

CORPORATE ACCOUNTS SECTION-1  
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भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

**CIRCULAR NO. 44**

No: 500-85/2004-CA II/BSNL/KW

dt. at New Delhi

the 12.08.2005

To  
All CGMs  
BSNL Circles

Sub: - Introduction of EPF facility to staff recruited directly by BSNL.

Ref: - This office letter no: 1) 500-85/TA-I/BSNL dt.22.03.02  
2) 500-85/TA-I/BSNL dt.14.05.02  
3) 500-85/TA/IV/KW dt.20.06.03  
4) 500-85/2002/CA/BSNL. dt.21.04.03

BSNL has already extended the facility of EPF to its directly recruited staff. Instructions in this regard have been issued from time to time through letters under reference.

However it has been brought to the notice of BSNL Management that the circles are not following uniform policy regarding extension of EPF facility to the directly recruited staff of BSNL.

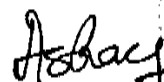
In order to remove all such anomalies, BSNL Board has taken the following decision in its 61<sup>st</sup> meeting held on July 11, 2005.

- That the benefit of EPF Scheme as per EPF & M.P.ACT 1952, be extended to all the directly recruited employees of the Company, either in temporary or permanent status;
- That the Basic Pay and IDA be taken for calculation of employer's contribution to the EPF;
- That the Company shall pay employer's contribution @ 12 % of monthly basic pay and IDA drawn by each directly recruited employee;
- That the company shall pay employer's contribution at the rate proposed at above, on full basic pay and IDA drawn by each directly recruited employee during each month without limiting the same to Rs.6500 (Rs. Six thousand and five hundred only).
- That during the period of suspension, the Company shall pay 12 % of subsistence allowance (only the elements of Basic Pay and IDA of subsistence allowance) payable to a directly recruited employee on suspension, as employers' share of contribution towards EPF; and
- That Heads of Circles/ Regions/SSA & Units and the DDG (Personnel) in respect of directly recruited employees of the Circles/Regions/ SSA & units and Corporate Office respectively are authorized severally to submit request in writing on behalf of the Company, i.e. Bharat Sanchar Nigam Limited (BSNL), to EPF authorities, as required under Paragraph 26(6) of EPF Scheme, 1952."

BSNL authorities will pay the applicable administrative charges to EPF authorities. The concerned employee will pay Employees' contribution @12% of monthly basic pay and IDA drawn by him.

It is requested to implement the above-mentioned decision of BSNL Board immediately. Past anomalies, if any, shall be settled in accordance with the decision of BSNL Board mentioned above.

A compliance report regarding implementation of Board's decision should be sent to this office for submission of 'Action taken report' to the Management of BSNL.

  
(A. S. Ray)  
DDG (CA)

Copy to:-

- GM (F)/ IFAs of all BSNL Circles: for necessary action.
- DDG (Personnel), CO.BSNL.: for necessary action.
- CAO (TCO)/CPAQ(ITI Rillu)/ADG(R&P) CO.BSNL: for necessary action