



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

## Central Headquarters

111, New Ashiana Apartments, Plot-10, Sector-6, Dwarka  
New Delhi-110 075

E-mail : gensecaibsnlrea@yahoo.com

President : V. Chinnappaiah

Ph.: 044-22603300

(M) : 09444003300

General Secretary : S. Basu

Ph.: 011-25073969

(M) 09868092995

Financial Secretary : Hari Ram

Ph.: 011-25075541

(M) 09868538189

No. AIBSNLREA/CHQ/2020/109

Dated: 24.09.2020

To

Shri Narendra Modi,  
Prime Minister of India,  
South Block,  
New Delhi 110011.

**Sub: Refusal by PGMT, Bangalore TD of Karnataka Telecom Circle of BSNL to implement BSNL Corporate Office Order No. 1-5/2019-PAT(BSNL) dated 04.11.2019 in regard to release of Leave encashment to a BSNL VRS-2019 retiree.**

**Ref: CPENGRAMS Docket No. DOPPW/E/2020/17606.**

Sir,

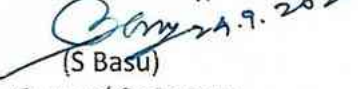
We are compelled to seek your kind intervention on the above issue, since PGMT, Bangalore Telecom District of Karnataka Telecom Circle of BSNL is refusing to release Leave encashment to Shri B M Nyamati, Retd CAO who was served with a charge-sheet just on the earlier day of his retirement. *The plea taken by the PGMT is that clearance from the Vigilance Unit is awaited. But this is no ground to withheld the payment, since BSNL Corporate Office has already clarified, vide its Office Order No. 1-5/2019-PAT(BSNL) dated 04.11.2019, that the VRS retirees against whom department/judicial proceedings are pending are also to receive their Leave encashment.*

2.1 In fact, BSNL Corporate Office has given clear instructions under Clause-7 (ii) of the Annexure (at Page No. 6) of its Office Order No. 1-5/2019-PAT(BSNL) dated 04.11.2019 to make payment of Earned Leave encashment and some other dues like Transfer Grant, GPF/CPF to such VRS-retirees against whom department/judicial proceedings are pending. As per the said Order, only payment of ex-gratia and gratuity is to be made on conclusion of vigilance/disciplinary cases. *Copy of the relevant pages of the said Order is enclosed herewith for kind ready reference.*

2.2. It is regretted that, though we not only quoted but even supplied copy of the relevant pages of the said Order along with our representation, vide our No. AIBSNLREA/CHQ/2020/88 dated 24.08.2020 addressed to the CGMT, Karnataka Telecom with copy endorsed to PGMT, Bangalore Telecom District and the said grievance having been lodged in CPENGRAMS with Docket No. DOPPW/E/2020/17606, the PGMT, Bangalore Telecom District seems to have not even taken note of the clear instructions on the subject issued by the BSNL Corporate Office and which led to the refusal to release the Leave Encashment which is long overdue.

3. In view of the above, we appeal to your kind self to intervene in the matter so that the issue be got re-examined in the light of the above quoted BSNL Corporate Office Orders and the Leave encashment released at the earliest to the concerned pensioner.

With kind regards,

Yours sincerely,  
  
(S Basu)  
General Secretary

*Enclosure: As stated.*

*Copy to:*

1. Dr. Jitendra Singh,  
Minister of State for (PP).
2. Shri Kshatrapati Shivaji,  
Secretary (Pension), DOP&PW.
3. Shri Anshu Prakash,  
Secretary (Telecom), DOT.

BSNL Corporate Office  
Establishment Branch,  
PAT Section, 5<sup>th</sup> floor,  
Bharat Sanchar Bhawan  
H.C. Mathur Lane,  
New Delhi-110001



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

No. 1-15/2019-PAT(BSNL)

Dated 04.11.2019

To

All Heads of Telecom Circles  
BSNL

**Sub: BSNL Voluntary Retirement Scheme- 2019 - Notification of the scheme and circulation of guidelines to facilitate the exercise of option by employees.**

Sir,

In pursuance to the decision of the Union cabinet conveyed by DOT vide OM No. 30-04/2019-PSU Affairs dated 29.10.2019, I am directed to circulate herewith the "BSNL Voluntary Retirement Scheme-2019" as per Annexure-I for information of all concerned and to invite options from employees eligible under the scheme for seeking voluntary retirement as per the provisions of this 'scheme'.

2. Options for seeking voluntary retirement under this 'scheme' shall remain open from 04.11.2019 up to 03.12.2019 (5:30 P.M.). The effective date of voluntary retirement under this scheme will be 31.01.2020(A/N).
3. Employee seeking voluntary retirement under this scheme shall give option in ERP/ ESS portal and take physical printout. Physical copies in triplicate signed by blue ink by the employee concerned shall be submitted to the concerned administrative office within three days of giving option in ESS.
4. You are requested to give wide publicity to this Scheme to enable all the eligible employees to take an informed decision and exercise the options for VRS within prescribed time period.
5. To facilitate the process, it is, therefore, requested to take following steps for effective implementation of VRS:
  - a. A 'Help-Desk' with Computer and ESS connectivity be set up at Circle Office and SSA/SDCA level manned by suitable officer who will provide information and technical assistance to employees to exercise options for this Scheme within time period prescribed.

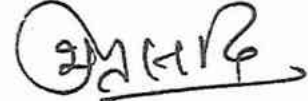
7. You are requested to conduct open house sessions at Circle/SSA/SDCA levels to provide maximum awareness to the employees enabling them to take an informed decision.

8. You are requested to make team of members who will drive this scheme to the lowest level. A copy of Step by Step guide for exercising option by the eligible employees for this scheme is enclosed as Annexure-II.

Encl: As above (Annexure-I and II)

Pages 8

Yours faithfully,



[Sheo Shankar Prasad]  
Deputy General Manager [Estt. I]  
Tel: 011-23715155

**Copy to:**

1. PPS to CMD, BSNL.
2. PPS to all Directors BSNL Board / CVO/ CS.
3. All CGMs / PGMs / Sr.GMs/GMs/GMs(Vig) BSNL C.O.
4. Director(PSU Affairs), DOT, Sanchar Bhawan – For kind information pl.
5. BSNL Intranet / Guard file / Notice Board.

Annexure-I**VOLUNTARY RETIREMENT SCHEME FOR BSNL EMPLOYEES****1. SHORT TITLE**

This scheme shall be called the 'BSNL Voluntary Retirement Scheme -2019'.

**2. OBJECTIVE**

The scheme aims at optimising and right-sizing of Human Resource of BSNL by providing attractive benefits to the eligible employees opting for voluntarily retiring before the normal date of superannuation.

**3. DEFINITIONS**

In this scheme, unless the context otherwise requires,

- (a) "Absorbed employee" means a Government servant permanently absorbed in BSNL.
- (b) "Controlling Officer" means the officer of the rank of SDE/Dy. Manager (or equivalent) or above under whom the employee is posted.
- (c) "Competent Authority" means appointing authority for respective category of employee as per rules of BSNL.
- (d) "Date of Superannuation" for purpose of this scheme means the date of Superannuation as per existing rules considering 60 years as the age of superannuation.
- (e) "Direct Recruittee" means an employee directly recruited by BSNL on or after 01.10.2000.
- (f) "Effective date of Voluntary retirement" means the date as stated in Clause 4.
- (g) "Eligible Employee" means an employee who is eligible to opt for voluntary retirement as per the eligibility criteria of this Scheme as defined in Clause 5 and shall include all eligible BSNL employees on deputation to other organisation or posted outside BSNL on loan basis on the date of notification of the Scheme.
- (h) "Existing Rules" means BSNL Rules in force as on the date of notification of this Scheme or GoI Rules as applicable to BSNL employee.
- (i) "Family" means family as defined in the CCS(Pension) Rules, 1972.
- (j) "Salary" means Basic Pay plus Dearness allowance thereon as applicable on the effective date of Voluntary retirement.
- (k) "Service" means the length of qualifying service for the purpose of CCS Pension Rules 1972 and, further as defined in clause 6 of this Scheme for respective categories of employee(s).
- (l) "Scheme" means 'BSNL Voluntary Retirement Scheme -2019'.



(v) The amount of Gratuity payable to the employee on the effective date of voluntary retirement under the scheme shall be communicated to the employee by the concerned pension sanctioning authority.

(c) **Commutation of Pension:**

The absorbed employees who have attained more than 55 years of age on the effective date of voluntary retirement and had opted for pension on the basis of combined service in DOT and BSNL, on opting for voluntary retirement, will be eligible for commutation of pension only when such employee(s) attains the age of 60 years (superannuation age on the date of offer of VRS).

Provided that other employees currently aged 55 years or less, on the effective date of voluntary retirement, the commutation of pension shall be permitted with effect from 01-02-2025, in partial relaxation to extant rules of CCS (Commutation of pension) Rules, 1981. For commutation of pension, the retired employee will be required to make an application to the pension sanctioning authority as per the rules prevailing at that time.

Provided that till the employee opts for commutation of pension, he/ she shall be paid full pension amount as admissible.

Once employee(s) become eligible for pension commutation as per above guidelines, commutation of pension shall be governed by the CCS (Commutation of pension) Rules, 1981 and such employee(s) shall be eligible for commutation of pension without submission of medical fitness certificate up to one year from date of becoming eligible for commutation,

Provided further that on producing medical fitness certificate beyond one year, the commutation factor shall be applicable as per age of such employee(s) on date of commutation.

- (d) **Encashment of Earned Leave/ Half Pay Leave:** The employee(s) retired under the Scheme shall be entitled to 'Encashment of Earned Leave/ Half Pay Leave' as per existing rules of BSNL.
- (e) **TA/ DA for journey to place of settlement after Voluntary retirement:** The employee(s) retired under this Scheme shall be entitled to TA/ DA for journey to the place of settlement as per existing rules.
- (f) **Retention of staff quarter:** The employee(s) retiring under the Scheme shall be entitled to retention of staff quarter as per existing rules, as amended from time to time.
- (g) **Other Facilities/ entitlements (Residential Telephone Connection, Post-retirement medical facilities etc.)** shall be governed by the existing rules and procedures, as amended from time to time.

**7. PROCEDURE:**

- (i) Eligible employee(s) shall be required to submit option to voluntarily retire from service under the Scheme during the period prescribed and as per the provisions of the scheme.

SHARMA

- (ii) The VRS option of employee(s) facing Departmental/ Judicial proceedings shall be accepted and Earned Leave encashment, Transfer grant, GPF/ CPF and pension will be released provisionally as per Rule 69 of CCS Pension Rules 1972.

Provided that the payment of Ex-gratia and Gratuity, shall be released only on the conclusion of and based on the outcome of vigilance/ disciplinary proceedings.

- (iii) The option once exercised under this Scheme shall be final and decision of the competent authority shall be binding on the concerned employee(s).

Provided that the employee(s) will be allowed to withdraw the option only once at any time till the closing time and date of option.

Provided further that the request for withdrawal of option shall be submitted online along with signed copy in writing.

- (iv) The authority for acceptance of option under this scheme shall be the competent authority as defined in clause 3(c).

## 8. GENERAL CONDITIONS:

- (i) The Scheme is not negotiable and shall not be a subject matter of any industrial dispute.

- (ii) There shall be no recruitment in BSNL against the posts falling vacant on account of voluntary retirement under the Scheme, and these posts will be abolished.

- (iii) The employee(s) retired under this Scheme, shall not be eligible for Re-employment in any other CPSE.

Provided that in case any employee desires to take up re-employment in any CPSE, such employee shall have to refund the entire amount of ex-gratia received under the Scheme to BSNL before joining such CPSE. BSNL shall remit the refunded amount to the government.

- (iv) All payments under the scheme and any other benefit payable to the employee(s) by BSNL shall be subject to prior settlement/re-payment in full of loans, advances, returning of property and any other dues payable by such employee(s) to BSNL.

Provided that such employee can give an option to settle the pending dues to BSNL from the amount of payment under Ex-gratia, Gratuity or other retirement benefits.

- (v) In the event of the death of an employee after submission of option but before the effective date of voluntary retirement under this Scheme, the amount of Ex-gratia payment shall not be released to the family/legal heirs of deceased employee:

Provided that other retirement benefits as applicable according to the existing rules shall be paid to the family / legal heirs.

- (vi) All payments made under the scheme shall be subject to deduction of tax at source as per Income Tax Act 1961, wherever applicable.

