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**भारत संचार निगम लिमिटेड**

(भारत सरकार का उपक्रम)

**BHARAT SANCHAR NIGAM LIMITED**

(A Govt. of India Enterprise)

File No.11-3/2014-LE(i)

Dated: 14 .11.2018

To

All Heads of Telecom Circles/  
All Heads of Telecom Districts/  
Other Administrative Units,  
BSNL.

Sub: Extension of Payment of Gratuity to Casual Labourers working in BSNL.

The Board of Directors of BSNL in the 183<sup>rd</sup> meeting held on Thursday, the 4<sup>th</sup> Day of October, 2018 vide Item No.183.24, have approved the proposal as contained in the agenda note as under:

I. To extend the benefits of Gratuity as per "The Payment of Gratuity Act, 1972" to all casual labourers engaged on work of regular nature and who have been/are being extended other social security measures like EPF/ESI w.e.f. 1.10.2000 or from the date of their engagement whichever is later.

II.To direct the Trustees of the "BSNL Employees Gratuity Trust Rules" to take necessary action to include the above said casual labourers in the Gratuity Rules of BSNL in order to extend the provisions of gratuity as per "The Payment of Gratuity Act, 1972" to these workmen. This will include any casual labourer who has retired on attaining the age of 60 years or expired/between 1.10.2000 till date and who is otherwise eligible for payment of gratuity as per the provisions of "The Payment of Gratuity Act, 1972".

Accordingly, all the Casual Labourers including TSM working in BSNL with EPF/ESI benefits w.e.f. 01.10.2000 shall be covered under the scheme of BSNL Employees Gratuity Trust Rules as devised by its Trustees in furtherance of this order.

This is issued with the approval of Competent Authority.

(Keshav Kumar)

Asstt. General Manager (Estt.II)

Copy to:

1. DDG(Estt.), DOT.
2. PPS to CMD, BSNL.
3. PS to all Directors of BSNL and CVO, BSNL
- 4.PS to all Executive Directors of BSNL.

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Corporate Identity Number(CIN): U74899DL2000GO1107739

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