



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION,**  
Central Head Quarters, New Delhi.

**Annexure-C**

**Brief Note on Step by Step Enhancement in SAB Contribution**

- This demand for enhancement of certain Super Annuation Contribution benefits has been raised by Associations since long by giving full justification and every time it has been assured to enhance partially but no order is issued even for partial enhancement.
- We have requested for enhancement of certain percentage of amount say 1% every year so that finally total 30% SAB contribution is deposited by BSNL and the exacted Executives will be befitted by securing their retirement benefits.
- The percentage of increase in SAB and total expenditure for BSNL per month and per year is as follows.

Percent	Expenditure Per Month Approx.	Expenditure Per Year Approx.
1%	Rs. 2.76 Cr	Rs. 33.12 Cr
2%	Rs. 5.51 Cr	Rs. 66.12 Cr
3%	Rs. 8.27 Cr	Rs. 99.24 Cr
4%	Rs. 11.02 Cr	Rs. 132.24 Cr
5%	Rs. 13.78 Cr	Rs. 165.36 Cr

- We request to enhance 1% SAB Contribution as immediate settlement so that some confidence is gained among the executives that BSNL Management has intention to resolve HR Issues.
- As compared to overall expenses of BSNL, the amount required for the enhancement of SAB contribution is petty amount, but will boost the morale of affected executives and it will create new wave of motivation so as to achieve target of 25% market Share of BSNL as all these youngsters are directly working in field units and are facing customers and are brand ambassadors of BSNL.

\*\*\*\*\*