



Editorial

PENSION CONTRIBUTION ON EXISTING PAY – LIGHT AT THE END OF THE TUNNEL

Pension contribution by BSNL to the Government in respect of its absorbed employees, at the maximum of the pay scales, continues to remain not only a burden on BSNL finances but also a dampener for moving to the higher 3rd PRC pay scales. Though BSNL had initiated efforts to get it paid on the basis of actual pay as per DoP&T O.M No. 2/34/2008-Estt. (Pay II) dated 19th November 2009, the matter still remains unresolved, although it reached a point of resolution once, in the year 2013, when DoP&PW had concurred with a GOM decision to extend this methodology to MTNL/BSNL employees w.e.f. 1.1.2006. DoT had also assured repeatedly in its yearly MoUs that it will be ensured that BSNL too pays pension contribution on the basis of actual pay. Regrettably, nothing has come to fruition so far.

AIBSNLREA has been unwavering in its pursuit of justice on this issue. Through detailed representations to all authorities including the Prime Minister of India, AIBSNLREA had laid bare the irrationality of the current practice. BSNL, after pursuing the issue with real intent for a long period, drifted off and lost track. It failed to respond to a DoT letter vide No.40-32/2011-Pen(T) dated 2nd January 2019 addressed to CMD BSNL, which had listed five points on which DoE required “clarification on the matter” and had requested BSNL “to get them examined and furnish clarifications to DoT for further

deliberation in DoT and onward submission to DoE”. While we believed that BSNL had submitted the clarifications and the matter was only pending with DoE, we were shocked to learn through an RTI reply dated 11.11.2022 from DoT that “reply from BSNL is still awaited.”

Failing to get any response to our representations in this regard from CMD BSNL in November 2022 and then in June 2023, we met the Member (S), DoT on 26.09.2023 and had elaborate discussions on the issue. As per his request, we submitted a detailed memorandum on 09.10.2023 citing the history of the case, our continuous efforts, the stalling of the process due to BSNL not replying to the questionnaire and requested him to ensure that reply is received from BSNL early so that the matter can be further pursued with Department of Expenditure. Though we met Member (S) twice later, on this matter, no positive information was available. Indication of progress emerged when BSNL vide its letter dated 21.05.2025 had asked the Circles “to verify the data extracted from HRMS and ERP-SAP for reconciliation of pension contribution paid to DoT and claims recoverable on account of excess payment of pension contributions, as DoT has desired to submit the Financial Impact of Change of Methodology of Payment of Pension Contribution in respect of employees of DoT Absorbed/Unabsorbed in BSNL”.

In this context, the affirmation by Member (S) DoT during a meeting with our delegation on 21.08.2025 that *“the matter will be resolved in the next few months”*, has given us a glimpse of hope.

An agreement remains evasive even after several rounds of wage negotiation between BSNL Management and its recognized unions. A significant point of contention was the Management's proposal to lower the maximum of the revised pay scales for non-executives to reduce the burden of pension contribution at the maximum of the pay scale. It seems that the unions have accepted the Management's proposal without attempting to address the underlying pension contribution issue.

BSNL's concern is valid, as the company is obligated to pay an excessively high pension contribution whenever pay or wage revision is implemented. In the fag end of the year 2017, BSNL Board had submitted a proposal for pay revision of BSNL employees, recommending 15% fitment. As per BSNL's own estimates, *“the additional financial outgo on pay revision per annum for executives and non-executives with 15% fitment was Rs.4303 crores”*. With pension contribution on actual pay, it was only Rs.2760 crores. BSNL had then presented the chart comparing additional liability on pay revision, with pension contribution paid on maximum of the scale and on actual pay. [The chart may be read completely]

Impact of implementation of 3rd PRC at various rates of fitment (Rs in Cr)

	Additional Outgo Pay + DA + Statutory Obligation	Additional Pension Contribution		Total Additional Liability Pay + DA + Statutory + Pension			
		On maximum of the scale	On actual of the scale (Approx)	Pension contribution on Maximum of the scale		Pension contribution on Actual of the scale (Approx)	
				Exe + Non-Exe.	Exe + Non-Exe.	Exe + Non-Exe.	Exe + Non-Exe.
Fitment @ 15 %							
Executive	656	933	351	1589	4303	1007	2760
Non- Exe	1224	1490	528	2714		1752	
Fitment @ 10 %							
Executive	438	933	351	1371	3677	789	2133
Non- Exe	816	1490	528	2306		1344	
Fitment @ 5 %							
Executive	219	933	351	1152	3050	570	1506
Non- Exe	408	1490	528	1898		936	
Fitment @ 0 %							
Executive	0	933	351	933	2423	351	879
Non- Exe	0	1490	528	1490		528	

In an internal note, DoT had mentioned that *“BSNL's calculation of financial viability is based on the assumption that they would receive a refund/adjustment towards pension contribution made to DoT on the basis of maximum of the pay scale, once their proposal for pension contribution on actual basic pay would be implemented. Against a*

total cash outflow of Rs.6485 Crores on implementation of pay revision inclusive of non-executives, a total cash inflow of Rs.6850 has been indicated out of which 2000 Crore has been assumed as refund of pension contribution. As per BSNL's calculation, the financial implication of pay revision per annum would be 1020 Crores”. But DoT

Finance refused to consider the proposition stating that the proposal for pension contribution on actual pay *“can also be rejected.”*

Since then, much water has flown under the bridge, including drastic drop in the employee cost due to BSNL VRS 2019. AIBSNLREA’s efforts have illuminated the path forward. If and when the Government allows BSNL to pay pension contribution on ‘the existing pay’ and

refunds/adjusts the excess paid amount, it will be a pivotal moment for service unions and associations to take decisive action and secure the much-needed pay and wage revision, duly recalling the Communication Minister’s recent acknowledgment of *“the remarkable turnaround of BSNL”*, attributing it to *“the robust support from the government and the unwavering dedication of BSNL employees, from linemen in remote villages to teams at the company’s headquarters”*.



Important Developments of the Month

- ✚ The monthly virtual meeting of AIBSNLREA CHQ office bearers was held on 01.08.2025 under the Presidentship of Shri V.Chinnapappiah, CHQ President. President welcomed the participants conveying gratitude towards their enthusiastic functioning and participation. General Secretary presented a small brief on the developments that took place after the previous meeting which include instant resolution of a transfer of pension case pending for a year, our immediate action of writing to the Chairman, CBDT on the orders of ITAT Chandigarh, another association promptly copying our entire text and writing to CBDT, the limitation of time for filing revised ITR and a good number of Branches holding meetings in July 2025. The office bearers briefly reported their activities since the last meeting. The meeting decided that the office bearers will consult auditors known to them regarding procedure for filing of revised ITR which will be shared with the members at the appropriate time. The meeting desired that CHQ VP Shri Sanat Maitro shall ensure early resolution of the grievance of Shri R.N.Bhunia by enabling a meeting with the local authorities. It was decided that, as a part of the on-going membership list reconciliation process, members will be requested to check if their names find a place in the list uploaded in the website. Issues to be discussed with Member (S) were shortlisted. The meeting ended with the President showering praise on the office bearers for the exemplary teamwork.
- ✚ AGS Shri Rakesh Sethi and CHQ FS Shri Awadesh Sharma met Member (S), DoT on 21.08.2025 and had discussions over the issues raised through earlier letters of AIBSNLREA addressed to Member (S). The following is the outcome of the discussions: **Withholding of pensionary benefits and ex-gratia on the ground that community verification is pending - case of VRS retirees of Maharashtra Circle:** A detailed discussion was held in this matter, explaining that the action by BSNL & CCA Maharashtra Circle is violative of DoP&PW instructions dated 30.11.2021 and DoP&T instructions dated 10.08.2010 and that DoT letter dated 30.01.2025 which contradicted both these instructions needs to be rescinded. Member (S) reacted positively and has agreed to get the contents of the DoT letter re-examined.

Allowing BSNL to pay pension contribution on existing pay instead of maximum of the pay scale:

We explained to him our long-drawn struggle to convince DoT and mentioned that this would be in the interests of BSNL, its employees and pensioners. Member (S) appreciated our concern and efforts and said this issue will be resolved in the next few months.

Consequential benefits by holding review DPC based on the revised seniority lists of TES Group B as per Supreme Court orders in respect of those who were promoted to DE grade during DoT period:

We explained that review DPCs in respect of promotion orders issued by BSNL have been conducted but BSNL is reluctant to conduct similar exercise in respect of those who were promoted during DoT period, despite the former Member (S) forwarding our representation in this regard for necessary action by BSNL. Member (S) has agreed to examine the issue.

Delay in issue of Vigilance Clearance for absorption in BSNL in respect of Shri H.S.Sutaria:

We explained the history of the case and informed him that BSNL has forwarded the required papers received from Gujarat Circle and still the issue is being delayed. Member (S) marked our letter to DDG (Vig) DoT and assured that he will get the status checked for early issue of VC.

HOW TO REGISTER GRIEVANCES, TRACK STATUS AND FILE APPEAL USING CPENGRAMS:

In the Editorial of AIBSNLREA Ejournal-August 2025, we had mentioned that "it is time for the State and Branch Secretaries to take the initiative and start registering grievances of their members, related to their Circle and District authorities, with CPENGRAMS or CPGRAMS. Members may also be encouraged to register their grievance independently, before seeking assistance from the association. They will find that authorities who previously ignored grievances sent by post or email now provide detailed responses and make efforts to resolve them". A step-by-step guide on 'How to avail CPENGRAMS services' brought out by DoP&PW is circulated for the benefit of the State/Branch Secretaries and members. [Guide for registering grievances other than pension grievances under CPGRAMS will be circulated separately] [View the Manual](#)



Issues taken up

25.08.2025: AIBSNLREA AGAIN WRITES TO THE DIRECTOR (HR) BSNL REGARDING NON-PAYMENT OF MEDICAL CLAIM FOR INDOOR TREATMENT TAKEN IN THE YEAR 2017 IN RESPECT OF SHRI PRAKASH DUBEY, RETD SDE VARANASI:

After our earlier representation in this regard, AO (Claims) Varanasi had responded that "After great efforts the missing file of Shri Prakash Dubey SDE regarding indoor medical treatment has been traced. Medical claim amount exceeds the limit of BA Head and therefore this case is being sent to circle office for approval." Despite Varanasi TD addressing all queries, the approval from the Circle Office, UP East, is still pending. AIBSNLREA has again sought the intervention of Director (HR) for early payment of the claim. [View the letter](#)

20.08.2025: AIBSNLREA WRITES TO THE SECRETARY (P), DOP&T REQUESTING RECTIFICATION OF ANOMALY IN GRANT OF ADDITIONAL QUANTUM OF PENSION FOR PENSIONERS BORN ON THE FIRST DAY OF A MONTH:

AIBSNLREA has written to the Secretary (P), DoP&T requesting him to consider aligning the rules so that pensioners born on the first day of a month are granted the additional quantum of pension from the month in which they complete the age of eligibility, i.e one month earlier than others. [View the letter](#)

14.08.2025: AIBSNLREA AGAIN WRITES TO THE JS DOP&PW REGARDING ABSENCE OF ANY RESPONSE BY THE RECIPIENTS OF EMAILS ON PENSIONER GRIEVANCES FORWARDED BY DOP&PW FOR ACTION:

AIBSNLREA has again drawn the attention of the JS, DoP&PW that the recipients of emails on pensioner grievances forwarded by DoP&PW do not respond to and do not act on them and has requested to examine the situation and devise some methodology to follow up the grievances forwarded by the DoP&PW through email and to ensure that these emails from DoP&PW do not get ignored, do not remain unacknowledged and unaddressed. [View the letter](#)

11.08.2025: AIBSNLREA AGAIN WRITES TO THE CHAIRMAN CBDT REQUESTING CLOSURE OF NOTICES ISSUED UNDER SECTION 154 DEMANDING ADDITIONAL TAX ON LEAVE ENCASHMENT FOR LEAVE EARNED DURING DOT PERIOD IN RESPECT OF BSNL ABSORBED PENSIONERS:

Drawing the attention of the Chairman, CBDT again towards BSNL letter dated 04.05.2012 on the subject and an order of ITAT Bangalore in a similar case, AIBSNLREA has requested him to direct the officials in CPC Bangalore to withdraw/close the notices issued in violation of the IT Act and also stop adjusting the alleged additional tax from refunds due. [View the letter](#)

07.08.2025: AIBSNLREA WRITES TO CMD BSNL AGAIN REQUESTING EARLY PAN-INDIA LAUNCH OF PORTAL FOR BSNL RETIRED EMPLOYEES FOR SUBMITTING AND TRACKING MEDICAL CLAIMS:

AIBSNLREA has again written to the CMD BSNL that BSNL had earlier planned pan-India launch of a web portal developed by Kerala Circle for providing various online services to retired employees including submission and tracking status of medical claims by 1st March 2023, but the portal remained dysfunctional for long and has become inaccessible now. AIBSNLREA has requested his personal attention to the issue and ensure that the portal is relaunched on Pan-India basis at the earliest, so as to benefit the nearly 2 lakhs BSNL pensioners. [View the letter](#)

01.08.2025: AIBSNLREA WRITES TO PGM PERS BSNL CO REQUESTING TO IMPLEMENT CAT CHENNAI ORDERS ON STEPPING UP OF PAY ON PAR WITH JUNIORS IN VIEW OF MADRAS HIGH COURT DISMISSING WRIT PETITION BY BSNL CHALLENGING THE CAT CHENNAI ORDERS:

AIBSNLREA has written to the PGM PERS, BSNL CO, expressing our belief that BSNL will respect the verdict of the Madras High Court in WP No. 19730 of 2025 and promptly implement the orders of CAT Chennai in OA/310/01111/2015, without considering any further legal actions and that BSNL cannot adopt different stances in various court orders on the same matter, as consistency in legal positions is crucial for maintaining credibility and

trust. AIBSNLREA has therefore requested that the orders of CAT Chennai be implemented forthwith without any inclination towards further legal course. [View the letter](#)



GOVERNMENT/BSNL ORDERS & LETTERS

12.08.2025: EXTENSION OF EMPANELMENT OF AYUSH HOSPITALS:

CGHS Directorate has issued an O.M extending the validity of 62 AYUSH hospitals empanelled under CGHS and CS(MA) Rules, till 31st July 2026. In addition to the existing terms and conditions, Geo-tagging shall be implemented whereby photographs with geo-tagging of the patients are to be taken on day-to-day basis and it is essential to submit these geo-tagged photographic details during submission of bills by the hospitals. [View the CGHS O.M](#)

RESPONSE/ACTION TAKEN ON



AIBSNLREA'S REPRESENTATIONS

08.08.2025: CGCA RESPONDS TO AIBSNLREA LETTER DATED 04.07.2025 REGARDING DIFFICULTY IN DOWNLOADING FORM 16 & PENSION PAID STATEMENT AND NON-AVAILABILITY OF PENSION DETAILS IN PRE-FILLED ITR:

CGCA Delhi has responded to AIBSNLREA letter dated 04.07.2025 stating that Form 16 in cases where TDS has been deducted have been uploaded in CCA webpages, pension paid statement is available in Pensioners' Dashboard in SAMPANN and pensioners can file ITR for FY 2024-25 accordingly. [View the CGCA response](#)

05.08.2025: DOP&PW FORWARDS AIBSNLREA LETTER DATED 01.08.2025 REQUESTING BSNL TO IMPLEMENT CAT CHENNAI ORDERS UPHELD BY MADRAS HIGH COURT ON THE MATTER OF STEPPING UP OF PAY ON PAR WITH JUNIORS, TO DOT FOR EXPEDITIOUS RESOLUTION:

AIBSNLREA had addressed a letter dated 01.08.2025 to PGM (Pers) BSNL CO on the matter, copy of which was marked to Secretary (Pension), DoP&PW. At the instance of Secretary (Pension), the letter has been forwarded to DoT by DoP&PW for looking into the matter and resolving the same expeditiously as per extant rules in a time bound manner under intimation to DoP&PW and AIBSNLREA about the action taken. [View the DoP&PW Email](#)

04.08.2025: DOP&PW FORWARDS AIBSNLREA LETTER DATED 28.07.2025 CONTESTING REJECTION OF MEDICAL CLAIMS ON THE GROUND THAT MRS CARD WAS NOT REVALIDATED, TO DOT FOR EXPEDITIOUS RESOLUTION:

AIBSNLREA had addressed a letter dated 28.07.2025 to CMD BSNL on the matter, copy of which was marked to Secretary (Pension), DoP&PW. At the instance of Secretary (Pension), the letter has been forwarded to DoT by DoP&PW for looking into the matter and resolving the same expeditiously as per extant rules in a time bound manner under intimation to DoP&PW and AIBSNLREA about the action taken. [View the DoP&PW Email](#)



BRANCHES IN ACTION

29.08.2025: AIBSNLREA PATIALA BRANCH (PUNJAB STATE) HOLDS ITS GENERAL BODY MEETING:

A general body meeting of Patiala Branch was held on 23.08.2025 at Gopal Sweets, Urban Estate, Patiala. 14 members attended the meeting under the Presidentship of Shri Mewa Singh Retd DET. Shri Balbir Singh welcomed all and briefed the working of CHQ and latest status of main issues like Pension revision in BSNL and notional increment. He also requested all the members to see CHQ website regularly. No problem was pointed out by any of the members. Most of the members have switched over to CGHS already and since Patiala has been now approved for CGHS wellness centre, members interested can switch over. Shri Mewa Singh President shared his views that we the retired persons should have regular meetings and get together to enjoy our life. All the members enjoyed the Snacks. The meeting ended with vote of thanks by Shri Balbir Singh Branch Secretary Patiala.

28.08.2025: AIBSNLREA LUCKNOW BRANCH (UTTAR PRADESH STATE) HOLDS ITS GENERAL BODY MEETING:

AIBSNLREA Lucknow Branch held its GB meeting on 25th August 2025 Chaired by Shri VK Shukla at Laplace Sadan Hazratganj. 20 members attended the meeting. Shri Radhey Shyam Organizing Secretary briefed about developments and action taken by CHQ. Shri VP Singh State Secretary briefed about developments at State level. Branch Secretary Shri AK Sharma proposed to collect Rs 1000 per member for the coming Branch annual conference and all India conference which was unanimously approved by the house. Discussions were held regarding pending issues of members like Medical Bills, Notional increment and court case of individual members. Detailed demo was done by Branch Secretary regarding use of CPGRAMS and CPENGRAMS. Members were requested to utilise these services for their personal grievances as suggested by our Central Headquarters. Vote of thanks was proposed by President and meeting disbursed.

27.08.2025: AIBSNLREA BHOPAL BRANCH (MADHYA PRADESH STATE) HOLDS ITS GENERAL BODY MEETING:

AIBSNLREA Bhopal branch held its monthly General Body meeting on 17.08.2025 under the Presidentship of Shri K Nagrajan, at Indian Coffee House New Market Bhopal. Shri B S Rajput, Organising Secretary, CHQ, Shri O P Sharma, Vice President, Shri TR Jain, Financial Secretary shared the dais. 52 members attended the meeting. Shri D K Jain was felicitated on completion of 80 years. Shri R K Jadia, Shri G P Vyas and Shri B M Gajbhiye were felicitated on the occasion of their birthday in this month. It was decided that when a member is hospitalized, a representative of the Branch should visit him in the hospital and offer wishes for early recovery. All pensioner issues were discussed in the meeting. Members rendered melodious songs. Shri D K Jain gifted beautiful plants in pots to all the members. Shri AK Balpande, Asst. Secretary presented vote of thanks. Snacks were served after the meeting.

26.08.2025: AIBSNLREA JABALPUR BRANCH (MADHYA PRADESH STATE) HOLDS ITS GENERAL BODY MEETING:

General body meeting of AIBSNLREA Jabalpur branch was held on 22nd August 2025 at Indian coffee house Ghantaghar. Twenty members attended the meeting. Shri Bijoy kumar, senior

most member came on wheelchair accompanied by his son, inspiring all. All stood up for the prayer song 'Itani shakti hame dena data', recollecting office memories. President discussed events happened during the period since last meeting, such as loosing of Rs 45 lacs on digital arrest case of one of our members. Shri A N Bhargav gave his views on current issues and activities of the association. Those whose birthday fall in August were felicitated. Shri T D Dravid distributed sweets on his birthday. Members enjoyed cultural activities and snacks & coffee. Vote of thanks was given by Shri A N Bhargav. Meeting ended with condolence to our departed member Shri P K Kapoor and Smt Gaytri devi w/o Shri S S Rajwar. **View the Photo**

16.08.2025: GENERAL BODY MEETING OF AIBSNLREA ODISHA STATE BRANCH HELD:

General Body Meeting of AIBSNLREA of Odisha State Branch was held on 09.08.2025 under the Presidentship of Shri Sanatan Das, President. 22 members attended the meeting. Shri P.K.Kar, Secretary welcomed all and appraised the members that the WhatsApp news of reducing the commutation period from 15 years as per Supreme Court decision is false. Members discussed different Govt. medical schemes and opined that CGHS having unlimited claim limits, remains the best. Com. Sanatan Das, President emphasized the need to strengthen the branch with enrollment of fresh members to empower the CHQ to put forth the grievances of the aggrieved members and the issues of common interest with appropriate authorities. It was decided to have such meetings at least once in three months. After vote of thanks by Shri B.Sarkhel, Vice President, delicious food was served. **View the photos**

09.08.2025: AIBSNLREA INDORE BRANCH (MADHYA PRADESH) HOLDS ITS GENERAL BODY MEETING:

AIBSNLREA Indore Branch held its GB meeting on 5/8/25 at Indore coffee house under the Presidentship of Shri SK Jain. 60 members attended the meeting. 5 new members joined the association. President welcomed all the participants. Secretary Shri NC Yadav appraised all about the important developments and issues taken up by CHQ. Some members asked about the present status of court case on 78.2% fitment and review DPC as per supreme court order. Secretary informed the members that the case is pending in court, next date of hearing is 18/9/25 and regarding the review DPC, CHQ is pursuing the case. Meeting ended with vote of thanks by Asst.Secretary Shri RB Banke. **View the Photos**



STATEMENT OF AMOUNT RECEIVED DURING AUGUST 2025

- 01. Indore Branch (MP State)** deposited Rupees One Thousand Five Hundred (Rs. 1500/-) only on **07.08.2025** towards CHQ quota for Five new Life members.
- 02. Bhopal Branch (MP State)** deposited Rupees Six Hundred (Rs.600/-) only on **08.08.2025** towards CHQ quota for Two new Life members.
- 03. Bhopal Branch (MP State)** deposited Rupees Three Hundred (Rs.300/-) only on **13.08.2025** towards CHQ quota for One new Life member.

Website: <https://www.aibsnlrea.org>

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