


Restructuring/WS&I Cell, BSNL Corporate Office, Room No 710, H. C. Mathur Lane, Janpath, New Delhi-110001. Telephone No: 011-23710400 Fax-23765191 Email: restg@bsnl.co.in		भारत संचार निगम लिमिटेड (भारत सरकार का उद्यम) <b>Bharat Sanchar Nigam Limited</b> (A Govt. of India Enterprise)
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No. 2-2/2016 –WS&I(pt.)

Dated: 28.08.2017

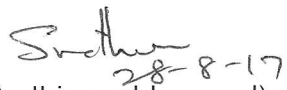
**Sub: Social security Scheme for the families of BSNL Employees who die untimely i.e during service - Entirely to be funded by BSNL Employees on pay roll.**

A proposal, for creating a 'Benevolent Fund' with the sole contributions from all employees, is under consideration by a committee of officers. The main object of creation of the 'Benevolent Fund' is to provide some economic assistance to the family(s) of employees, who die in harness.

Inputs regarding methodology of implementation, monthly amount of contribution to be made by each employee, amount of compensation etc, received from individuals & from Associations/Unions, have been discussed by the committee. Based on past data of very high death rate in Non- executive cadre and that in age-group of 55-60 years, suggestions like differential contributions and different compensations for different age-group as well as for different category ( Executive and Non-Executives) of employees have been seriously considered by the committee and it was decided to obtain more views/suggestions on these lines from all Associations/Unions as well as from all interested employees.

Therefore, all Associations/Unions as well as all interested employees of BSNL are hereby requested to give their views/suggestions in respect of above said scheme, on the methodology of its implementation, monthly amount of contribution by each employee, amount of compensation etc. **latest by 04th September, 2017 on the email - restg@bsnl.co.in.** A separate sheet, citing rough estimate of different scenarios of compensation/contribution by employees, for the scheme is attached as 'Annexure' herewith for illustration.

It is hereby stressed that nothing has been decided as yet and committee is open to all kinds of suggestions for creation and implementation of the 'Benevolent Fund'.

  
 (Sudhira sabharwal)  
 DGM(WS&I)

To: All Associations/Unions and interested employees of BSNL.

**Average Data, based on past 03 years record:**

(a) Avg number of ultimately death per year:

Executive: 100

Non-Executive: 1450.

(b) Death rate :

Age-group;

below 45: 05.60%

45-50 : 10.80%

50-55 : 35.75%

55-60 : 47.86%

**1. FOR NON-EXECUTIVES:**

**Assuming varying compensation amount of Rs 7-14 lakh:**

Those in

Age group of below 40 years : Compensation amount- 14 lakh

Age group of 40 years -less than 55 years : Compensation amount- 10 lakh

Age group of 55 years and above : Compensation amount- 07 lakh

Age Group of non-executives.	No. of death	Compensation	Total amount received per month.
21-40	5% of 1450= 72	14 lakh	10.08 crore
40-50	11% of 1450=160	10 lakh	16.00 crore
50-55	35.75% of 1450=520	10 lakh	52.00 crore
55-60	47.86% of 1450=698	07 lakh	48.86 crore
		<b>Total annual fund required</b>	<b>127.66 crore</b>

**Hence, Total Annual Fund ( for Non-Executives only) required is 127.66 crore.**

Following is the detail for raising the above fund through contribution from non-executive employees:

Age Group of non-executives.	Total staff strength (rough figure)	Monthly Contribution	Total amount received per month.
21-40	13000	500	0,65,00,000
40-50	18500	600	1,11,00,000
50-55	49500	700	3,46,50,000
55-60	70000	800	5,60,00,000
		<b>Total monthly contribution</b>	<b>10,82,50,000</b>
		<b>Total yearly contribution</b>	<b>129.9 crore</b>

contd. on page-2

2. **FOR EXECUTIVES:**

**Assuming varying compensation amount of Rs 25-40lakh:**

Those in

Age group of below 40 years : Compensation amount- 40 lakh

Age group of 40 years to less than 55 years: Compensation amount-30 lakh

Age group of 55 years and above : Compensation amount- 25 lakh

Age Group of non-executives.	No. of Death	Compensation	Total amount received per month.
21-40	6% of 100= 6	40lakh	2.4 crore
40-50	11% of 100=11	30 lakh	3.3 crore
50-55	35% of 100=35	30 lakh	10.5 crore
55-60	48% of 100=48	25 lakh	12.0 crore
		<b>Total annual fund required</b>	<b>28.2 crore</b>

**Hence, total annual fund ( for non-executives only) required is 22.90 crore.**

Following is the detail for raising the above fund through contribution from non-executive employees:

Age Group of non-executives.	Total staff strength (avg rough figure)	Monthly Contribution	Total amount received per month.
21-40	11500	500	0,57,50,000
40-50	13000	600	0,78,00,000
50-55	8150	700	0,57,00,000
55-60	12800	800	1,02,40,000
		Total monthly contribution	2.949 crore
		<b>Total yearly contribution</b>	<b>35.388crore</b>

Note:-

1. following aspects may be also kept in mind:-

- (i) Staff is likely to reduce in future, the amount of fund may thus reduce in future.
- (ii) After how many minimum months of contribution by an individual employees, should the fund start operating, or its operation has to be started immediately.