



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

CENTRAL HEADQUARTERS
NEW DELHI

President
K. Satyanarayana
Ph. : 23734221 (O)
23343970 (R)

Treasurer
G.R. Sharma
Ph. : 23734096 (O)
22614070 (R)

General Secretary
S. Basu
Ph. : 23716256 (O)
26177201 (R)

No. AIBSNLEA/CHQ/05/136

Dated: 07.12.2005

To

Shri P K Purwar,
Convener, Perks Committee &
Joint Dy Director General (CA),
Bharat Sanchar Nigam Ltd.,
New Delhi 110 001.

Sub: Suggestion of a Committee for recommending various Perks for
the Executive employees in BSNL.

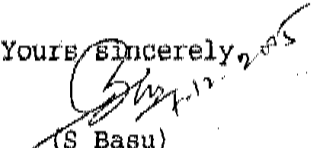
Sir,

In response to your letter No. Jt.DDG(CA)/Meetings/2004-05
dated 2.12.2005 on the above mentioned subject in which request
has been made to send our suggestions/views on the matter, we
hereby submit the same as in the enclosures.

2. We shall further request to kindly give priority for the
non-taxable perks and also grant perks, wherever practicable, as
per the basic pay of the individual Executives. It is also re-
quested that the Executives should be granted the recommended
perks with effect from 1st January 2005 i.e the date on which the
Non-Executive employees were granted their perks.

With kind regards,

Yours Sincerely,


(S Basu)
General Secretary

Encl: As stated.

Enclosure

PROPOSALS REGARDING GRANT OF PERKS TO THE BSNL EXECUTIVES
- VIEWS/SUGGESTIONS OF AIBSNLEA

S1 No.	Nature of Perks	Amount/quantum	To be paid to
01	Canteen Allowance [Reimbursement against cash receipts may also be allowed as per the option exercised]	@ 5% of the basic pay subject to minm of Rs 600 p.m and maxm of Rs 1000 per month.	All Executives
02	Reimbursement of Entertainment Expenditure	@ 5% of the basic pay subject to minm of Rs 600 p.m. and maxm of Rs 1000 per month.	All Executives
03	Compensation for performing duties on holidays/weekly off days	Rs 200/- on each occasion for food/ refreshments	All Executives
04	**Transport Allowance	Rs 800/- p.m	Executives upto basic pay of Rs 11875-17275
		Rs 1600/- p.m	Executives with basic pay of Rs 13000-18250 and above but upto Rs 14500-18700
		Rs 2100/- p.m.	Executives with basic pay of Rs 16000-20800 and above
05	**Reimbursement of the cost of Fuel	Cost of 40 Ltrs of petrol (car/scooter)	Executives upto basic pay of Rs 11875-17275.
		Cost of 60 Ltrs of petrol (car)	Executives with basic pay of Rs 13000-18250 and above but upto Rs 14500-18700
		Cost of 80 Ltrs of Petrol (car)	Executives with basic pay of Rs 16000-20800 and above.

1	2	3	4
06	Reimbursement of the cost of News papers (No limit in the no. of Newspapers)	Rs 200 p.m	All Executives upto basic pay of Rs 16000-20800.
		Rs 300 p.m.	All Executives above basic pay of Rs 16800-20800.
07	Reimbursement of the cost of journals (other than newspaper)	Rs 250 per month	All Executives upto basic pay of Rs 16000-20800.
		Rs 400 per month	All Executives above basic pay of Rs 16800-20800.
08	Reimbursement of the cost of 2 sets of Winter Uniforms after every three years and 2 sets of Summer Uniform every year	For Winter Uniform - Rs 8000/- For Summer Uniform - Rs 2000/-	All Executives

1	2	3	4
12	Reimbursement of cost of house furnishings	With every transfer causing change of residence @ 20% of the basic pay subject to minimum of Rs 2000 and maximum of Rs 4000.	All Executives
13	Reimbursement of annual fees for club/professional institutions	Rs 1000/- to the Executives with basic pay upto Rs 13000-18250	All Executives
		Rs 1500/- to the Executives with basic pay of above Rs 13000-18250	All Executives
14	Self leased accommodation	Existing benefit now available in BSNL Corporate Office to be extended in field units.	All Executives
15	Encashment of Home Town/All India LTC	Fares of one stage below in the entitled class upto a distance 4000 Km (both way) once in two years for the family with parents and two dependents.	All Executives
16	Children Education Allowance	Rs 500 p.m. per child limited to two children	All Executives
17	Long Service Award	<p>Gift items costing Rs 1000 on completion of 10 years of service</p> <p>Gift items costing Rs 1500 on completion of 15 years of service</p> <p>Gift items costing Rs 2000 on completion of 20 years of service</p> <p>Gift items costing Rs 2500 on completion of 25 years of service</p>	All Executives

1

2

3

4

Gift items costing
Rs 3000 on completion
of 30 years of service

Gift items costing
Rs 4000 on completion
of 35 years of service

** Note: (1) Executives may opt either for Transport Allowance or Reimbursement of the cost of Fuel.

(2) Executives having provided the facility of transport from Office to Residence and vice-versa will not be entitled for Transport Allowance and Reimbursement of the cost of Fuel.