



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED OFFICERS' ASSOCIATION

CENTRAL HEAD QUARTER  
AD-87 B, PITAMPURA, Delhi-110034

**PRESIDENT**  
**P. RAMACHANDRAN**  
**MOBILE: 9444903777**

**FINANCIAL SECRETARY**  
**V. K. SHARMA**  
**MOBILE: 9868174965**

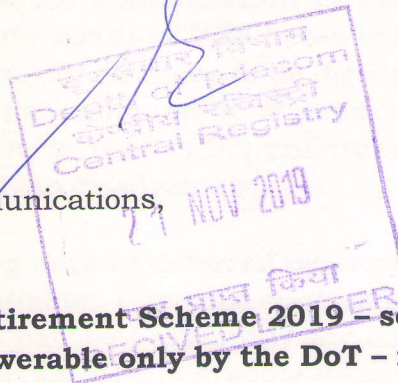
**GENERAL SECRETARY**  
**RAKESH SETHI**  
**MOBILE: 9868210449**

No.AIBSNLOA/CHQ/2019/38

Dated: 21<sup>st</sup> November 2019

To

Shri Anshu Prakash Ji,  
Secretary  
Department of Telecommunications,  
New Delhi.



**Subject: BSNL Voluntary Retirement Scheme 2019 – some questions nagging the minds of BSNL Employees and answerable only by the DoT – regarding**

R/Sir,

We seek your kind attention to some of the unanswered questions nagging the minds of BSNL employees who are taking/wish to take VRS as offered by BSNL under BSNL VRS 2019, which can be answered/clarified only by the Department of Telecommunications since these questions are beyond the purview of BSNL.

i) **Pay revision taking place in BSNL with retrospective date prior to 31.01.2020 the effective date of VRS:** In case pay revision is implemented in BSNL with retrospective effect from a date prior to 31.01.2020, the effective date of VRS, It may be made clear whether the same will be implemented from the same date for those who are taking VRS and whether the arrears thereof will be paid for the period till 31.01.2020. Whether gratuity, leave encashment, ex-gratia will be revised and arrears be paid?

Ambiguity in this issue is causing concern among BSNL employees. Written clarification on this issue is required in view of Para 8 (viii) of BSNL VRS 2019 which states that "The benefits payable under this scheme shall be in full and final settlement of all claims of whatsoever nature, whether arising under the scheme or otherwise."

ii) **Pension revision for those who take VRS, in case pay revision is implemented after 31.01.2020 :** In case pay revision is implemented in BSNL with prospective date from a date after 31.01.2020, the effective date of VRS, It may be made clear whether the pension will be revised from the effective date of pay revision, for those who are taking VRS.

iii) **Taxability of interest received from deferred Gratuity payable after five years or after attaining the age of 60 years:** As per existing Income Tax rules, gratuity paid to Government employees is fully exempt from income tax upto Rs. 20 lakhs. It may be clarified that whether the interest at prevailing GPF rates payable according to BSNL VRS 2019 on the gratuity being deferred till the year 2025 or till attaining the age of 60 years, will also be exempt from Income Tax, subject to the ceiling of Rs.20 lakhs.

*[Handwritten signature]*  
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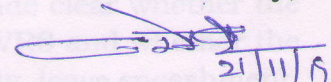
iv) **Method to be followed for commutation of pension and payment of commuted amount in case of unfortunate death of VRS optee before 5 year or before attaining the age of 60 years:** This is a very crucial issue to be decided and clarified immediately, since a VRS optee, otherwise eligible for commutation of pension and receipt of commuted amount, will be deprived of the amount, in case of his unfortunate death in the intervening period, consequently putting his family to disadvantage.

v) **Entry in PPO regarding date of deferred payment of gratuity and date from which pension commutation is available:** It may be clarified if suitable entries will be made in the PPO regarding date of deferred payment of gratuity and date from which pension commutation is available, so that there is no difficulty in availing these later, from due dates.

2. We request that clarifications on these issues may kindly be caused to be issued at the earliest, since there is confusion and apprehension on these issues, which could affect the decision of those who are yet to opt for VRS and even those who have already opted, in view of the existence of option for withdrawal.

With kind regards,

Yours sincerely,



(Rakesh Sethi)

o/c General Secretary

Copy to:

1. Shri P. K. Purwar, CMD BSNL
2. Shri Arvind Vadnerkar, Director (HR), BSNL
3. Shri Saurabh Tyagi, Sr. General Manager (Estt), BSNL CO