



**Bharat Sanchar Nigam Limited**  
(A Government of India Enterprise)

**5<sup>TH</sup> Floor,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi-110001**  
Website: [www.bsnl.co.in](http://www.bsnl.co.in)

**Corporate Office**  
**Establishment-IV Section**

BSNLCO-A/16(25)/1/2020-ESTAB-Part(2)

Dated: 22<sup>nd</sup> October, 2020

To

All Heads of Telecom Circles/  
Administrative Units  
Bharat Sanchar Nigam Limited.

**Sub:** Confirmation/ updation of Physically Handicapped employee information in ERP database –reg.

Sir,

This is regarding confirmation /updation of employee database of Physically Handicapped employees in BSNL ERP system. This office has observed some incorrect data entry of Physically Handicapped employee details in ERP and as a corrective measure ERP unit Ghaziabad has created a new field '**Nature of Challenge**'. In this regard, all ERP users were requested for the necessary updation in ERP and same is requested again to confirm the data as per the procedure enclosed herewith.

Enclosure: as above

Yours sincerely,

(M Maniombi)  
Dy. General Manager (Estt.)  
011-23734152

Copy to:

1. PGM (ERP), Ghaziabad for necessary help.
2. PGM (Pers)/BW/Arch/Elect for necessary action.

The following scenario can be maintained /updated for handicapped employees in IT0004:

Scenario	Description	Challenge group	Type of Challenge	Nature of Challenge	Amount of TA paid and Exemption allowed
1	Orthopedic handicapped	OH	N1	OH	Double or minimum 1000 whichever is higher
2	Visual Handicapped	VH	N1	VH	Double or minimum 1000 whichever is higher
3	Hearing Handicapped	HH	N1	HH	Equal to 1TRA maintained
4	Hearing Handicapped	N1	N1	HH	Double Amount

In all the purners i.r.o. whom changes were made in July 2020 month onwards are requested to change IT0004 as per above mentioned table immediately. Further any leftover cases may also be maintained/corrected according to above table. The changes may be effected from 01.04.2020 onwards. This can be done by copying the current record in IT0004 and changing start date as 01.04.2020 and maintaining the data as illustrated below:

Select latest record and copy:

**List Challenge**

Pers.No. 305495 Name SHASHIDHAR KULGARANI  
 Pers.area 2200 Karnataka Telecom Circ.. Cost Ctr 2117307 Maintenance  
 EE subgrp 02 Group B WS rule KAR2 10:00-17:30KAR  
 Choose 01.01.1800 To 31.12.9999

From	To	C.. Challenge group
01.04.2013	31.12.9999	N1 SAP entry
12.05.2003	31.03.2013	N1 SAP entry

Change start date as 01.04.2020:

**Copy Challenge**

Find by  
Person  
• Collective search help  
• Search Term  
• Free search

Pers.No. 305495 Name SHASHIDHAR KULKARNI  
Pers.area 2200 Karnataka Telecom Circ... Cost Ctr 2101306 Human Resource Dev.  
EE subgrp 02 Group B WS rule KAR2 10:00-17:30KAR  
Start 01.04.2013 to 31.12.9999

**Challenge data**  
Challenge group N1 SAP entry  
Degree of challenge  
Type of Challenge OH Ortho Handicap

**Additional fields**  
Nature of Challenge

Maintain other field as per required scenario and save:

A new entry will be created:

**This activity must be completed immediately and may be confirmed to core team.  
Report may be taken by using Tcode zhr\_emp\_category.**