)/1/2020-PERS1**

**Dated: 04.01.2022 To, All Heads of Telecom Circles/Metro Districts & Other Administrative Units All PGMs/Sr. GMs/GMs of BSNL CO New Delhi Bharat Sanchar Nigam Limited.**

Ref: BSNLCO-PERB/19(12)/1/2020-PERS1, dated 27.10.2021.

Reference is invited to this office letter of even no. dated 27.10.2021 vide which it was requested to make online entry of all promotion related data including offline APAR of period w.e.f.

2012-13 to 2020-21 in respect of Non-executive employees of BSNL working in BA/Circle/All level by 07.11.2021.

It may please be noted that all the time bound up-gradations due on or after 01.01.2022 in accordance with NEPP shall be conducted through e-DPC only, which is targeted to be made operative w.e.f. 15.02.2022. Hence it is requested once again to complete all the promotion related data including offline APAR of period w.e.f. 2012-13 to 2020-21 in respect of Non-executive employees of BSNL working in BA/Circle/All level at the earliest. Certificates duly signed by the GM(HR)/DGM(HR) of circle office regarding complete feeding/updation of offline APARs data for the period 2012-13 onwards of all nonexecutive employees of BSNL working in BA/ Circle/All level may be submitted to this office latest by 10th January, 2022.

This issues with the approval of the competent authority.

***D.O. Nolo.8-1/2019-Asset.Mgrnt (F) Dated: 28/12/2022***

I request your kind attention to the Cabinet approval on 23.10.2019 the revival plan of BSNL and MTNL. Asset Monetization of BSNL and MTNL a major component of the revival plan to retire their huge debt and in CAPEX requirement. Renting/leasing of buildings/accommodation of BSNL and MTNL is one of the components in the revival plan.

2. You are aware that the Central/State Government Department a their sub-ordinate/Field offices located across India Frequently hire of accommodation on lease basis. BSNL with its PAN India network has point presence across India in major/towns including capital cities of state BSNL also has one of the largest repositories of ready-to –move built up to space/residential accommodation for staff across India.

3. Under Cabinet approval revival plan, BSNL office such properties to Department of Central and State Government in addition to CPSEs/ST-PSEs/Nationalized Banks etc. on rent/lease basis and they will respect promptly to any query/requirement. I would request you to consider/leasing/renting of office & residential accommodations from BSNL nomination basis. It will definitely help BSNL to service their debt, to nomina-

tion basis. It will definitely help BSNL to service their debt, to CAPEX requirement and also to help them achieve target given by the Cabir.

4. I would be grateful if you could the officers concerned to content the following officer to get the office and residential accommodation lease/rent basis from BSNL in case of any requirement.

Shri Pankaj Mishra, General Manager (LM-II) Corporate Office, Old Telegraph Office Building, Kashmere Gate Delhi-1100006. Phones: Off: 011-23865305, Mobile: 7219819230 Email: Pankaj.mishra@bsnl.co.in

### **Guidelines under BSNLMRS in view of Covid-19 Pandemic**

***No. BSNL Co-ADMN/12/1/2022-ADMN Dated: 11.01.2022 To, All the CGMs/Unit Heads, BSNL***

Ref: LetterNoBSNLCO-ADMN/11(15)/2/2021-ADMN dated 03.05.2021

In order to facilitate quick and smooth treatment to our employees during Covid-19 pandemic following guidelines under BSNLMRS are issued.

1. Visit of designated officer- There is a provision that in all cases involving hospitalization of two or more than two days, a designated officer of BSNL shall visit the hospital and give a prescribed certificate (Guidelines nature vide Order No BSNL/Admn.1/2\15-2/05 (pt) dated 8th August 2005) Considering the infectious nature of this disease and to protect our employees from exposure to this virus while visiting the hospital, the requirement of visit of designated. However, a random check may be made. If felt necessary. Further, all other instructions including attachment of a certificate by the concerned doctor identifying the patient in the copy of BSNLMRS Card as conveyed by this office OM No. BSNL/Admn1/15-4/04(pt) dated 15.01.2004 and authorization for indoor treatment shall be strictly followed.

2. Treatment in non-empanelled hospitals- In normal circumstances indoor treatment should be taken only from BSNL empanelled hospital. As per the existing provisions in MRS policy "In emergency cases, the reimbursement will be allowed for treatment in non-recognized hospitals with the C.O employees. The amount will be restricted to the CGHS rates applicable at Delhi". However, in view of the present crisis in availabil-



ity of treatment of Covid-19 in empanelled hospitals, the requirement of taking indoor treatment of Covid patient only from BSNL empanelled hospitals is dispensed with. However, the amount shall be restricted to the CGHS rates as decided for Covid-19.

3. Reimbursement of Tele-consultation – During this pandemic tele-consultation is preferred mode of consultation from a doctor. Hence, Tele-consultation by a registered medical practitioner from India, supported by duly signed/computer generated prescription on doctor's letter head and accompanied by valid printed (system generated) or signed receipt shall be valid.

4. Charges of RTPCR/Rapid antigen test- Charges shall be reimbursed against the production of valid receipt but without the need of medical prescription. However the rates shall be restricted to the prescribed rates by the concerned State Govt.s In case no rate has been prescribed by the State Govt. The rates prescribed by the Govt of NCT shall be applicable. These charges shall be reimbursable as part of the annual ceiling for out-door limit under BSNLMRS.

The above orders will be applicable w.e.f 01.01.2022 and remain in effect for 3 months i.e. up to 31.03.2022 or till further orders, whichever is earlier. All other provisions of BSNLMRS shall be strictly followed.

This is issued with the approval of Competent Authority.

**Payment of family pension in respect of a child suffering from a disorder or disability of mind through the person nominated by the Government servant/pensioner/family pensioner  
1/4/2021- P&PW (E) Dated: January 19,2022  
To, CMDs of All Pensions Disbursing Banks  
(Through E-mail)**

I am directed to say that in accordance with the Central Civil Services (Pension) Rules, family pension is payable for life, subject to certain conditions, to a child of a deceased Government servant/pensioner, who is suffering from any disorder or disability of mind or is physically disabled so as to render him or her unable to earn a living even after attaining the age of twenty-five years.

2. As per Rule 50(9)(h)(iv) of the Central Civil

Services (Pension ) Rules, 2021 (earlier clause (iii) of second proviso to Rule 54(6) of the Central Civil Services (Pension ) Rules, 1972), family pension shall be paid to a son or daughter, who is suffering from any disorder or disability of mind including the mentally retarded, through the guardian as if he or she were a minor.

3. Rule 50(9)(h)(vii) of the CCS (Pension ) Rules, 2021 (earlier clause (vi) of second proviso to Rule 54(6) of the CCS (Pension) Rules, 1972), however, provides that in the case of a mentally retarded son or daughter, the family pension can be paid to a person nominated by the Government servant or the pensioner, as the case may be, and in case no such nomination has been furnished to the Head of Office by such Government servant or pensioner during his lifetime, to the person nominated by the spouse of such Government servant or family pensioner, as the case may be, later on. The Guardianship Certificate issued under section 14 of the National Trust Act, 1999 (44 of 1999), by a local level Committee, shall also be accepted for nomination or appointment of guardian for grant of family pension in respect of the person suffering from Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities as indicated in the said Act.

4. It has been brought to the notice of this Department that in some cases, the Pension Disbursing Banks are not allowing family pension in respect of a mentally retarded child through the person nominated by the pensioner or his/her spouse in accordance with Rule 50(9)(h)(vii) of the CCS (Pension ) Rules, 2021 (earlier clause (vi) of second proviso to Rule 54(6) of the CCS (Pension ) Rules, 1972) in spite of the fact that such nomination has been duly incorporated in the Pension Payment Order issued to the mentally retarded child. These banks insist for payment of family pension through a person having a guardianship certificate issued by a court of law.

5. Clause (vii) in the Rule 54(9)(h) of the CCS (Pension) Rules, 2021 is intended to avoid any hassles to the child suffering from a mental disability in obtaining the guardianship certificate from the court and in claiming family pension after the death of his/her parents. As per this rule, a Government servant/pensioner or his/her spouse can nominate a person to receive family pension payable to a mentally retarded child. In cases where

such nomination is submitted by a Government servant/pensioner/family pensioner, a guardianship certificate issued by a court of law is not necessary.

6. Accordingly, in cases where a nomination made by the Government servant/pensioner/family pensioner has been incorporated in the Pension Payment Order issued to child suffering from a mental disability, it is incumbent on the Pension Disbursing Banks to disburse the family pension in respect such child through the person so nominated. Insisting for a guardianship certificate by the Banks in such cases would defeat the very purpose of such nomination and would also amount to violation of the statutory provisions of the CCS (Pension) Rules, 2021.

7. It is requested that suitable instructions may be issued to the CPPCs/Pension Paying Branches of your Bank for payment of family pension in respect of a mentally retarded child through the person nominated by the Government servant/pensioner/family pensioner in accordance with the statutory provisions of CCS (Pension) Rules and not to insist for a guardianship certificate issued by a court of law in such cases. All Pension disbursing branches also be asked to acknowledge receipt of these instructions.

8. This issues with the approval of Competent Authority.

**Instructions in respect of BSNL CO guidelines regarding processing of the cases covered under BSNL Superannuation Pension Scheme (SPS)**

***E File No. 168504/BSNLCO-CA/30(12)4/2021-CA-ERP-FICO Dated: 18.01.2022 To. The Chief General Manager All Circles BSNL***

BSNL Corporate Office vide letter No. BSNL CO-A/12(12)4/2021-ESTAB dated 14.01.2022 has issued guidelines to the Circles regarding processing of the cases of Superannuation for the BSNL recruited employees. In this connection, CA section of BSNL CO. has also issued necessary instructions from time to time for effective operation of the scheme. As per issued guidelines, at the time of maturity of the scheme on account of Superannuation etc, the employees/nominees of the employees are required to

fill and submit the requisite superannuation Claim forms to the designated DDO/AO (claim) for further processing of the cases to BSNL CO.

As per the latest report derived from ERP HCM 3899 BSNL recruited employees(report accessed from SAP as on 30.11.2021 list attached) covered under the scheme have retired/deceased but a very few claims have been received in BSNL CO. for settlement. Due to delay in submission of the claims, not only are the employees/nominees adversely affected, BSNL is also receiving numerous complaints through RTI/CPGRAMS. Non settlement of the employee benefits timely is a matter of concern.

In view of the above, all the Heads of Circles are requested to direct their respective Nodal officers, dealing with the superannuation cases, to expedite the processing and submission of superannuation claims as per the issued guidelines to "Sr.GM Establishment, BSNL Corporate Office, New Delhi. You are also requested to sensitize the eligible employees to access the details & forms from BSNL intranet, where it is available before login, on the home page as well as under drop-down menu "porials>retired".

**Post Restructuring Circle-wise Sanctioned Strength in r/o Junior Telecom Officer (Telecom)/ Junior Engineer (Telecom)/ Telecom Technician/ Assistant Telecom Technician -Regarding.**

***No. BSNLCO-A/16(13)/1/2020-ESTAB Dated 20.1.2022 To All Heads of Telecom Circles! Core Networks & Other Administrative Units of BSNL.***

BSNL Board approved the Manpower requirement in BSNL post VRS restructuring and the same has been notified vide its letter no. 4-02/2021-Restg dated 23.11.2021 by Restructuring Cell, Corporate office, wherein the revised sanctioned strength/ approved manpower post VRS restructuring, effective from 01.02.2020 in r/o cadres viz. Junior Telecom Officer (Telecom), Junior Engineer (Telecom), Telecom Technician & Assistant Telecom Technician has been defined.

Based on the above and with the approval of the Competent Authority, the Circle-wise Sanctioned Strength as on 01.02.2020 in the cadres

of Junior Telecom Officer (Telecom), Junior Engineer (Telecom), Telecom Technician & Assistant Telecom Technician in BSNL, are enclosed as per the Annexure herein.

**Circle-wise distribution of Sanctioned strength in the cadre of JTO(T)- Annexure 'A'**

| S. No. | Name of Circle     | Territorial | CN (1178) | Trg Centre (63) | ITPC (117) | BBNW (131) | Ins&QA (92) | Nodal Centre (111) | Total Sanctioned |
|--------|--------------------|-------------|-----------|-----------------|------------|------------|-------------|--------------------|------------------|
| 1      | 2                  | 3           | 4         | 5               | 6          | 7          | 8           | 9                  | 10               |
| 1      | Andhra Pradesh     | 530         | 80        |                 |            |            | 3           |                    | 613              |
| 2      | A&N                | 46          |           |                 |            |            |             | 2                  | 48               |
| 3      | ASSAM              | 210         | 25        |                 | 6          |            |             | 4                  | 245              |
| 4      | CHATISGARH         | 155         | 22        |                 |            |            |             |                    | 177              |
| 5      | Kolkatta TD        | 344         |           |                 |            |            |             |                    | 344              |
| 6      | GUJARAT            | 679         | 42        |                 |            | 5          | 3           |                    | 729              |
| 7      | HARYANA            | 282         | 22        |                 |            | 5          | 3           |                    | 312              |
| 8      | H.P.               | 141         | 28        |                 |            |            | 1           |                    | 170              |
| 9      | KERALA             | 1084        | 47        | 4               |            |            | 5           |                    | 1140             |
| 10     | KARNATAKA          | 792         | 91        | 6               |            | 66         | 12          |                    | 967              |
| 11     | MAHARASHTRA        | 926         | 112       | 6               | 39         | 15         | 6           | 30                 | 1134             |
| 12     | M.P.               | 441         | 63        |                 | 13         | 5          | 6           |                    | 528              |
| 13     | NE-I               | 106         | 17        |                 |            |            | 3           |                    | 126              |
| 14     | NE-II              | 105         | 9         |                 |            |            | 3           |                    | 117              |
| 15     | ODISHA             | 310         | 38        |                 |            | 10         | 2           |                    | 360              |
| 16     | PUNJAB             | 369         | 38        |                 | 22         | 5          | 3           | 28                 | 465              |
| 17     | RAJASTHAN          | 469         | 40        |                 |            |            | 5           |                    | 514              |
| 18     | TELANGANA          | 390         | 88        | 4               | 32         | 5          | 5           |                    | 524              |
| 19     | T.N.               | 698         | 80        | 4               |            |            | 4           | 28                 | 814              |
| 20     | UP (East)          | 414         | 76        |                 |            | 5          | 4           |                    | 499              |
| 21     | UP(West)           | 295         | 32        | 14              |            | 5          | 2           |                    | 348              |
| 22     | J&K                | 156         | 24        |                 |            |            | 4           |                    | 184              |
| 23     | BIHAR              | 238         | 30        |                 |            |            | 4           |                    | 272              |
| 24     | Chennai Telephones | 299         |           |                 |            |            |             |                    | 299              |
| 25     | Jharkhnad          | 148         | 30        |                 |            |            | 2           |                    | 180              |
| 26     | Uttrakhand         | 140         | 19        |                 |            |            | 1           |                    | 160              |
| 27     | WBTC-Sikkim        | 254         | 55        | 6               | 24         | 5          | 3           | 25                 | 372              |
| 28     | CN-TX-N            |             | 113       |                 |            |            | 2           |                    | 115              |
|        | Total              | 10021       | 1221      | 63              | 117        | 131        | 92          | 111                | 11756            |

| Circle   | JTO ** | ** Distribution of Core Network Sanctioned strength in the respective territorial circles is shown in column 4 above. |
|----------|--------|---|
| CN-TX-N  | 392    |   |
| CN-TX-E  | 153    |   |
| CN-TX-W  | 239    |   |
| CN-TX-S  | 386    |   |
| CN-TX-NE | 51     |   |
| Total    | 1221   |   |

**Circle-wise distribution of Sanctioned strength in the cadre of JE(T)- Annexure 'B'**

| S.No. | Name of Circle      | Sanctioned Strength for |              |           |             |
|-------|---------------------|-------------------------|--------------|-----------|-------------|
|       |                     | Territorial             | Core Network | Nodal-16  | Total       |
| 1     | 2                   | 3                       | 4            | 5         | 6           |
| 1     | A& N                | 19                      |              |           | 19          |
| 2     | Andhra Pradesh      | 403                     | 30           |           | 433         |
| 3     | Assam               | 93                      | 10           |           | 103         |
| 4     | Bihar               | 77                      | 25           |           | 102         |
| 5     | Calcutta Telephones | 398                     |              |           | 398         |
| 6     | Chhatisgarh         | 61                      | 12           |           | 73          |
| 7     | Chennai Telephones  | 314                     |              |           | 314         |
| 8     | Gujarat             | 474                     | 23           |           | 497         |
| 9     | Haryana             | 130                     | 19           |           | 149         |
| 10    | H.P                 | 59                      | 19           |           | 78          |
| 11    | J & K               | 102                     | 18           |           | 120         |
| 12    | Jharkhand           | 65                      | 25           |           | 90          |
| 13    | Karnataka           | 680                     | 83           |           | 763         |
| 14    | Kerala              | 1176                    | 40           |           | 1216        |
| 15    | Maharashtra         | 748                     | 58           | 4         | 810         |
| 16    | M.P                 | 248                     | 23           |           | 271         |
| 17    | N.E-I               | 44                      | 19           |           | 63          |
| 18    | N.E-II              | 34                      | 7            |           | 41          |
| 19    | Odisha              | 151                     | 25           |           | 176         |
| 20    | Punjab              | 277                     | 25           | 4         | 306         |
| 21    | Rajasthan           | 296                     | 15           |           | 311         |
| 22    | Tamil Nadu          | 558                     | 53           | 4         | 615         |
| 23    | U.P (East)          | 174                     | 60           |           | 234         |
| 24    | U.P (West)          | 161                     | 20           |           | 181         |
| 25    | Uttarakhand         | 73                      | 24           |           | 97          |
| 26    | Telangana           | 302                     | 41           |           | 343         |
| 27    | West Bengal+Sikkim  | 109                     | 40           | 4         | 153         |
| 28    | CN-TX-N             | 35                      |              |           | 35          |
|       | <b>Total</b>        | <b>7226</b>             | <b>749</b>   | <b>16</b> | <b>7991</b> |

| Circle       | JE **      |
|--------------|------------|
| CN-TX-N      | 235        |
| CN-TX-E      | 115        |
| CN-TX-W      | 116        |
| CN-TX-S      | 247        |
| CN-TX-NE     | 36         |
| <b>Total</b> | <b>749</b> |

**\*\* Distribution of Core Network Sanctioned strength in the respective territorial circles is shown in column 4 above.**

**Circle-wise distribution of Sanctioned strength in the cadre of TT- Annexure 'C'**

| S.No.        | Name of Circles     | Sanctioned Strength for |              |           |              |
|--------------|---------------------|-------------------------|--------------|-----------|--------------|
|              |                     | Territorial             | Core Network | ALTTC     | Total        |
| 1            | 2                   | 3                       | 4            | 5         | 6            |
| 1            | A & N               | 26                      |              |           | 26           |
| 2            | Andhra Pradesh      | 536                     | 70           |           | 606          |
| 3            | Assam               | 161                     | 22           |           | 183          |
| 4            | Bihar               | 201                     | 25           |           | 226          |
| 5            | Calcutta Telephones | 432                     |              |           | 432          |
| 6            | Chhatisgarh         | 131                     | 15           |           | 146          |
| 7            | Chennai Telephones  | 353                     |              |           | 353          |
| 8            | Gujarat             | 637                     | 31           |           | 668          |
| 9            | Haryana             | 216                     | 19           |           | 235          |
| 10           | H.P                 | 103                     | 33           |           | 136          |
| 11           | J & K               | 143                     | 20           |           | 163          |
| 12           | Jharkhand           | 131                     | 25           |           | 156          |
| 13           | Karnataka           | 888                     | 90           |           | 978          |
| 14           | Kerala              | 1405                    | 30           |           | 1435         |
| 15           | Maharashtra         | 1028                    | 97           |           | 1125         |
| 16           | M.P                 | 400                     | 39           |           | 439          |
| 17           | N.E-I               | 73                      | 5            |           | 78           |
| 18           | N.E-II              | 65                      | 9            |           | 74           |
| 19           | Odisha              | 276                     | 25           |           | 301          |
| 20           | Punjab              | 390                     | 32           |           | 422          |
| 1            | Rajasthan           | 464                     | 42           |           | 506          |
| 22           | Tamil Nadu          | 733                     | 68           |           | 801          |
| 23           | U.P (East)          | 386                     | 76           |           | 462          |
| 24           | U.P (West)          | 257                     | 34           | 11        | 302          |
| 25           | Uttarakhand         | 115                     | 15           |           | 130          |
| 26           | Telangana           | 405                     | 43           |           | 448          |
| 27           | West Bengal +Sikkim | 210                     | 38           |           | 248          |
| 28           | CN-TX-N             |                         | 33           |           | 33           |
| <b>Total</b> |                     | <b>10165</b>            | <b>936</b>   | <b>11</b> | <b>11112</b> |

| Circle   | TT  |
|----------|-----|
| CN-TX-N  | 304 |
| CN-TX-E  | 112 |
| CN-TX-W  | 182 |
| CN-TX-S  | 301 |
| CN-TX-NE | 37  |
| Total    | 936 |

**Distribution of Core Network Sanctioned strength in the respective territorial circles is shown in column 4 above.**

**Circle-wise distribution of Sanctioned strength in the cadre of ATT- Annexure 'D'**

| SI No | Name of Circles     | Sanctioned Strength for |              |           |              |
|-------|---------------------|-------------------------|--------------|-----------|--------------|
|       |                     | Territorial             | Core Network | ALTTC     | Total        |
| 1     | 2                   | 3                       | 4            | 5         | 6            |
| 1     | A & N               | 25                      |              |           | 25           |
| 2     | Andhra Pradesh      | 537                     | 70           |           | 607          |
| 3     | Assam               | 160                     | 21           |           | 181          |
| 4     | Bihar               | 201                     | 25           |           | 226          |
| 5     | Calcutta Telephones | 432                     |              |           | 432          |
| 6     | Chhatisgarh         | 132                     | 15           |           | 147          |
| 7     | Chennai Telephones  | 353                     |              |           | 353          |
| 8     | Gujrat              | 636                     | 31           |           | 667          |
| 9     | Haryana             | 215                     |              |           | 234          |
| 10    | H.P                 | 104                     | 33           |           | 137          |
| 11    | J & K               | 143                     | 20           |           | 163          |
| 12    | Jharkhand           | 132                     | 25           |           | 157          |
| 13    | Karnataka           | 888                     | 90           |           | 978          |
| 14    | Kerala              | 1405                    | 30           |           | 1435         |
| 15    | Maharashtra         | 1029                    | 98           |           | 1127         |
| 16    | M.P                 | 399                     | 39           |           | 438          |
| 17    | N.E-I               | 73                      | 5            |           | 78           |
| 18    | N.E-II              | 64                      | 9            |           | 73           |
| 19    | Odisha              | 276                     | 25           |           | 301          |
| 20    | Punjab              | 391                     | 32           |           | 423          |
| 21    | Rajasthan           | 463                     | 42           |           | 505          |
| 22    | Tamil Nadu          | 734                     | 68           |           | 802          |
| 23    | U.P (East)          | 385                     | 76           |           | 461          |
| 24    | U.P (East)          | 257                     | 34           | 11        | 302          |
| 25    | Uttarakhand         | 116                     | 15           |           | 131          |
| 26    | Telangana           | 404                     | 43           |           | 447          |
| 27    | West Bengal+ Sikkim | 210                     | 39           |           | 249          |
| 28    | CN-TX-N3            | 33                      |              |           | 33           |
|       | <b>Total</b>        | <b>10164</b>            | <b>937</b>   | <b>11</b> | <b>11112</b> |

| Circle   | ATT |
|----------|-----|
| CN-TX-N  | 304 |
| CN-TX-E  | 113 |
| CN-TX-W  | 183 |
| CN-TX-S  | 301 |
| CN-TX-NE | 36  |
| Total    | 937 |

**Distribution of Core Network Sanctioned strength in the respective territorial circles is shown in column 4 above.**

**Guidelines to the circles regarding processing of the case of Superannuation Pension Scheme (SPS) for BSNL Direct recruited-reg. No. BSNLCO-A/12(12)/4/2021-ESTAB Dated: 14th January, 2022 To, All Heads of Telecom Circles & All Heads of other Administrative Units Bharat Sanchar Nigam Limited**

I am directed to refer to the subject mentioned above and to say that BSNL CO has introduced Superannuation Pension Scheme (SPS) for direct recruit employee w.e.f. 05.05.201. CA Branch of BSNL CO has issued necessary instructions from time-to-time for operation of the scheme. Of late, it has been noticed that some of the employees, who were members of the Scheme have superannuated/retired/deceased and such employees/their beneficiaries have become eligible for benefits under SPS.

1. In connection with processing of cases, the required forms for settlement of claims under the scheme have been finalized in consultation with the fund manager i.e. LIC of India and these are enclosed herewith. The circles/units will be required to send the duly completed forms along with requisite documents [as per list indicated in forwarding letter addressed to Sr. GM (Estt.), which is part of the forms/documents enclosed] while forwarding the case of SPS after verification of all the inputs.

2. It has been further decided that a nodal officer (SDE/AO or above) may be designated in each circle/unit for forwarding of SPS claims to BSNL CO. All SPS cases may be routed through nodal officer to BSNL Corporate Officer. It should be the duty of nodal officer to check that all SPS claim forms are in order and necessary documents are attached along with SPS claim forms. The circles/ units will forward that hard copies of claim forms in original along with requisite documents to Corporate Officer and also a soft copy (in PDF) at Email ID- bsnlcodrsps@gmail.com

3. The SPS claim will be settled in the following manner.

a) Employees/beneficiary, as the case may be/ will fill the SPS claim form/ papers on superannuation/retirement/death and submit the same to the office where the employees last attended.

b) There are a number of option under the Scheme out of which one option is to be chosen by the employee/beneficiary. The pension option must be filled by the employee/beneficiary only and once option is exercised it will be final. Any change in the option exercised by the employee/beneficiary will be within the jurisdiction of LIC. BSNL will have no role in this regard.

c) The duly filled in SPS claim forms will be forwarded to designated Nodal officer in the Circle/Unit. It will be the duty of nodal officer to check that the claim is in order and all necessary documents have been attached. After verification of the claim, the Circle/Unit will forward the complete SPS claim to Estt. Branch, BSNL Corporate Officer for further processing.

d) After receiving the complete SPS claim, Estt. Branch will scrutinize the claim. Incomplete claims will be returned to the concerned officer. If the claim is in order, the claim will be forwarded to Corporate Accounts Branch, BSNL CO for verification of deposit of actual contribution in respect of concerned employee to LIC. The Corporate Accounts Branch will issue a certificate to the effect that contribution has been remitted to LIC along with related details in respect of the particular employee. After receipt of certificate from BSNL CA Branch, the complete case will be forward to LIC office for release of SPS benefits to the member/beneficiary.

e) Once the SPS case was finally settled, BSNL will not be concerned with regard to annuity benefits. The employee/beneficiary will communicate directly with LIC with regard to dispute/ discrepancy in annuity amount.

4. Any clarification with regard to the Superannuation Pension Scheme and contribution made under the scheme will be provided by CA Branch, BSN CO.

5. Sincere efforts may also be made by the Circle/Units to intimate the eligible employees or their beneficiary, as the case may be, to submit the claim form for SPS benefit by sending SMS or contracting through telephone or any other means of communication.

This is issued with the approval of the Competent Authority.

## BSNL Employees Superannuation Pension Fund Trust

No. \_\_\_\_\_ Date: \_\_\_\_\_

To,

The Manager (P&GS)  
LIC of India, Delhi Divisional Office-1  
Jeevan Prakash, 6th, 7th Floor,  
25, K.G. Marg, New Delhi-110001

Dear Sir,

**Reg: Master Policy No. 103004833 LIC ID .....**  
**Claim Papers**

Enclosed please find herewith the following documents (duly attested) for payment of Commutation/ Annuity in favour Mr./Ms..... LIC ID No.....of Member/Beneficiary.

1. Form No. A: Application for Annuity Pension with enclosures-

- (i) Proof of Date of Birth of Member and Beneficiary
- (ii) Particulars of Employee and Employer Contribution
- (iii) Option form for annuity (Option once exercised will be final) Option Opted.....,if joint life option opted (Yes/No)
- (iv) Death Certificate in case of death of member

2. Form No. B- Letter of authority for payment of annuity  
3. Form No. C- Pension Claim Form with Enclosures :

- (i) Copy of PAN Card of Member and Beneficiary
- (ii) Copy of AADHAR of Member and Beneficiary
- (iii) Cancelled pre printed Cheque/Copy of bank Passbook front page of Joint Bank Account in name of Member and Beneficiary

4. Form No. D- Discharge Receipt to be completed by the Annuitant

5. Form No. E- Discharge Receipt to be completed by the Trustees

6. Form No. F-Nomination Form

Encls: As Above

For and on behalf of BSNL Employees Superannuation Pension Fund Trust

Trustee

Trustee

## BSNL Employees Superannuation Pension Fund Trust

No. BSNL/ \_\_\_\_\_ Date:.....

The Manager (P&GS)  
LIC of India, Delhi Divisional Office 1,  
Jeevan Prakash, 6th, 7th Floor,  
25, K.G. Marg, New Delhi 110 001.

**Subject : Authorization for payment as per annuity arrangement to the nominee(s).**

Reference : Pension Case of Shri /Smt.....

LIC ID No. ....

Pension Option .....

Member/Beneficiary .....

We hereby authorize LIC to pay the amount of Return of Corpus(Purchase Price) payable under the annuity arrangement upon the death of the annuitant directly to the nominee(s). The nomination effected by the member is attached and LIC of India is authorized to make the payment to the nominee(s) mentioned therein or to the nominee(s) as per the changes of nomination effected by the annuitant during his/her lifetime for which notice was given by the annuitant to LIC of India in writing.

We hereby declare and agree that the payment of Arrear of Annuity Installments, If any, Payable till the Purchase Price as mentioned in the claim forms submitted along with this) upon the death of the annuitant to the nominee(s) will extinguish all claims and rights of the Trustees for which we are discharging our claims through this letter.

**For and on behalf of,**

**BSNL Employees Superannuation Pension Fund Trust**

Trustee

Trustee

### Name of SSA/BA and Circle

No. BSNL/

Date: .....

The Sr.GM (Establishment)  
BSNL Corporate Office,  
5th Floor, Bharat Sanchar Bhawan,  
H.C. Mathur Lane, Janpath, New Delhi-110001

Dear Sir,

**Reg: Master Policy No. 103004833**  
**.....Claim Papers.**

Enclosed please find herewith the following documents ( duly attested ) for payment of Commutation/ Annuity in favour of Mr./Ms..... LIC ID No. ....of Member/Beneficiary.

1 Form No. A: Application for Annuity Pension with enclosures-

- (i) Proof of Date of Birth of Member and Beneficiary
- (ii) Particulars of Employee and Employer Contribution
- (iii) Option form for annuity (Option once exercised will be final) Option opted.....
- (iv) Death Certificate in case of death of member

2. Form No. B- Letter of authority for payment of annuity

3. Form No. C- Pension Claim Form with Enclosures:

- a. Copy of PAN Card of Member and Beneficiary
- b. Copy of AADHAR of Member and Beneficiary
- c. Cancelled pre printed Cheque/Copy of bank Passbook front page of Joint Bank Account in name of Member and Beneficiary

4. Form No. D- Discharge Receipt to be completed by the Annuitant

5. Form No. E- Discharge Receipt to be completed by the Trustees

6. Form No. F-Nomination Form



7. Administrative Order of Superannuation/VRS/Resignation/Death
  8. Last Pay Certificate
  9. No dues Certificate
  10. Vigilance Clearance Certificate (Not applicable in case of death of member)
  11. Declaration/Recommendation by Head of Unit for grant of Pension
  12. Three Joint Photograph of Member and Beneficiary
- Each documents is duly attested and submitted for further forwarding to M/s LIC of India for Settlement of Pension Case.
- Pension Case is sent with the approval of competent authority.

(Name Signature and Mobile No. with Office Seal)

**FORM No.A**

**BSNL Employees Superannuation Pension Fund Trust  
APPLICATION FOR PENSION**

|  |
|--|
| Joint Photograph<br>of Member/<br>Annuitant and<br>Beneficiary/<br>Nominee |
|--|

**Type of Scheme: BSNL Superannuation Pension Scheme**

**Master Policy No. 103004833**

**I would like to submit our claim for payment of the benefits under the BSNL Superannuation pension scheme held by BSNL Superannuation pension fund Trust. The details are given below for your perusal**

|    |   |               |
|----|---|---------------|
| 1  | Name of Member  |               |
| 2  | LIC ID Number   |               |
| 3  | Employee HRMS No.   |               |
| 4  | Date of Birth   |               |
| 5  | Date of Birth/ Date of Joining  |               |
| 6  | Cause of Exit<br>(In case of death, cause of death and Original Death Certificate to be attached)   |               |
| 7  | <b>(i) Particulars of Member/Annuitant</b><br>(a) Complete Residential Address for Correspondence<br>(b) Permanent Residential Address<br>(c) Phone Number/E-Mail<br>(d) PAN  |               |
|    | <b>(ii) Particulars of Beneficiary/Nominee</b><br>(a) Complete Residential Address for Correspondence<br>(b) Permanent Residential Address<br>(c) Phone Number/E-mail<br>(d) Date of Birth<br>(e) Relation to Member/Annuitant<br>(a) Specimen Signature of Beneficiary/Nominee |               |
|    | <b>(iii) Bank Account Details of Joint Account of Member /Annuitant and Beneficiary/Nominee</b><br>(a) Name of Bank<br>(b) Name of Bank Branch<br>(c) IDSC Code<br>(d) Type of Account<br>(e) Account Number (As appearing in your cheque book)                                 |               |
| 8  | Whether option to commute part of pension exercised or not:   | Yes/No        |
| 9  | If the answer is Yes what Proportion (Maximum 1/3 Portion can be commuted)  |               |
| 10 | Type of pension option elected (Initials of the member/Beneficiary against the pension option exercised by the Member/Beneficiary)  | Option Chosen |

|    | Option available:(Tick the option chosen for details please refer Annexure   | Sign/Initials of the Member/Beneficiary |
|----|--|---|
|    | (a) Annuity for Life   |   |
|    | (b) Annuity for life with return of Capital (ROC)  |   |
|    | (c) Annuity for 5years certain & Life thereafter   |   |
|    | (d) Annuity for 10 years certain & Life thereafter   |   |
|    | (e) Annuity for 15 years certain & Life thereafter   |   |
|    | (f) Annuity for 20 years & Life thereafter   |   |
|    | (g) Annuity for life increasing at a simple rate 3% per annum  |   |
|    | (h) Annuity for Life with a provision for 50% of the Annuity payable to the spouse on death of the Annuity   |   |
|    | (i) Annuity for Life with a provision for 100% of the Annuity payable to the spouse on death of the Annuitant  |   |
|    | (j) Annuity for Life with a provision for 100% of the Annuity payable to the spouse on death of the Annuity with return of purchase price on death of last Annuitant |   |
| 11 | Mode of Annuity  | Monthly/Qty/Hly/Yearly                  |
|    | (a) Do you want annuity records to be transferred to a unit nearest to your corresponding address  |   |
|    | (b) If yes, Please provide name and address of the P&GS Unit   |   |

Encls: 1. DoB Certificate of Member and Beneficiary (ies)

(Signature of Memberr/Beneficiary)

2. Particulars of Contribution

3. Option form

4. Death Certificate (in case of death of Member)

**Note: It is very important that appropriate answer are given specifically under item number 6,7,8,9,and 10 and 11 without which the settlement will not be possible.**

**Checked and Attested by Name Signature and Mobile No. with Office Seal (Officer Forwarding the Pensions case to the Trust)**

**Name Signature and Mobile No. with Office Seal  
(Officer Forwarding the Pension case of the Trust)**

### To be completed by A/Cs/Pay Roll

Particulars of Contribution made (GL 1310203) against Superannuation pension scheme as per SAP

| Month     | Year | Basic Pay | DA | Total | Employer Share of Contribution | Employee Share of Contribution |
|-----------|------|-----------|----|-------|--------------------------------|--------------------------------|
| April     |      |           |    |       |                                |                                |
| May       |      |           |    |       |                                |                                |
| June      |      |           |    |       |                                |                                |
| July      |      |           |    |       |                                |                                |
| August    |      |           |    |       |                                |                                |
| September |      |           |    |       |                                |                                |
| October   |      |           |    |       |                                |                                |
| November  |      |           |    |       |                                |                                |
| December  |      |           |    |       |                                |                                |
| January   |      |           |    |       |                                |                                |
| February  |      |           |    |       |                                |                                |
| March     |      |           |    |       |                                |                                |

Signature of Officer drawing the Pay Designation  
Name of SSA/BA  
Name of Circle

## Option Form

**a. Annuity for life:-** Under this option, Annuitant i.e. Member/Beneficiary (in death case) will get Annuity (pension) till he/she survives and it will discontinued after his or her death. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment or annuity/pension shall be made to his/her beneficiary (ies) or nominee(s)

**b. Annuity for life with return of Capital(ROC):-** Under this option, Annuitant i.e. Member/Beneficiary (in death case) will get Annuity (pension) till he/she survives and it will discontinued after his or her death. Corpus i.e. purchase price of Annuity shall be payable to his/her to his/her beneficiary (ies) or nominee (s).

**c. Annuity for 5 years certain & Life thereafter:-** Under this option, annuity (Pension) will be payable for 5 years whether Annuitant i.e. Member/Beneficiary (in case of death) survives or not and after 5 years Annuitant will get pension till he/she survives and it will discontinued after his or her death. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee (s).

**d. Annuity for 10 years certain & Life thereafter:-** Under this option, annuity (pension) will be payable for 10 years whether Annuitant i.e. Member/Beneficiary (in case of death) survives or not and after the 10 years Annuitant will get pension till he/she survives and it will discontinued after his or her death. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee(s).

**e. Annuity for 15 years certain & Life thereafter:-** Under this option, annuity (pension) will be payable for 15 years whether Annuitant i.e. Member/Beneficiary (in case of death) survives or not and after the 15 years Annuitant will get pension till he/she survives and it will discontinued after his or her death. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee(s).

**f. Annuity for 20 years certain & Life thereafter:-** Under this option, annuity (pension) will be payable for 20 years whether Annuitant i.e. Member/Beneficiary (in case of death) survives or not and after the 20 years Annuitant will get pension till he/she survives and it will discontinued after his or her death. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee(s).

**g. Annuity for Life increasing at a simple rate of 3% p.a. :-** Under this option, Annuitant i.e. Member/Beneficiary (in case of death) will get Annuity (pension) till he/she survives and annuity payable will increase at a simple rate of interest @ 3% p.a. will discontinued after his or her death. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee(s).

**h. Annuity for life with a provision for 50% of the annuity payable to the spouse on death of the annuitant:-** Under this option, Annuitant i.e. Member/Beneficiary (in case of death) will get Annuity (pension) till he/she survives and 50% of the annuity will be a payable till his or her last spouse survives . Corpus will also not be returned to nominee/benefi-

ciary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee(s).

**i. Annuity for life with a provision for 100% of the annuity payable to the spouse on death of the annuitant:-** Under this option, Annuitant i.e. Member/Beneficiary (in case of death) will get Annuity (pension) till he/she survives and 100% of the annuity will be payable till his or her last spouse survives. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee(s).

**j. Annuity for life with a provision for 100% of the annuity payable to the spouse on death of the annuitant with return of purchase price on death of last annuitant:-** Under this option, Annuitant i.e. Member/Beneficiary (in case of death) will get Annuity (pension) till he/she survives and 100% of the annuity will be payable till his last spouse survives. Corpus will also not be returned to nominee/beneficiary of Annuitant and No further payment of annuity/pension shall be made to his/her beneficiary (ies) or nominee(s).

I have read and understand all the options in details and hereby opt the Option

No.....I also know that the option once exercised cannot be altered.

**Signature of Member/Beneficiary**

**Checked and verified by**

**Name signature and Mobile No. with Office Seal  
(Office Forwarding the Pension case to the Trust)**

**FORM No.B**

### **BSNL Employees Superannuation Pension Fund Trust**

**(LETTER OF AUTHORITY FOR PAYMENT OF ANNUITY)**

No.BSNL /

Date:.....

The Manager (P&GS), LIC of India,  
Delhi Divisional Office-1, Jeevan Prakash,  
6th & 7th Floor, 25, Kasturba Gandhi Marg, New Delhi-110001

Dear Sir/Madam,

**Ref: Master Policy No. \_\_\_\_\_**

We hereby direct, authorize & empower Life Insurance Corporation of India to pay Annuity on our behalf to

Shri/Smt. \_\_\_\_\_, the pension Amount as per the option elected by him/her as above after deduction of Income Tax and other Taxes and duties as given below :-

- \* Please deduct Income Tax @ % (Add: Ed Cess & ST at appropriate rates from commutation amount of Rs. .... and for the pension installments from ..... to ..... (Falling up to the end of the current financial year)
- \* Please deduct Income Tax @ % (Add: Ed Cess & ST at appropriate rates from every annuity installment due from the next financial year unless otherwise intimated by the annuitant.
- \* Permanent Account Number (PAN) of the annuitant.....

| Particulars  | Total Amount | Income Tax | Education Cess & Service Tax | Net Payable Amount |
|--|--------------|------------|------------------------------|--------------------|
| Commutation Amount   |              |            |                              |                    |
| Total Pension Installments (falling up to the end of current financial year) |              |            |                              |                    |

We like wise direct, authorize and empower you to pay on our behalf and as our agent to the under mentioned beneficiaries of the deceased members the pension payments shown against their names in the list below after deduction of Income Tax and other taxes and duties, particulars of which have also been given in the list.

| Master policy No. | Name of Beneficiary | Due date of Pension | Amount of Pension | Income Tax deduction if any | Net Amount Payable |
|-------------------|---------------------|---------------------|-------------------|-----------------------------|--------------------|
|                   |                     |                     |                   |                             |                    |

We hereby admit and acknowledge that the above mentioned payment which shall be made by you shall be in full settlement of payments due to us and we hereby declare that receipts signed by the payee shall be sufficient, valid and legal discharge to you for the respective payments made to them and shall be fully binding on us as if the payments had been made to us and the receipts signed by us.

N.B. 1) If no Tax is to be deducted against any of the above, please write "NIL"

2) Please specify the tax to be deducted against each head of account separately.

For and on behalf of,

**BSNL Employees Superannuation Pension Fund Trust**

Trustee

Trustee

Checked and verified by

Name signature and Mobile No. with Office Seal  
(Office Forwarding the Pension case to the Trust)

**FORM No.C**

**Pension Claim form to be completed by the Annuitant and checked and attested by the Officer forwarding the Pensions Case to the BSNL Employees Superannuation Pensions Fund Trust**

I Shri/Smt.....opt for payment of pensions for.....Years certain and life thereafter/only/Life/Return of Corpus, with/without commutation.

I request you to credit the commutation amount and future installments of Pension by NFTE, directly to my SB A/c as per details given below

Name of Beneficiary:

Name of the Bank:

Name of the Branch:

Bank's Address & Telephone No:

IFSC Code (For NFTE Payment):

(In case NFTE/IFSC code is not printed on your cheque, kindly obtain it from your bankers.)

Bank' Account type (SB/Current)

Bank Account Number:

(As appearing on the cheque book)

(Please attach a blank cancelled pre printed Cheque or Xerox copy of the same or bank passbook front page copy for verification)

Permanent Account number (PAN)

AADHAR Number

My Residential Address for Communications:

.....  
.....  
.....

Landline Phone with STD Code: .....

Mobile No : .....

E-Mail : .....

I hereby declare that the particulars given above are correct and complete. If the transaction is delayed or not effected at all for reasons of incomplete or incorrect information, I would not hold LIC or Trust responsible. I agree to discharge the responsibility expected of me as a participant under the scheme. I understand that LIC OF INDIA also reserves the right to send the annuity payable to me by a physical cheque on account of any unforeseen circumstances beyond the control of LIC of INDIA, that may effect payment of annuity through NFTE.

Signature of Member/Beneficiary

Enclosures: (i) Copy of PAN Card of Member/Beneficiary Attested by Officer forwarding the Pension case)

(ii) Copy of PAN Card of Member/Beneficiary Attested by Officer forwarding the Pension case)

(iii) Cancelled pre printed Cheque/Copy of Bank Passbook

front page (Attested by Officer forwarding the case)

**Checked and verified by**

**Name signature and Mobile No. with Office Seal  
(Office Forwarding the Pension case to the Trust)**

**FORM No.D**

**DISCHARGE RECEIPT (To be completed by the Annuitant)**

I Shri/Smt .....Received from the Life Insurance Corporation of India, the sum of .....  
(Rupees.....only) In full satisfaction  
and discharge of may under mentioned claims and demands under the Master Policy No: 103004833

Commuted Value Rs.....

Mly/Qly/Hly/Yly Pension Installment due (.....to.....) Rs.....

Total Rs.....

This Advance receipt will be applicable, subject to actual realization/receipt of Funds in my Bank Account.

Witness:

Signature:

Name:

Address:

Date:

Place:

Checked and attested by.

**Name Signature and Mobile No. with Office Seal  
(Officer Forwarding the Pension case of the Trust)**

Rs.1/-  
Revenue  
Stamp

(Signature of the Annuitant across Revenue Stamp)

Name of the Annuitant:

**FORM No.E**

**DISCHARGE RECEIPT(To be completed by the Trustees)**

Received a sum of Rs. .... (Rupees .....  
..... only) from LIC of India being the amount of commuted value of .....% of pension in  
respect of Mr. /Ms. .... LIC ID ..... under Master Policy No. **103004833**

Date :

Place :

Witness :

SIGNATURE \_\_\_\_\_

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Checked and attested by

**Name Signature and Mobile No. with Office Seal  
(Officer Forwarding the Pension case to the Trust)**

Rs.1/-  
Revenue  
Stamp

**FORM No.F**

**(To be completed by the Annuitant and Countersigned by the Trustees)**

**NOMINATION**

I, .....a member of.....  
SUPERANNUATION SCHEME hereby appoint nominees in terms of the Nomination Rules governing the Fund to receive the Pension in the event of my death during the guaranteed period as per the rules of the Fund or to receive the Capital refund under Return of Capital Scheme in the event of my death as given below.

| Name & Address of the Nominee | Relationship | Date of Birth | Percentage of Share |
|-------------------------------|--------------|---------------|---------------------|
| 1.                            |              |               |                     |
| 2.                            |              |               |                     |
| Alternate Nominees            |              |               |                     |
| 1.                            |              |               |                     |
| 2.                            |              |               |                     |

If the nominee is minor, furnish the details of Appointee:

| Name & Address of the Nominee | Relationship | Date of Birth | Signature of the appointee |
|-------------------------------|--------------|---------------|----------------------------|
|                               |              |               |                            |

If Joint Life Pension is opted, furnish the following details:

| Name and address of the Spouse Relationship | Date of Birth |
|---|---------------|
|   |               |

I Further agree and declare that upon such PENSION payment of RETURN OF CAPITAL amount, the Corporation will be discharged of all liability in this respect under the Master Policy No. ....

**Place:**

**Signature of Member/Beneficiary**

**Date:**

Checked and verified by

Name Signature and Mobile No. with Office Seal  
(Officer Forwarding the Pension case to the Trust)

## LETTERS TO BSNL MANAGEMENT È GOVT.

### Abolition of posts on superannuation of employees between 01-02-2020 to 31-01-2022 — reg.

**TF-11/1 Dated:-02-02-2022 to Director (HR), BSNL, New Delhi.**

Vide para (1) of BSNL letter No.-4-02-2021-Restg, dt-23-11-2021 it has been conveyed to the circles that the posts held by the VRS employees as well as retiring from 01-02-2020 to 31-01-2022 will be abolished. It is neither justified nor fair as per established procedure according to which only VRS posts are to be abolished. Surprisingly unions have not been consulted at any level or stage against industrial culture. It reflects the management is not interested to maintain harmony and peace in the company which will prove harmful in days to come. We have gone through the arbitrary decision of para (1) which tends to show that it is as per Cabinet letter dt-5th January, 2021 which has not been seen by us. A question arises why such orders are not being circulated and implemented in clandestine way. We lodge strong protest against such approach and attitude. We request you to please get the Cabinet decision letter dt-05-01-2021 circulated for us for appropriate action.

### LICE for promotion to JAO Cadre — reg.

**TF-14/2(c) Dated:-02-02-2022 To Shri P.K. Purwar CMD BSNL, New Delhi.**

It is stated that the LICE for promotion to JAO Cadre has not taken place for almost six years due to different pretexts. The union has been pressing for LICE in the past but all proved in vain. We may submit, Sir, there are some employees who have qualified in the prescribed screening test conducted by BSNL for entitlement to appear in the LICE for JAO but they could not succeed in the fixed chance. The union has represented for granting one last chance to such candidates. Some JAO part-1 qualified candidates during DOT period are also available. Such categories be all appear in the competitive posts for JAO promotion as one time measures. Kindly, therefore, get the above submission considered in real perspective.

### Curtailment of Trade union facilities — reg.

**TF-1 /1(a) Dated:-02-02-2022 To, CMD BSNL New Delhi.**

*Contd. on last page*

## जनशक्ति का वितरण

बी.एस.एन.एल प्रबंधन ने वी.आर.एस-19 के उपरान्त जनशक्ति का नवीकरण एवं वितरण के लिए जरूरत के अनुसार व्यवस्था दिलाई है तथा 23-11-21 को बी.एस.एन.एल बोर्ड से अनुमोदित कराकर इसे सार्वजनिक किया है।

भारत सरकार के मंत्री परिषद ने दिनांक 23.10.2019 को भारत संचार निगम लि. (बी एस एन एल) के पुनर्त्थान के लिए एक पैकेज अनुमोदित किया था। इस पैकेज में वी.आर.एस-19 के साथ कुछ छिपे हुए मुद्दे भी रखे गये थे जिसे कर्मचारी संगठनों को बिल्कुल ही बताया नहीं गया एवं गुप्त रूप से इस पर अमल करते हुए इसे बी.एस.एन.एल बोर्ड से अनुमोदन के बाद जब दिनांक 23-11-2021 को इसे सार्वजनिक किया गया तो सभी कर्मचारी एवं उनके नेतृत्व के लोग हतप्रभ रह गये। सरकार ने बड़े ही कुटिल अंदाज से वी.आर.एस के उपरान्त दिनांक 01-02-2022 के दिनांक 31-01-2022 के बीच जो भी कर्मचारी 60 वर्ष की सेवा पुर्णता के बाद सेवानिवृत्त हुए, जैसे सेवानिवृत्ति से खाली हुए रिक्त पदों का विलोपन कर दिया जो 8-9-2000 के दूरसंचार विभाग के श्रमिक संगठनों एवं मंत्री समूह के बीच हुए समझौते को भावनाओं के विरुद्ध है। एक ओर सरजमीन पर सेवाओं के संचालन में कर्मचारी की कमी के कारण सेवाएं सुचारु रूप से चलना मुश्किल हो रहा है और दूसरी तरफ ऐसे अवस्था में भी रिक्तपदों को समाप्त करके सरकार एवं प्रबंधन ने कर्मचारियों के विरुद्ध क्रूर कार्रवाई किया है। सरकार द्वारा कुटिलता से पारित प्रावधानों के तहत बी.एस.एन.एल बोर्ड द्वारा वी.आर.एस के उपरान्त दो वर्षों की अवधि में सेवानिवृत्ति से हुई रिक्तियों का विलोपन करने की कार्रवाई को ज्यादाती ही मानी जायेगी।

वी.आर.एस के उपरान्त कर्मचारियों की अकूत कमी के कारण सेवाएं बुरी तरह से प्रभावित हुई तो प्रबंधन में पिछले द्वारवाजे का सहारा लेते हुए आधारभूत टेलीफोन सेवा के लिए कस्टमर सिस्टम एवं आप्टिकल फाइबर लगाने एवं रखरखाव के लिए टी.पी.आई संज्ञात्मक नीति ठेकेदारों के हाथ में देते हुए बी.एस.एन.एल की सेवाओं को परोक्ष रूप से निजी हाथों में देने का प्रथम सफल प्रयास किया।

प्रबंधन बी.आर.एस के उपरान्त बदले हुए परिस्थितियों को संभालने के नाम पर पहले स्थापित ढांचा का पुनर्गठन करने की बात बताते हुए एस.एस.ए के समूह को मिलाकर एवं वाणिज्य क्षेत्र का गठन किया जो अभी तक फलीभूत नहीं हुए है। और सेवाओं के लिए आवश्यक कार्यवाई नहीं हो पा रही है। बी.एस.एन.एल की स्थापना का पुनर्गठन के उपरान्त प्रबंधन ने कर्मचारियों का पुनर्गठन के उपरान्त करने की बात चलाई और संघों को बताया गया कि बदले हुए परिस्थित में वर्तमान जरूरत के अनुकूल कर्मचारियों की संख्या निर्धारण एवं इनका वितरण किया जायेगा। एनएफटीई ने लगातार प्रबंधन से मांग किया कि कर्मचारी पक्ष के साथ वार्ता के द्वारा एवं उन्हें विश्वास में लेकर यह प्रक्रिया पूरी की जाय परंतु प्रबंधन आगे नहीं आ सकी- एवं गुप्त रूप से एकतरफा फैसला लेते हुए कर्मचारी विरोधी पुनर्गठन का पिटारा बीएसएनएल बोर्ड से अनुमोदित कराकर उसे 23.11.2021 को सार्वजनिक किया गया।

कर्मचारी इस निर्णय से अत्यंत क्षुब्ध एवं आक्रोशित हैं क्योंकि जब भी इस मुद्दे पर प्रबंधन का ध्यानाकर्षण किया गया, प्रबंधन ने कर्मचारी संघों को आश्वस्त किया और यह बताते रहे कि कार्यबल के पुनर्गठन में कर्मचारियों की हित रक्षा हो, पदोन्नति के रास्ते खुले रहेंगे और सबके लिए उचित अवसर प्राप्त हो ऐसी व्यवस्था की जायेगी परंतु पुनर्गठन का अनुमोदित दस्तावेज जब सामने आये तो कर्मचारियों के पैर तले से जमीन खिसकती नजर आई, उन्हें अपना भाविष्य अंधकारमय लगने लगा। ऐसा देखा गया कि कर्मचारियों के सभी संवर्गों में एक भारी अधिशेष यानी आवश्यकता से अधिकता कर्मचारी है।

प्रबंधन ने घोर कठोर निर्णय लेते हुए कार्यरत बल से बहुत ही कम पदों की स्वीकृति दी गई है। जिससे कर्मचारी अपने को ठगा हुआ महसूस कर रहे हैं। उन्हें अपने पदोन्नति के दरवाजे बंद नजर आ रहे हैं।

एक तरफ कर्मचारी संघ लगातार पदोन्नति के लिए परीक्षाएं आयोजित करने की मांग कर रहे थे दूसरी ओर प्रबंधन को उनके आकांक्षाओं पर कुठाराघात करते हुए सभी संवर्गों में पदों का सृजन एवं स्वीकृति कार्यरत संख्या से काफी कम कर दिया जिससे उनके भविष्य कुंठित हो रहे हैं।

एकजीक्यूटिव संवर्ग में कुल 24402 पदों की स्वीकृति दी गई है, वहीं नान-एकजीक्यूटिव के लिए 32551 पद स्वीकृत किये गये हैं। इस प्रकार कुल कार्यबलों की संख्या 56953 स्वीकृत की गई है जबकि अभी वर्तमान में 63525 कार्यरत कर्मचारी हैं। इस प्रकार यह स्पष्ट है कि प्रबंधन ने किस प्रकार कर्मचारियों के भविष्य के साथ क्रूर फैसला लिया है।

प्रबंधन के इस फैसले ने बीएसएनएल के कर्मचारियों को यह विश्वास दिला दिया है कि सरकार संगठित कर्मचारियों के समूह को समाप्त कर देना चाहती है, जिसे प्रबंधन बखूबी अंजाम दे रहा है। केंद्र सरकार की कर्मचारी विरोधी नीतियों को प्रबंधन ने उजागर किया है। संगठित कर्मचारियों को जो नियमित सेवा में हैं उन्हें हटाकर सावधि कार्य एवं बाह्य श्रोत से कर्मचारी भर्ती कर काम कराने की प्रक्रिया लागू की जा रही है। मसलन श्रमिक संगठनों के त्याग एवं बलिदान से जो कर्मचारियों की सुरक्षा, लंबी सेवा, पेंशन आदि की व्यवस्था की थी उसे यह सरकार समाप्त करते हुए शोषण एवं उत्पीड़न के बल पर गुलामी लादना चाहती है। प्रत्यक्ष रूप से निजीकरण की नीति को लागू करने में अपनी विफलता को देखते हुए सरकार ने यह परोक्ष रूप एवं पिछले दरवाजे का सहारा लेकर सभी सरकारी उपक्रमों को निजी हाथों में सौंपने का कुचक्र चल रही है।

बीएसएनएल में सभी कार्यों को टुकड़े-टुकड़े करके निजी हाथों में सौंपी गई और हम सचेत नहीं हो पाये। बेसिक टेलीफोन के लिए कलस्टर, एफटीटीएच के लिए टीपीआई वेंडर, ग्राहक सेवा केंद्र निजी हाथों में मोबाइल सीमा की बिक्री निजी हाथों द्वारा इस प्रकार समस्त कार्य टुकड़ों में निजी ठेकेदारों द्वारा सम्पन्न कराने के बाद उपक्रम के साइनबोर्ड पर भारत सरकार उपक्रम लिखा होगा परंतु संपूर्ण रूप से यह निजी क्षेत्र द्वारा संचालित होगा। स्थिति बहुत गंभीर है और ऐसी स्थिति में सभी कर्मचारी संगठनों को इस पर बिना समय बिताये एकताबद्ध होकर गहन विचार करना होगा नहीं तो स्थिति 1886 से पूर्व की बन रही है। जिसके लिए भावी पीढ़ी हमें माफ नहीं करेगी। हमारा दायित्व है कि हम समस्त कर्मचारियों की संपूर्ण एकता सृजित करें तथा पूर्ण एकताबद्ध के साथ सरकार की कर्मचारी विरोधी नीतियों के विरुद्ध संघर्ष को तैयार हों नहीं तो स्थिति बद से बदतर होने वाली है। एनएफटीई अपने परंपरा एवं नैतिकता के आधार

पर सभी संघर्षों में अगली पंक्ति में खड़े रही है। अभी भी हम किसी भी संघर्ष के लिए तैयार हैं। एनएफटीई ने अकूत बलिदान दिये हैं, त्याग किये हैं जिसके फलस्वरूप डाक-तार विभाग से लेकर अभी तक कर्मचारी सुरक्षित रहे हैं। अब आगे अगर दुविधा को छोड़कर संघर्ष का रास्ता अख्तियार नहीं करने से सब कुछ मिट जाने वाला है।

हमें आशा है कि सभी संगठन इस गंभीर समस्या पर गहराई से विचार करेंगे तथा एकताबद्ध होकर सरकार के कुटिल नीतियों को परास्त करते हुए अपने हक-हकूक की रक्षा करेंगे। एनएफटीई हमेशा की भांति सदैव अगले कतार में रहकर कर्मचारियों की रक्षा, नौकरी की सुरक्षा तथा लोकतांत्रिक व्यवस्था के अंतर्गत प्रतिष्ठापूरक जीवनयापन के लिए संघर्ष में शामिल होने को तैयार है।

हम सभी को यह स्पष्ट रूप से समझना चाहिए कि सरकार सभी सरकारी उपक्रमों का निजीकरण करना चाहती है और उपक्रमों का प्रबंधन एक औजार के रूप में सरकारी मिशन को पूरा करने का काम कर रही है। आशा है यह रिस्ट्रक्चरिंग ने सभी की आंखें खोल दी होंगी।

अतः बीएसएनएल के समस्त कर्मचारियों की संपूर्ण एकता के साथ एक ऐसे संघर्ष का सृजन करें जो सरकार के कर्मचारी विरोधी मनसूबों को रोकने में सक्षम हो।

## **एनएफटीई जिंदाबाद** **कर्मचारी एकता जिंदाबाद**

**Contd. from page 22: Letters to BSNL....**

In the National Executive meeting, held from 7th to 8th January, 2022 at Guwahati. Participants expressed resentments against curtailment of Trade union facilities granted to the recognized unions in BSNL. These facilities were evolved and extended to the unions for their smooth functioning as well as to maintain harmony in the PSU. It is stated that SR branch has issued orders that the facility of immunity in transfer will be available only for one term. This is obviously arbitrary and against earlier system. The facility was available in second term also on mutual understanding and good will. The curtailment will defeat the very intent of harmony. We request you to please get the matter reviewed in the interest of cordial atmosphere in the company.