



BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Animesh Chandra Mitra
General Secretary

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/ 414 (GRT)

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To,

Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Urgent appeal for the implementation of total Superannuation Benefits (SAB) for BSNL Recruited Employees – reg.**

Sir,

We submit this memorandum with a sincere appeal for your personal intervention in resolving the long-pending issue of Superannuation Benefits (SAB) for BSNL-recruited employees. This issue is of immense importance as it concerns the post-retirement security and dignity of thousands of employees who have dedicated the best years of their lives to the growth and development of BSNL.

As you are aware, the 2nd Pay Revision Committee recommended a contribution of 30% of Basic Pay towards Superannuation Benefits (the component of these benefits like EPF-12%, Gratuity-4.8%, Pension Fund-12%, PRMB-1.2%). However, the present contribution remains at 25.1% (EPF-12%, Gratuity-4.8%, Pension Fund-5%, PRMP-3.3%), resulting in a shortfall of 4.9%. Though the matter has been discussed in various forums, including meetings of the National Council, a satisfactory resolution is still awaited.

The impact of this shortfall is being felt by all categories of BSNL-recruited employees, both Non-Executives and Executives. For employees who have served the Organisation with commitment and dedication, retirement benefits are not merely a financial entitlement but a source of security and peace of mind in their later years. Unfortunately, due to the existing gap in SAB contribution, many retired employees are receiving inadequate pension benefits, causing genuine hardship and disappointment.

We are equally concerned about the non-implementation of the Post-Retirement Medical Benefit (PRMB) component. In an era of rising healthcare costs, the absence of a robust medical security mechanism leaves retired employees vulnerable at a stage of life when medical support is most needed.

Sir, BSNL employees have consistently stood by the Organisation during difficult times. They accepted challenging circumstances, contributed to the revival efforts of the Company, and continue to work with dedication despite numerous constraints. It is therefore our earnest belief that the legitimate concerns relating to their retirement security deserve sympathetic and positive consideration.

We respectfully request the Management to implement the 2nd PRC recommendation of 30% contribution towards Superannuation Benefits in full, bridge the existing shortfall and ensure full SAB implementation with effect from 01.01.2007, implement the Post-Retirement Medical Benefit (PRMB) component without further delay and take up the issue on priority and evolve a time-bound roadmap for ensuring complete compliance with the 2nd PRC recommendations relating to retirement benefits.

We firmly believe that addressing this issue will not only provide relief and confidence to existing employees and pensioners but will also strengthen trust between the Management and the workforce. Such a step would be widely appreciated by the entire BSNL fraternity and would stand as a significant welfare measure for those who have contributed immensely to the organisation.

We, therefore, earnestly appeal to your good self to extend a sympathetic hearing to this genuine and long-pending issue and initiate necessary action at the earliest.

Thanking you,

Yours sincerely,

[Animesh Chandra Mitra]
General Secretary