



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/413(PENSION)

To,

Shri S.P. Singh
PGM (Estt.), BSNL CO.,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Seeking opinion / input from Recognised Associations and Unions by the Committee constituted to examine the issue related to introduction of National Pension System (NPS) - req.**

Ref: - **(1) BSNLEU letter no.BSNLEU/413(PENSION) dated 23.10.2025.**
(2) BSNL letter no.BSNLCO-A/11(11)/12/2025-ESTAB dated 16.10.2025.

Sir,

With reference to the above-mentioned communications, we would like to convey our views as follows:

(1) Choice of LIC of India:

We are, in general, in favour of selecting the LIC of India, which is a government-owned financial institution. It is both reasonable and logical that, being a PSU, BSNL Management should deposit the amount related to the Superannuation Pension Fund with LIC, thereby ensuring that employees are financially secured after retirement.

(2) Pension coverage for post-2014 recruits:

At present, the direct-recruited BSNL employees who joined after 2014 are not entitled to pension benefits under the EPF Pension Scheme. So, in addition to the contribution by the Management, the staff should be given an opportunity to contribute a substantial amount to the Superannuation Pension Fund, so that they can receive a reasonable pension upon retirement.

(3) Investment risk options under NPS:

Though the NPS under LIC offers comparatively higher interest rates, but the element of risk (high or low) must be taken into consideration. Therefore, individual employees should have the freedom to choose between high-risk and low-risk investment options, as per their preference. It is also our opinion that if anybody wants to continue the existing system, he should get the chance to continue old system.

(4) Utilisation of the deposited amount:

Under the current NPS model with LIC, 60% of the deposited amount is returned to the individual at the time of retirement, while pension is calculated only on the remaining 40%, which naturally results in a smaller pension. We therefore suggest that there should be a provision allowing employees to opt for pension calculation based on 100% of the deposited amount instead of 40%.

We hope that an opportunity will be provided to discuss the above suggestions in detail, so that we may understand the views of the Management before any final decision is taken on this important subject.

Thanking you,

Yours sincerely,

[Animesh Chandra Mitra]
General Secretary