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All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi
(The Recognised Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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No. AIGETOA/CHQ/2026-27/47**Dated: 11.08.2026**

To,

Shri A Robert J Ravi Ji,
Chairman & Managing Director, BSNL,
Corporate Office, New Delhi - 110001.

Subject: Removal of discriminatory service and retirement benefit conditions applicable to BSNL-recruited employees vis-à-vis DoT-absorbed employees - Request for review of Voluntary Retirement (VR) facility, parity in terminal benefits, Earned Leave encashment, post-retirement medical benefits, gratuity ceiling and refund of Superannuation Benefit (SAB) contribution - reg.

Respected Sir,

We wish to draw your kind attention towards the long-standing disparity in the service and retirement benefits applicable to employees directly recruited by BSNL as compared to employees absorbed from the Department of Telecommunications (DoT).

Both categories of employees serve the same organisation, discharge similar duties and responsibilities, work under the same administrative hierarchy and are governed by the same Conduct, Discipline and Appeal Rules. However, despite rendering comparable and, in many cases, equally long years of service to BSNL, directly recruited employees continue to face significantly inferior conditions at the time of separation from service. The continuation of such differential treatment has become a matter of serious concern among BSNL-recruited executives and employees across the country.

The existing provisions cause severe hardship, particularly to employees who, after rendering long and dedicated service, are compelled to leave the organisation due to personal, medical or unavoidable family circumstances.

1. Non-availability of Voluntary Retirement facility after 20 years of service

The most significant anomaly relates to the facility of Voluntary Retirement (VR).

Unlike DoT-absorbed employees, BSNL-recruited employees are not provided the option of Voluntary Retirement on completion of 20 years of qualifying service. At present, BSNL-recruited employees are eligible for VR only after attaining the age of 55 years. Consequently, an employee who has completed 20 or more years of service but wishes to leave the organisation before attaining 55 years of age has no option except to resign, irrespective of the substantial qualifying service already rendered.

This creates an unreasonable and discriminatory distinction between two categories of employees serving the same organisation and performing comparable functions.

2. Severe financial consequences of resignation

Since resignation becomes the only available mode of premature separation for BSNL-recruited employees before the prescribed age, they suffer multiple financial disadvantages, including:

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1. **Earned Leave encashment:** Encashment is restricted to 50% of the admissible Earned Leave, whereas full encashment is available only on attaining the prescribed age of 55 years.
2. **Superannuation Benefit (SAB):** The employer's contribution towards SAB deposited with LIC during the employee's service is forfeited upon resignation, despite such contributions having been made over several years of service.
3. **Gratuity:** The maximum gratuity payable to BSNL-recruited employees remains restricted to ₹20 lakh, whereas DoT-absorbed employees serving in the same organisation are eligible for gratuity up to ₹25 lakh.
4. **Post-retirement medical benefits:** BSNL-recruited employees separating through resignation before attaining the prescribed age are also denied post-retirement medical benefits, despite having rendered substantial and, in several cases, more than two decades of service.

3. Illustration of the existing anomaly

The inequity becomes particularly evident from the following example:

A DoT-absorbed employee, on completion of the prescribed qualifying service, can avail the applicable retirement benefits even before attaining 55 years of age, including full Earned Leave encashment and other admissible terminal benefits.

On the other hand, a BSNL-recruited Sub-Divisional Engineer who has rendered nearly 25 years of continuous and dedicated service but is compelled to resign at the age of 48 years due to unavoidable personal circumstances is denied full Earned Leave encashment, post-retirement medical benefits and the accumulated Superannuation Benefit, merely because the facility of Voluntary Retirement is not available to BSNL-recruited employees and resignation becomes the only permissible mode of separation.

Thus, an employee who has actually served the organisation for nearly 25 years is placed in a substantially worse position solely because of the source of recruitment and the age at which separation takes place. Such differential treatment raises serious issues of fairness, equity and equal treatment among employees serving the same organisation.

Measures requested for removal of the disparity

In view of the above, AIGETOA humbly requests your good-self to kindly consider the following measures:

a) Extension of Voluntary Retirement facility to BSNL-recruited employees

BSNL-recruited employees may kindly be extended the facility of Voluntary Retirement after completion of 20 years of qualifying service, on the same lines as applicable provisions for DoT employees.

It is pertinent to mention that employees of the Central Government and several State Governments are permitted to seek voluntary retirement after completion of 20 years of qualifying service, subject to the applicable rules, along with admissible retirement benefits.

Providing a similar facility in BSNL would ensure greater parity among employees performing similar functions, remove a long-standing anomaly and enable employees facing genuine personal, family or medical circumstances to leave service with dignity after rendering substantial service to the organisation. Such a provision may also facilitate manpower rationalisation and organisational restructuring, wherever considered necessary.

Accordingly, suitable amendments may kindly be made in the relevant BSNL Service Rules to permit BSNL-recruited employees to seek Voluntary Retirement after completion of 20 years of qualifying service, along with all admissible retirement and terminal benefits.

b) Full Earned Leave encashment

Employees opting for Voluntary Retirement or otherwise separating from service after completion of 20 years of qualifying service may kindly be permitted full encashment of Earned Leave at par with other retiring employees, without linking the benefit to attainment of 55 years of age.

c) Post-retirement medical benefits

Post-retirement medical facilities may kindly be extended to BSNL-recruited employees who separate from service after completing the prescribed qualifying service, irrespective of the age at which they leave service.

d) Superannuation Benefit (SAB)

In cases where an employee resigns or otherwise separates from service before becoming eligible for the benefit under the existing scheme, the employer's contribution towards Superannuation Benefit deposited with LIC may kindly be refunded to the employee. Alternatively, suitable amendments may be made to ensure that the accumulated benefit is not forfeited after the employee has rendered long years of service to BSNL.

e) Enhancement of gratuity ceiling

The gratuity ceiling applicable to BSNL-recruited employees may kindly be enhanced from ₹20 lakh to ₹25 lakh, so as to bring it at par with the ceiling applicable to DoT-absorbed employees serving in the same organisation.

The above disparities have persisted for a considerable period and are adversely affecting the morale and sense of security of BSNL-recruited employees. The distinction based merely on the source of recruitment, despite both categories serving the same organisation under substantially similar service conditions, deserves an objective and comprehensive review.

We, therefore, earnestly request your good-self to kindly intervene in the matter and issue necessary directions for examination and initiation of appropriate policy changes at the earliest, with a view to ensuring equitable treatment and parity in service and terminal benefits among all employees of BSNL.

We shall be grateful for your kind consideration and appropriate intervention in the matter.

With Regards



**(Ravi Shil Verma)
General Secretary**

Copy to:

1. Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board, for kind information and necessary intervention in the matter.
2. Shri Rajeev Kumar Kaushik Ji, PGM (Pers), BSNL Corporate Office, New Delhi, for information and necessary action.