



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
OFFICERS' ASSOCIATION**

**CENTRAL HEAD QUARTERS  
AD-87B, Pitampura, Delhi-110034.**

President  
K.RAJASEKARAN  
Mobile: 09443100950

Finance Secretary  
SWAPAN K. BHATTACHARYA  
Mobile : 09434136566

General Secretary  
RAKESH SETHI  
Mobile: 09868210449

No. AIBSNLOA/CHQ/2016/ 156  
September 2016

Dated: 9<sup>th</sup>

To  
Shri Anupam Shrivastava,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi.

**Subject: Payment of ex-gratia amount in lieu of bonus – regarding**

R/Sir,

We would like to draw your kind attention towards the justified demand of productivity linked bonus by all the BSNL employees and officers.


BSNL employees were last paid bonus in the year 2009, after which bonus was being denied on a faulty profit linked formula. From the days of DoT, bonus has been linked to productivity only. However, since BSNL was continuously making loss, bonus was denied. You had more than once stated that BSNL making loss was due to its inability to expand and because of taking into account the depreciation of assets. We also request you to kindly recollect that during the New Year speech in 2015 itself, the Director (CFA) assured that BSNL employees will get bonus if there is improvement in the revenue.

It is a known fact now that under your Chairmanship, promising signs of revival of BSNL are already there with improvement in the revenue and picking up of sales with the SWAS programme. A small positive gesture at this time by the Management will greatly improve the morale of the employees and result in further growth.

Therefore, we request you to kindly consider this issue in a pragmatic manner and to cause payment of an ex-gratia amount in lieu of Bonus this year.

With kind regards,

Yours sincerely,

  
(Rakesh Sethi)  
General Secretary