

S.No.	Input from Associations / Unions	Comments
1	Employees who already holding individual NPS accounts / PRAN- How accumulated corpus under existing Superannuation Benefit (SAB) scheme will be integrated or transferred ?	The accumulated fund under SAB pension fund will be transferred to individual PRAN (existing) otherwise new PRAN will be created for other employees.
2	Option to choose NPS : Options may be called from employees who are willing to transfer their Superannuation Pension Fund to the NPS. For Executives/employees who do not opt for the NPS scheme, their existing Superannuation Pension Fund may be continued under LIC of India	Options will be called from interested employees on ERP - ESS portal. LIC SAB Fund will be continued for the non-interested employees.
3	Selection of Pension Fund Manager : Option for employees to choose or change Pension Fund Managers within NPS.	Initially, all interested employees will be migrated to one of the Fund Manager appointed by BSNL. Thereafter, individual employees can directly switch their Fund Manager / Investment Scheme through Online NPS portal as per existing framework in NPS.
4	The tax implications under Section 80CCD(2) of the Income Tax Act must be explicitly clarified for the SAB contributions once transferred to NPS, particularly in light of contribution limits relative to Basic + IDA.	Tax implications will be as per NPS Rules as decided by Govt. of India, as amended from time to time.
5	Exit loads, administrative charges, and fund management fees under NPS.	To be decided by BSNL Management in consultation with Fund Managers.
6	Investment risk options under NPS : Overall security, returns, and flexibility of investments post-transfer, especially considering that the current LIC SAB scheme offers limited visibility of account status and has been perceived as poorly managed.	NPS is fully online platform with transparent fund management. The returns in NPS are expected to be better than fixed return schemes. Employees can choose their investment scheme as per factors like age, expected returns and risk appetite
7	BSNL should go ahead with Fund management through any of the PSUs and not through Private Companies. If required more options may be called from other PSUs dealing with fund Management	BSNL will appoint initial Fund Manager as per administrative effectiveness. Thereafter, individual employees may choose / switch between Fund Managers or the investment scheme as per their wisdom or liking.

8	Option for additional voluntarily contribution by Employees	Employees can voluntarily contribute directly on NPS portal.
9	Under the NPS framework, charges or deductions shall be directly adjusted from the NPS balance through cancellation of units. Hence, a clear mechanism for reimbursement or adjustment of this amount to the concerned employee may kindly be defined in advance.	BSNL will make contributions as decided by BSNL Board i.e. presently @5% of Basic pay plus DA towards NPS in lieu of Superannuation Pension scheme as per DPE guidelines.
10	In cases of NPS exits or death, a defined maximum time limit for settlement and disbursement may be stipulated uniformly across all fund managers under consideration, to ensure timely and hassle-free processing for beneficiaries	Benefits on Exit / Death are decided by NPS. Claims can be applied directly to NPS by the employee / nominee. BSNL will have no role in settlement of maturity benefits on retirement / death.
11	Allowing employees to opt for pension calculation based on 100% of the deposited amount instead of 40%	Employees would be free to choose their retirement benefits – lumpsum or monthly withdrawal as per NPS rules.