



## Bharat Sanchar Nigam Limited

(A Govt. Of India Enterprise)

Corporate Office, Establishment Division,  
5<sup>th</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi- 110 001

F. No. 11-5/2010-LE

Dated: 18<sup>th</sup> May, 2015

To

All Heads of Circles,  
Bharat Sanchar Nigam Limited

**Subject: Payment of EPF to casual labourers for the period between 1.10.2000 to 10.1.2011-rearing**

Sir,

Kindly refer to this office letter of even number dated 11.1.2011 wherein orders for implementation of social security measures in the form of EPF/ESI to casual labourers/TSMs were issued. The issue of payment of EPF to these casual labourers for the period from 1.10.2000 or from the date of the engagement of individual Casual Labourer in BSNL (whichever is later) to 10.1.2011 has been examined in detail and the BSNL Board has accorded approval for the same.

2. Consequent to the above said decision of the BSNL Board, I am directed to convey the following:-

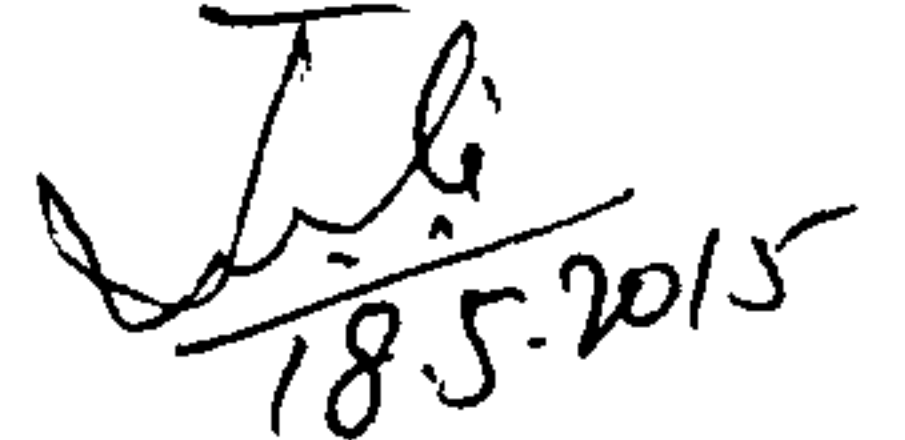
- i. All concerned Circles may take up the matter with the respective EPF authorities for determining the arrears of EPF in respect of the Casual Labourers (including TSMs) engaged in their Circles for the period between 1.10.2000 (or the date of engagement of individual Casual Labourer – whichever is later) to 10.1.2011 and payment of the same. The number of casual labourers who are eligible for payment of arrears in each circle, is indicated in the annexure to this letter.
- ii. It is re-iterated that the benefit of payment of EPF contribution is to be extended only to such number of casual labourers, which has been intimated by the respective circles and indicated in the annexure. In no case should this number be exceeded in view of the fact that the same has been given to this office by the Circles in reply to the information pertaining to a Parliament Question and called for vide this office letter No. 6-5/2014-LE dated 19.11.2014. It may be appreciated that any deviation from the numbers given by the Circles would lead to questions on how incorrect information was sent in reply to a Parliament Question and responsibility will be fixed on the Head of the concerned SSA.
- iii. In spite of the above, if there is any increase in the numbers indicated in the annexure because of Court orders, payment of arrears of EPF in respect of any such casual labourer beyond the numbers indicated may be done only after taking the approval of this office by sending a detailed proposal along with reasons for increase in the number.

- iv. Engagement of casual labourers for work of regular nature has been banned in the year 1985. These ban orders have been reiterated many times in various orders of BSNL CO. In case, it is found that ban orders have been flouted by any unit beyond the numbers indicated in the annexure, severe disciplinary action would be taken against the concerned officers/officials and also against SSA Heads/controlling officers of such erring officers for lack of proper supervision.
- v. The details of the arrears worked out for every individual casual labourer along-with their EPF A/c No. may be sent to this office in soft copy on email ID [sanjeevkumar.pradhan@gmail.com](mailto:sanjeevkumar.pradhan@gmail.com) or [jkmishra\\_2005@yahoo.co.in](mailto:jkmishra_2005@yahoo.co.in)
- vi. After the payment of EPF arrears as above is made to the EPF authorities and concerned EPF authorities assess the amount of damages, the details of the damages so levied may be intimated separately to this office, without any delay, for taking up the matter of waiver/reduction of damages with the Central office of Employees Provident Fund Organisation.

3. Attention is also invited to Para 2(b) of Employees' Provident Fund Organisation Web Circulation No. C.II/1(1)11/80/VIP/CBT/2397 dated 22.04.2015 (copy attached for ready reference). In this connection, it is clarified that in respect of contract workers, liability to enrol them as members and extend EPF benefits lies with the contractors and as Principal Employer, BSNL has to ensure that the contractors extend benefits as delineated in the Employees Provident Funds and Miscellaneous Provisions Act, 1952. Suitable action may be taken by the Circles as per the Contract terms, if any of the contractors is found violating the provisions of the aforementioned Act.

4. Necessary action as per above instructions may be taken immediately and compliance reported to this office, within a period of 3 weeks from the date of issue of this letter.

Yours sincerely,



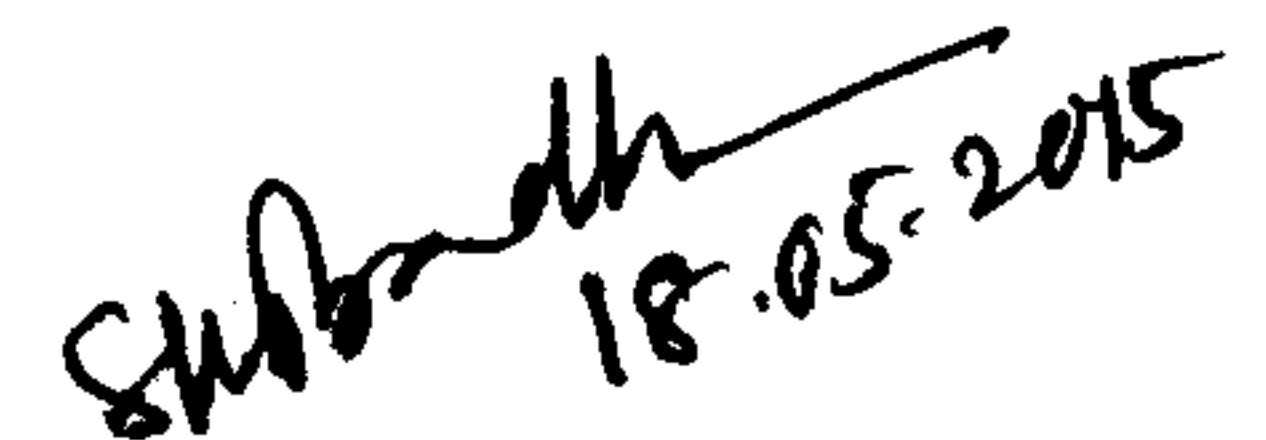
(J K Mishra)

**Assistant General Manager(Estt-II)**

Tel. No. 23734364

Copy to:

1. PS to CMD, BSNL / PS to Director (Finance), BSNL/PS to Director(HR), BSNL
2. GM (CA)/CS & Sr. GM (Legal), BSNL CO
3. Shri P. Abhimanyu, GS, BSNLEU and Secretary, Staff Side, National Council.
4. GM(Admn), BSNL CO – for follow up action on para 3 above.
5. Guard File



(Sanjeev Kumar Pradhan )

**Deputy Manager(LE)**

Tel No. 23037479/23037480

**ANNEXURE to letter no. 11-5/2010-LE Dated 18<sup>th</sup> May, 2015**

Sl. No.	Name of the BSNL Circle	Office of Regional PF Commissioner where the EPF contribution is to be made	No. of Casual labourers (including TSMs)
1.	Andhra Pradesh	Hyderabad	116
2.	Assam	Jalpaiguri (West Bengal)	206
3.	Bihar	Patna	9
4.	Chennai Telecom Distt.	Chennai	5
5.	Eastern Telecom Region	Kolkata, Odisha	177
6.	Gujarat	Ahmedabad, Surat, Vadodara	156
7.	Haryana	Gurgaon	4
8.	Himachal Pradesh	Delhi (North)/ Dehradun	98
9.	Jammu & Kashmir	Delhi (North)	24
10.	Jharkhand	Patna (Bihar)	12
11.	Karnataka	Bengaluru/ Mangalore	31
12.	Kerala	Tiruvanathapuram	17
13.	Maharashtra	Mumbai	7
14.	Madhya Pradesh	Indore	5
15.	North East-I	Jalpaiguri (WB)	178
16.	North East-II	Jalpaiguri (WB)	150
17.	North East Task Force, Guwahati	Jalpaiguri (WB)	7
18.	Northern Telecom Project	Delhi (North)	18
19.	Northern Telecom Region	Delhi (North)	2
20.	Punjab	Delhi (North)	13
21.	Rajasthan	Jaipur	29
22.	Tamil Nadu	Chennai	4
23.	Uttar Pradesh(East), Lucknow	Kanpur	81
24.	Uttar Pradesh (West), Meerut	Meerut	12
25.	West Bengal/ Kolkata TD	Kolkata	1605
		Jalpaiguri	496
26.	Western Telecom Project	Mumbai	3
27.	Western Telecom Region	Mumbai	4

**TOTAL : 3469**