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All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(A Recognised Association of BSNL Executives)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

President

G Veerabhadra Rao

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GS / AIGETOA / 2024-25 / 105

Dated 14.11.2024

To,
Shri A Robert J Ravi Ji,
Chairman & Managing Director
BSNL Board, Corporate Office
New Delhi - 110001.

Subject: Request for Enhancement of Gratuity Limit to Rs. 25 Lakh for BSNL-Recruited Employees to Ensure Equitable Retirement Benefits at par with Absorbed Employees.

Reference:

1. Department of Telecommunications (DoT) Office Memorandum No. 40-11/2024-Pen(T) dated 12th November 2024 regarding enhancement of the maximum gratuity limit for BSNL/MTNL absorbed to ₹25 lakh.
2. DoP&PW Office Memorandum No. 28/03/2024-P&PW(B)/Gratuity/9559 dated 30th May 2024.
3. BSNL Circular No. 135 (No. 500-50/2007-08/CA II/BSNL) dated 15th May 2008 regarding payment of gratuity for directly recruited BSNL employees as per BSNL Employees' Gratuity Trust Rules.

Respected Sir,

Please refer to the order cited at (1) above whereby, Department of Telecom, Government of India has increased the maximum gratuity limit from ₹20 lakh to ₹25 lakh for BSNL/MTNL absorbed governed under Rule 37 of the CCS (Pension) Rules, 2021 in pursuant to DoP&PW OM dated 30th May, 2024 cited at reference (2) above. This enhancement of Gratuity limit is effective from 1st January 2024, underscores the commitment of this government to ensuring a secure post-retirement life for these absorbed.

However, it would like to brought your kind attention that BSNL-recruited employees are governed by the BSNL Employees' Gratuity Trust Rules as per Circular No. 135 dated 15th May 2008 cited under reference (3) above remain capped at a gratuity limit of ₹20 lakh. This creates a significant disparity within the BSNL workforce, leading to inequitable treatment in retirement benefits between absorbed and directly recruited employees. The contributions of BSNL-recruited employees to the organization's growth and transformation deserve equitable recognition, including parity in retirement benefits.

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Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

In the interest of justice and fairness, we humbly request that BSNL should extend the enhanced gratuity limit of ₹25 lakh to BSNL-recruited employees as well. This step would not only foster inclusivity and boost morale but also provide a peaceful and dignified retirement life for all employees who have dedicated their careers to BSNL.

We sincerely hope for a favorable consideration of this request to ensure equitable treatment for all employees (Absorbed +BSNL Recruit).

Thanking you in advance for your kind attention and support.

Regards,

Sd/-
[Ravi Shil Verma]
General Secretary

Copy to:

1. **Dr Neeraj Mittal Ji, Secretary, DoT**, for kind information please.
2. **Shri Ravindra Himte Ji, General Secretary, BMS** for kind information and necessary intervention in the matter.
3. **Shri Kalyan Sagar Nippani Ji, Director HR**, BSNL Board, New Delhi for kind information and request for kind consideration.
4. **Shri Ram Nath Ganeshe ji, All India Secretary and Prabhari Telecom, BMS** for kind information.
5. **Smt Anita Johri Ji, PGM(SR), BSNL Corporate Office, New Delhi** for kind information and necessary action please.