ALL INDIA BHARAT SANCHAR NIGAM LIMITED
RETIRED EXECUTIVES' ASSOCIATION

Central Headquarters

Registered under Societies Registration Act XXI of 1860 vide Govt. of NCT Delhi No. S/RS/SW/1161/2014

[Registered under Pensioners Portal vide DoP&PW letter No. 4(4)/2021-P&PW(H)7311 dated 04.01.2024]

Flat No.6, Second Floor, 10/41, Sowrashtranagar 7th Cross Street, Choolaimedu, Chennai – 600094

Email: gensecaibsnlrea@yahoo.com

Website: https://www.aibsnlrea.org

President	**General Secretary**	**Financial Secretary**
V. Chinnapappiah	R.R.Balasubramanian	Awadesh Sharma
(M) 9444003300	(M) 9486100613	(M) 9968630008

No.AIBSNLREA/CHQ/2026/61 Dated: 19th November 2026

To
Smt. Justice Ranjana Prakash Desai,
Chairperson,
8th Central Pay Commission,
New Delhi – 110001

Subject: Submission of Power Point Presentation in support of AIBSNLREA Memorandum [**Memo ID: Memo/2/AUP/150426/336107823**]

Madam,

AIBSNLREA had submitted a Memorandum to the Eighth Central Pay Commission on important pension related issues concerning BSNL absorbed pensioners [**Memo ID: Memo/2/AUP/150426/336107823**].

2. We had also sought an opportunity to present our case before the Commission. However, our request was declined, initially on the ground that "*your Central association/ union/ federation has already met with the Commission in Delhi or at other places*", though no representative of AIBSNLREA had been granted any such opportunity. On the next occasion, the Commission r**egretted its inability to accede to our request** "*as autonomous bodies fall beyond the ambit and jurisdiction of the Commission as per 8CPC's Terms of Reference*." However, it was assured that "*Memorandum submitted by you /your association/ union/ federation will be considered by the Commission*."

3. In anticipation of an opportunity to appear before the Commission, AIBSNLREA had prepared a PowerPoint presentation highlighting, in a concise manner, the key issues covered in the Memorandum, additional relevant points, **and active links to supporting documents.**

4. We are enclosing the PowerPoint presentation as well as its PDF version **with the said active links**. We earnestly request that it may also be considered, along with our Memorandum, while examining the issues raised by the Association. Since the presentation is

a precise and focused summary of our submissions with supporting justification, we believe it would facilitate a better appreciation of our requests.

5. We shall be grateful if the enclosed PowerPoint Presentation and its PDF version are taken on record and considered during the deliberations of the Commission.

With kind regards,

Yours sincerely,

19/11/26

(R.R.Balasubramanian)
General Secretary

Encl: AIBSNLREA PowerPoint presentation
along with its PDF version.

Copy to: Smt. Nivedita Shukla Verma,
Secretary (Pension), DoP&PW

Introduction

[This is w.r.t to Memo ID: Memo/2/AUP/150426/336107823**]**

AIBSNLREA – ALL INDIA BSNL RETIRED EXECUTIVES' ASSOCIATION

- **Association of BSNL Absorbed Retired Executives covered by Rule 37A of CCS (Pension) Rules, 1972 (now Rule 37 of CCS (Pension) Rules, 2021)**
- Pension structure, formula, commutation, gratuity ceiling, qualifying service, additional pension etc (including Family Pension) as recommended by **Central Pay Commissions** apply to BSNL absorbed pensioners
- Pay scales, allowances, and service conditions of BSNL absorbed employees as recommended by **Pay Revision Committees**, not CPCs.
- Therefore, we submit **only pension-related issues** affecting BSNL absorbed pensioners.

Our Five Key Submissions:

1. Additional quantum of pension after the age of 65, 70, 75 years
2. Restoration of Commuted Pension after 12 years
3. Increase of Fixed Medical Allowance (FMA) under CGHS to Rs.3000 p.m
4. Expansion of CGHS to all District Headquarters
5. Rectification of anomaly in grant of Additional Pension

1. Additional quantum of pension after the age of 65, 70 and 75 years

- **Current Additional Pension (Introduced 20 years ago as per recommendation of Sixth CPC):**
- 20% at 80 years; 30% at 85 years; 40% at 90 years; 50% at 95 years and 100% at 100 years
- **Rationale behind the decision of the Sixth Central Pay Commission (2006):**

  Paragraph 5.1.32 states that:
- "*With advancing age, pensioners face **higher medical expenses, greater financial vulnerability**, and **reduced family support**.*
- *To address this, the Commission recommends **enhanced pension** once a pensioner reaches **80 years of age**, with progressively higher increases at **85, 90, 95, and 100 years**.*
- *The Commission notes that this additional pension is meant to provide **social security** and **dignity** in advanced age."*

1. Additional quantum of pension after the age of 65, 70 and 75 years

Why the present system (2006) is outdated:

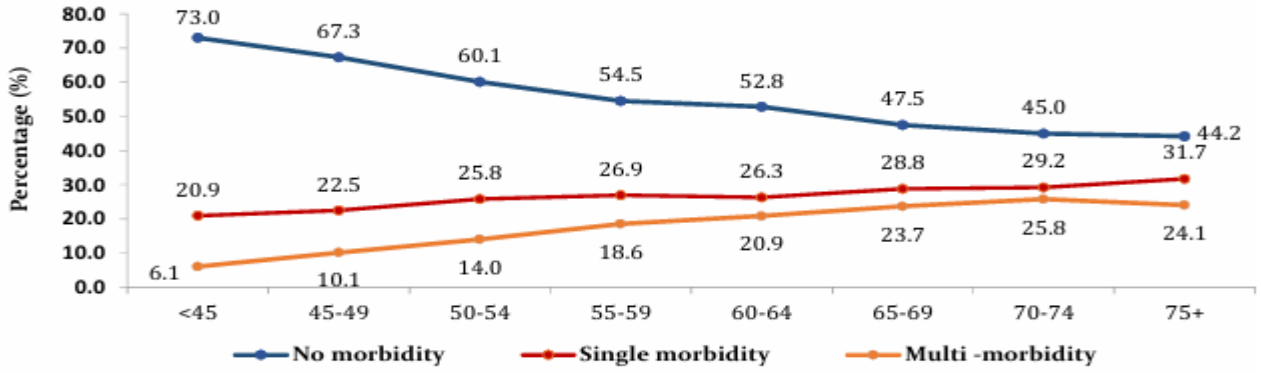
- Vulnerability begins **much earlier than 80**.
- Medical expenses rise sharply from **age 60**.
- Pensioners depend almost entirely on pension after retirement.
- With nuclear families no longer functioning as they once did, post-retirement family support has dwindled to almost nothing

1. Additional quantum of pension after the age of 65, 70 and 75 years

Health and Longevity:

- 70% of seniors (60+) have chronic illness according to Longitudinal Ageing Study, India (LASI) released by Ministry of Health & Family Welfare
- Multi-morbidity prevalence changes only modestly across ages 65, 70, and 75

Figure 20 Multi-morbidity conditions (%) among older adults by age, India, Wave 1, 2017-18



- Link: https://www.iipsindia.ac.in/sites/default/files/LASI_India_Executive_Summary.pdf

1. Additional quantum of pension after the age of 65, 70 and 75 years

Health and Longevity:

- **Life Expectancy at Age 60 = 18.3 years**

  [Source: Registrar General of India – SRS (Sample Registration System) Abridged Life Tables 2016–20]

Statement 5

Expectation of life at selected ages, India and bigger States/UTs, 2016-20

India & bigger States/UTs	Expectation of life at age										
	0	1	5	10	20	30	40	50	60	70	85+
India*	**70.0**	**71.5**	**67.8**	**63.0**	**53.4**	**44.0**	**34.8**	**26.0**	**18.3**	**11.9**	**5.3**

- Link: https://censusindia.gov.in/nada/index.php/catalog/44377/download/48050/SRS-Abrdiged_Life_Tables_2016-2020.pdf

1. Additional quantum of pension after the age of 65, 70 and 75 years

Health and Longevity:

- Only **1.0% of India's population is 80+** [Source: UN World Population Prospects 2024]

subregion, country c	Year	Percentage of total population by select age group, both sexes combined (per 100 total population)							
		Total	60+	65+	70+	75+	80+	85+	90+
India	2016	100.0	8.9	5.6	3.4	1.9	0.9	0.3	0.1
India	2017	100.0	9.1	5.8	3.5	1.9	0.9	0.3	0.1
India	2018	100.0	9.4	6.0	3.5	2.0	1.0	0.4	0.1
India	2019	100.0	9.6	6.2	3.6	2.0	1.0	0.4	0.1
India	2020	100.0	9.9	6.4	3.8	2.1	1.0	0.4	0.1
India	2021	100.0	10.0	6.5	3.8	2.1	1.0	0.4	0.1
India	2022	100.0	10.2	6.7	3.9	2.1	1.0	0.4	0.1
India	2023	100.0	10.5	6.9	4.1	2.1	1.0	0.4	0.1

- Link: https://population.un.org/wpp/assets/Excel%20Files/1_Indicator%20%28Standard%29/EXCEL_FILES/1_General/WPP2024_GEN_F01_DEMOGRAPHIC_INDICATORS_FULL.xlsx

1. Additional quantum of pension after the age of 65, 70 and 75 years

Out of Pocket Medical expenses

- Although reportedly coming down due to increase in share of Government Expenditure on Health Care, the Out-of-Pocket medical expenses continue to remain high
- **Out-of-Pocket Expenditure (OOPE) = 43.4% of total health spending by an individual**

  [Source: National Health Accounts Estimates 2022-23]
- Link: https://www.pib.gov.in/PressReleasePage.aspx?PRID=2265816&reg=3&lang=1

1. Additional quantum of pension after the age of 65, 70 and 75 years

Parliamentary & Administrative Support

- **Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice (110th Report, 2021)**

  Recommended: Additional quantum of pension of **5% at 65 years; 10% at 70 years; 15% at 75 years**

- **SCOVA Meeting (22 February 2024)**
- After DoE was not inclined to implement the recommendations of the Parliamentary Committee, SCOVA Chairman advised DoP&PW & DoE to **re-examine the proposal**, saying the proposal has merit.

1. Additional quantum of pension after the age of 65, 70 and 75 years

Parliamentary & Administrative Support

Department of Pension's earlier submission before Seventh CPC

- *"The Commission sought the views of the government in this regard. Department of Pension and Pensioners' Welfare stated that the additional pension for old pensioners of the age of 80 years and above has been allowed as per the recommendations of VI CPC. However, it is felt that the same should be allowed from 75 years onwards."*

  [Page 389, Para 10.1.30 of Report of Seventh CPC]

1. Additional quantum of pension after the age of 65, 70 and 75 years

Precedents

- The Second National Judicial Pay Commission (SNJPC) has already shown the way by starting additional pension from age 75. It recommended 20% extra pension at 75–80 years, 30% for 80–85 years, 40% for 85–90 years, 60% for 90–95 years, 80% for 95–100 years, and 100% for 100 years and above.
- Link:https://ijtr.nic.in/Reddy%20Commission%20Report/Volume%20II%20(Chaptr%203%20&%204)%20121%20Pages.pdf [Pages 40 to 49]
- **The recommendations have been implemented**
- Link: PM26-17-a-23-24-Dated-18-8-2023-064e597abeae494-92148722.pdf

1. Additional quantum of pension after the age of 65, 70 and 75 years

Precedents

- Punjab Government issued orders on 22.12.2011 providing for additional pension to the pensioners and family pensioners on completion of 65 years to the extent of 5% and for those above 70 years at 10%, 75 years – 15%, 80 years – 25%, 85 years – 35%, 90 years – 45%, 95 years – 55% and 100 years – 100%.
- Link: https://files.pspcl.in/fin_reg05_2012.pdf
- State of Andhra Pradesh, the additional pension starts at the age of 70 years at 10% w.e.f. 12.01.2019. For those between 75-80 years, it is 15%; for age group of 80-85 years, it is 20%; for those between 85-90 years, it is 25% and for the age group of 90-95 years, it is 40%.
- Link: https://geod.in/wp-content/uploads/2019/02/12012019FIN_MS6-1.pdf
- State of Himachal Pradesh granted additional pension as allowance @ 5%, 10% and 15% at 65, 70, 75 years respectively vide OM No.1/09 dated 23.04.2014.
- Link: https://www.scribd.com/document/423041628/Paper

1. Additional quantum of pension after the age of 65, 70 and 75 years

- **Financial impact**
- Will be minimal especially with phased introduction

Our Request

- **AIBSNLREA respectfully urges the 8th CPC to recommend:**
- **5% additional pension at 65 years**
- **10% at 70 years**
- **15% at 75 years**

as recommended by the Parliamentary Standing Committee

2. Restoration of commuted pension after 12 years

- After the Supreme Court's 1986 judgment in *Common Cause Society vs. Union of India*, the Department of Pension & Pensioners' Welfare issued the Office Memorandum dated 05.03.1987, allowing restoration of commuted value of pension after 15 years.
- Introduced when interest rates were high & life expectancy low.
- **Today:**
- Interest rates are very low
- Life expectancy has increased
- Actuarial recovery of commuted amount = **7–11 years**

2. Restoration of commuted pension after 12 years

- **Fifth CPC (1997):** Recommended restoration after **12 years**. Not accepted by the Government

- Several States already follow 12 years:
  - Kerala
  - Madhya Pradesh
  - Odisha
  - Punjab

2. Restoration of commuted pension after 12 years

- SECOND NATIONAL JUDICIAL PAY COMMISSION (2023), though stopped short of recommending restoration of commutation of pension after 12 years, had concluded that restoration period needs to be examined *denova* after issue of notice to DoP&PW. It also had concluded that:
- ***Judgment of Hon'ble Supreme Court rendered in the year 1987 has lost its relevance in the present day context.***
- ***Restoration period of 12 years suggested by V CPC appears to be more than adequate.***
- ***Lumpsum paid in lieu of commutation stands recovered with interest of 8% p.a within 11 years***
- ***Even after giving due allowance to unforeseen contingencies, it is reasonable to conclude that the restoration ought to take place on expiry of 12 years and not beyond that.***
- **[Pages 107 and 108 in Chapter III of the SNJC Report on Restoration of Commutation]**
- **Link:** https://cdnbbsr.s3waas.gov.in/s35d6646aad9bcc0be55b2c82f69750387/uploads/2024/10/2024101410335412 65.pdf

2. Restoration of commuted pension after 12 years

OUR REQUEST

- **Recommend restoration after 12 years, consistent with:**
- Recommendations of the Fifth CPC
- SNJPC findings
- Actuarial evidence of recovery within 11 years
- Existence of precedents in various State Governments
- Principles of fairness & financial neutrality

3. Increase of Fixed Medical Allowance (FMA) to Rs.3000 p.m

- **Introduced by:** Department of Pension & Pensioners' Welfare (DoP&PW) on **19th December 1997 t**hrough O.M. **No. 45/57/97-P&PW(C)**
- **Initial rate: ₹100 per month**
- **Eligibility:**
  - Pensioners **not residing in CGHS-covered areas**
  - Pensioners **not availing OPD facilities** from any government health scheme
- Further Revisions:

2008	₹300	DoP&PW O.M. 4/25/2008-P&PW(D)
2014	₹500	DoP&PW O.M. 4/25/2008-P&PW(D) Vol. II
2017	**₹1000** (current)	DoP&PW O.M. 4/34/2017-P&PW(D)

3. Increase of Fixed Medical Allowance (FMA) to Rs.3000 p.m

WHY FMA MUST INCREASE

- The principle underlying the FMA is that pensioners in non-CGHS areas should not be placed at a disadvantage compared to those covered under CGHS.
- The Parliamentary Standing Committee on Personnel, Public Grievances, Law and Justice **in its 110th Report (2021):**

  Recommended **₹3000/month**

  Stated ₹1000 is "**grossly insufficient**"

3. Increase of Fixed Medical Allowance (FMA) to Rs.3000 p.m

- Multifold increase in Medicine prices
- According to National Pharmaceutical Pricing Authority, price of non-scheduled medicines (required to treat chronic ailments) increase by 10% every year.
- Sharp increase in chronic ailments after 60 years
- Pensioners in non-CGHS areas bear **full OPD burden**
- Medicine prices in India may further rise sharply as the cost of key raw materials, or active pharmaceutical ingredients (APIs), has surged nearly 30 per cent in March 2026

- Read more at: https://brandequity.economictimes.indiatimes.com/news/business-of-brands/medicines-seen-getting-expensive/129453840

3. Increase of Fixed Medical Allowance (FMA) to Rs.3000 p.m

OUR REQUEST

- **Recommend FMA = ₹3000/month**

  Modest financial impact

  Substantial relief

  Restore equality for non-CGHS pensioners

4. Expansion of CGHS to All District Headquarters

- **CGHS has a presence only in 80 cities with 340 wellness centres.**
- **Uneven distribution of wellness centres**
- **26% of these wellness centres are concentrated in Delhi NCR**

Need for Expansion

- **Pensioners outside CGHS cities face difficulty accessing affordable healthcare**
- **Reimbursement outside CGHS (BSNL MRS) is delayed**
- **Current norm: 6000 serving employees - outdated**
- **Several existing CGHS centres do not meet these norms – meaning there are other considerations too**

4. Expansion of CGHS to All District Headquarters

Strong Justification

- **Growing elderly population needing regular medical care**
- **Rising costs of OPD, diagnostics, medicines**
- **CGHS ensures predictable, subsidized healthcare**
- **Non-CGHS reimbursement systems, like BSNL MRS inconsistent**

Feasibility

- **India has less than 800 districts**
- **One CGHS Wellness Centre per district is feasible**
- **Expansion creates employment for doctors, nurses, paramedical staff**
- **According to Indian Medical Association, more than 1 lakh doctors are unemployed**

Link: https://medicalbuyer.co.in/ima-says-doctor-shortage-is-a-myth-in-india/

4. Expansion of CGHS to All District Headquarters

Parliamentary Support

- Parliamentary Standing Committee on Health & Family Welfare (160th Report) recommends wider CGHS coverage

Administrative Practicality

- District HQs already have administrative & health infrastructure
- Easy integration with district hospitals & diagnostics
- Expansion possible without heavy financial burden
- BSNL has surplus space in its offices in every District Headquarter

4. Expansion of CGHS to All District Headquarters

Our Request

- **AIBSNLREA urges VIII CPC to recommend CGHS expansion to all District Headquarters**

This will

- Promote equality & strengthen public healthcare
- Reduce out-of-pocket expenses
- Ensure dignified healthcare for senior citizens

5. Rectification of anomaly in additional pension

THE ANOMALY

Current Rule:

A person retires on superannuation on 'attaining, the age of 60 years.

- Additional pension is payable from first day of the calendar month in which it falls due (after 'completion' of 80 years or above).
- creates an unintended inequality for pensioners born on the 1st day of any month.
- Such individuals retire a full month earlier than others born later in the same month
- But when it comes to the additional quantum of pension, both are granted the benefit from the first day of the same month, even though the person born on the 1st actually completes the milestone age on the last day of the previous month.

5. Rectification of anomaly in additional pension

- the pensioner born on the 1st suffers a double disadvantage—first by retiring a month earlier, and second by not receiving the additional quantum a month earlier despite attaining the eligible age earlier
- A Comparison:

	Pensioner 1	Pensioner 2
Date of Birth	01.04.1946	02.04.1946
Date of Retirement	31.03.2006	30.04.2006
Date from which to get additional pension after completing the age of 80 years	01.04.2026	01.04.2026

5. Rectification of anomaly in additional pension

AIBSNLREA REQUEST

- **Grant additional pension from the 1st Day of the month in which the pensioner 'attains' the age of 80, 85, 90, 95 or 100, as in the case of retirement**

(And 65, 70 or 75 on acceptance of our First submission)

CLOSING SUBMISSION

- AIBSNLREA respectfully requests the 8th CPC to consider these five reforms, supported by:
- Government statistics
- Recommended by Expert bodies

  Parliamentary Committees

  Judicial Commissions
- State-level models

These reforms will ensure **fairness, dignity, and financial security** for lakhs of pensioners.

Thank You

