

IMMEDIATE



BHARAT SANCHAR NIGAM LTD.

(A Govt. of India Enterprise)

PENSION SECTION

**Bharat Sanchar Bhawan,
Janpath, New Delhi-1.
(Circular No-04)**

No:- 48-5 /2012-Pen (B)(2)

Dated:-19-06-2012.

To

All Heads of Telecom Circles/Telecom District/
Other Administration Offices/
Telecom. Stores/ Telecom. Factories.
Bharat Sanchar Nigam Ltd.

**Sub:-Payment of Gratuity (Central) Rules, 1972- Inspection of the Establishment of BSNL,
Corporate Office, by the Labour Enforcement Officer (Central), Delhi.**

Sir,

During the Inspection of BSNL Corporate Office by the Labour Enforcement Officer (Central), it has been pointed out that duplicate copy of the nomination in form "F" duly attested by the employer (as token of the recording of the nomination) has not been returned to employee-breach of Rule 6(2) of the Payment of Gratuity Act, 1972.

2. All concerned are, therefore, requested to:-

- (a) Adhere to the provision of Rule 6(2) of the Payment of Gratuity Act, 1972 and ensure that duplicate copy of the nomination in form "F" is invariably be given to the employee under receipt.
- (b) Comply with the provisions of Rule-20, of payment of Gratuity (Central) Rules, i.e. display of an abstract of the Act and Rules in form 'U' at a conspicuous place at or near the main entrance of the establishment in English and language understood by the majority of the employees.

Hindi version will follow.

Yours faithfully,

(A.Sinha)

**Asstt. General Manager (Pen.&TE)
Tel. No- 011-23037477, 23737886.**

Copy to:-

- (1.) PPS to CMD, BSNL.
- (2.) PPS to Dir (HR)/Dir. (Enterprises)/Dir.(CFA)/Dir.(CM)/Dir.(Finance), BSNL Board.
- (3.) All Executive Directors, BSNL.
- (4.) All PGMs / Sr. GMs /GMs in BSNL C.O.
- (5.) Guard File.