



F. No. 1-07/2017-PAT(BSNL)

Dated: 04-Oct-2018

To

**All Heads of Telecom Circles &
All Heads of other Administrative Units
BSNL.**

Sub: Contribution under Superannuation Pension Scheme for directly recruited employees who are on deputation in other organization / department.

Sir,

I am directed to convey the following decision taken by BSNL Employees Superannuation Pension Fund Trust for your kind information and necessary action:

(i) Any employee of BSNL on deputation to some other organization continues to remain BSNL's employee. Therefore, the contribution towards superannuation benefit will continue. The fact has also been provided in the BSNL employees superannuation pension fund trust Rules. Accordingly, irrespective of the fact whether an employee is on deputation / working in the other organization, he / she remains an employee of BSNL for the purpose of making employer's contribution towards the superannuation pension Fund. Therefore the employer contribution from BSNL will continue.

(ii) The Terms and conditions specifically with regard to reimbursement of employer's contribution towards superannuation benefits be clearly communicated to the borrowing Department / Organizations before sending the officer / official to such deputation.

(iii) The Superannuation pension scheme has been started w.e.f. 05.05.2016. There may be instances where the borrowing department may not have remitted the contribution towards superannuation benefits including pension, such borrowing organization / departments may immediately be communicated by respective cadre controlling authorities for such reimbursements. In case(s) where the borrowing department / organization fails to pay, the employee concerned who is on deputation may be asked to reimburse. In case(s) both the borrowing organization and the deputationist employee declines to make such reimbursement, the deputation be cancelled after advising the concerned deputationist employee.

(iv) In future, no such employee will be relieved for deputation in other organization / department till acceptance of all terms and conditions and acceptance to pay the amount of contribution to all superannuation benefits including @5% of Basic pay plus IDA to BSNL for superannuation pension scheme, by borrowing organization / department or otherwise concerned employee agrees to pay the same to BSNL. For this, an undertaking may be taken from the concerned employee.

(v) For the existing employees who are on deputation, immediate consent may be taken from borrowing organization / department to pay contribution towards superannuation pension scheme as above. In case of denial / refusal / Non acceptance,

burden of payment may be shifted to the concerned employee and consent may be taken from the concerned employee to pay that contribution by him / her / them. If the concerned employee disagrees for the same in that case his deputation may be cancelled but payment to trust by BSNL as employer's contribution must remain continue and amount already paid but irrecoverable may be expensed out by the BSNL.

Yours faithfully,



[S.N. Tiwary]

Assistant General Manager (Estt. I)

Tel. No. 23037477

Copy to :

1. PS to CMD, BSNL.
2. PS to All Directors BSNL Board.
3. PS to All EDs/CVO / CS & CGM (Legal), BSNL.
4. All PGMs/Sr. GMs/GMs/Addl. GMs/Jt. GMs/DGMs in BSNL C.O., New Delhi.
5. DM(Pay Bill)/(Cash)/(L&A)/(Pension)/(Admin.), BSNL C.O.
6. BSNL Intranet/ Guard file.