



Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)

Welfare & Sports Section
9th Floor, A Wing,
Statesman House,
New Delhi - 110 001

No. 12-1/2004-BSNL(Welfare)

Dated 3rd May, 2005

To,

All Presidents,
Circle Staff Welfare Boards

Subject: 3rd meeting of BSNL Staff Welfare Board – Decision regarding sanction of Annual Welfare Grant to Circle Staff Welfare Boards.

Sir,

It has been decided that the annual grant to Circle Staff Welfare Boards for carrying out the welfare activities will henceforth be governed by the following principles:

1. The Funds will be allocated to the Circle Staff Welfare Board on pro-rata basis. If the total budgetary allocation for carrying out the welfare activities in a financial year is Rs. 10 Crores the funds to the Circle Staff Welfare Boards will be allocated on the basis of the staff strength in that particular Circle. For example, a Circle having the staff strength of 20,000 (out of total staff strength of BSNL say 4,00,000) will get the annual welfare grant to the tune of $10 \times 20000 / 400000$ i.e. Rs. 50,00,000 for that year.
2. The Circle will have to managed within the annual grant for that particular year and no further grant will be sanctioned.
3. 25% of the amount sanctioned to each Circle will be given to them in May as ad-hoc grant. Remaining 75% grant will be given only after receipt of the audited account of the previous financial year.
4. The Presidents of Circle Staff Welfare Boards can utilize at their discretion up to 15% of the grant allocated to them in the financial year from BSNL Staff Welfare Board on special cases or on requests received by them, provided that this expenditure will also be based on the general principles of expenditure of fund such as grant of flood relief, educational assistance and other philanthropic measures.
5. In the balance 85% of the grant sanctioned, the Circle should earmark 35% for scholarship, 25% for Book Award & Incentive and 25% for rest of the welfare activities.
6. The President of the Circle Staff Welfare Boards can however change the ratio prescribed above keeping in view the total number of applications received by the Circle. For example, if in a particular circle the requirement of fund for scholarship is fulfilled in only 25% of the annual grant and more than prescribed 25% fund is required for Book Award & Incentive cases, the funds earmarked for scholarship can be diverted to that extent for meeting the demand for Book Award & Incentive.
7. In no circumstances the minimum eligibility criterion for giving away the assistance from Welfare Fund, as circulated by BSNL CO, can be relaxed by the Circle. For example, the Circle can not reduce the norms for Book Award from 75% to 70%.
8. If a Circle finds that number of applicants in certain category is more, they can give Scholarship, Book Award and Incentive by raising the eligibility criterion so as to manage within the limit of grant for that particular category. For example, if a Circle has a limit to spend Rs. 10 Lakhs on Book Award and as per the number of applications received the net requirement is Rs. 15 Lakhs, they can raise the eligibility criterion for giving Book Award from 75% to say 80% so that the outlay on Book Award is restricted to Rs. 10 Lakhs only.

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