

## 6. RETIREMENT BENEFITS

### 6.1 Pension:

6.1.1 The DoT/DTS/DTO employees absorbed in BSNL are eligible for pension from Central Govt. as per provisions under Rule 37-A of CCS (Pension) Rule 1972. The BSNL recruited/regularised employees are governed by provisions of Employees Provident Funds and Miscellaneous Provisions Act 1952.

6.1.2 The issues of revision of IDA Pension in respect of employees absorbed in BSNL and retired before 1.1.2007 and Pension anomaly in respect of BSNL absorbed employees retired prior to 31.7.2001 already stand referred to DOT and may be further pursued by BSNL.

### 6.2 Gratuity

Payment of Gratuity will be regulated-

- As per orders of Central Government/ DoT for Central Govt. employees, in case of Central Government employees absorbed in BSNL.
- As per provisions under Gratuity Act 1972, in case of BSNL recruited employees.

## 7. GENERAL

7.1 Six months interest free Salary Advance paid to the non-executive employees in accordance with BSNL C.O. letters No. 1-22/2009-PAT (BSNL) dated 30.4.2009 and 20.5.2009, and amount equal to CCA being paid to some employees in accordance with BSNL C.O. letters No. 1-22/2009-PAT (BSNL) dated 4.6.2009, shall be adjusted against the pay revision arrears. In case an employee is in receipt of amounts more than his entitlement, the excess amount on adjustment of arrears shall be recovered.

7.2 Anomalies/aberrations, if any, arising out of this Wage revision will be addressed separately.

7.3 Other allowances / perquisites / advances / facilities etc. not mentioned in these recommendations may remain unchanged, subject to eligibility/admissibility.

7.4 As and when BSNL management decides for 78.2% IDA merger for executives, the same benefit may be extended to non-executives also.

7.5 On the demand of Staff side for pay-scale upgradation issues of certain cadres of non-executives and implementation of Promotion Policy without waiting for approval of Non-executive pay scale of Rs.9200-250-13200/- from DOT/DPE, the official side clarified that the issues are beyond the ambit of Wage Revision Committee, and BSNL management may take appropriate decision.