



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION

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No. AIBSNLOA/CHQ/2013/154

Dated: 07th August 2013

To

Shri R. K. Upadhyay,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Subject: Revised fixation benefit amounting to 78.2% of pre-revised basic pay as on 1.1.2007 for those who retired after 1.1.2007 but before 2013 - regarding

Ref: 1. BSNL letter No.1-50/2008-PAT(BSNL) dated 10.6.2013

2. BSNL letter No.1-50/2008-PAT(BSNL) dated 8.7.2013

Respected Sir,

We would like to draw your kind attention to a peculiar situation wherein the Circles/Units including Corporate Office are not working on re-fixation of pay as on 1.1.2007 based on the revised fitment benefit of 78.2% in respect of the BSNL employees who were in service as on 01.01.2007 but retired before 10.06.2013.

2. In pursuance of Presidential Directive of Dept. of Telecom issued vide letter No.61-01/2012-SU dated 10.6.2013, BSNL approved allowing the benefit of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment benefit in respect of Board level and below Board level Executives and non-unionized supervisors of BSNL with effect from the date of issue of Presidential Directive, i.e.10.6.2013. According to this BSNL order, no arrears will be paid and the payment on revised fitment on the basis of DPE O.M. dated 2.4.2009 will be only from a prospective date, i.e. 10.6.2013. A similar but separate order was also issued in respect of non-executive employees of BSNL.

3. Later, vide Reference 2 above, BSNL circulated the revised tables for fixation of Pay as on 1.1.2007 in respect of its Executives. Separate revised tables for fixation of pay as on 1.1.2007 in respect of non-executives were also circulated on the same day.

4. As implied in both the orders, all the employees who got their pay fixed with fitment benefit of 68.8% as on 1.1.2007 as per earlier orders of BSNL, shall now to get their pay re-fixed with fitment benefit of 78.2% as on 1.1.2007. The only rider is that payment on revised fitment will be made only from 10.6.2013 and no arrears will be paid for the period from 1.1.2007 to 9.6.2013. Both the orders do not say anything discriminating between the employees in service on 10.6.2013 and those who have retired after 1.1.2007 but before 10.6.2013.

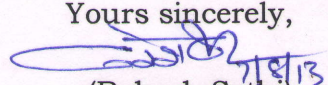
5. All the retired Executives and Non-executives belonging to this category are fervently waiting for their pay being re-fixed with fitment benefit of 78.2% as on 1.1.2007, since their last pay drawn will automatically get changed. They will, therefore, be entitled to get additional benefit as are admissible based on their revised last pay drawn.

6. But, in the field units of BSNL, while revised fixation is being done in respect of employees who are in service on 10.6.2013, no effort has been initiated for revised fixation in respect of those employees who retired after 1.1.2007 but before 10.6.2013. This has created concern among the said category of retired employees. If revised fixation for this category of retired employees is not allowed, it will lead to an anomalous situation, wherein those who retired after 1.1.2007 but before 10.6.2013 will have their pay fixed based on 68.8% fixation and those retiring after 10.6.2013 will have their fixed based on 78.2% fixation although both were in service on 1.1.2007 and were allowed benefit of revised pay scales, as recommended by 2nd PRC and ordered by DPE, w.e.f. the same date. This will neither be justified nor be tenable under the law.

7. In view of the above, we earnestly request you to kindly intervene and advise the BSNL Circles/Units to re-fix the pay of the BSNL employees who were in service as on 01.01.2007 but retired before 10.06.2013, allowing fitment benefit of merger of 50% DA with basic pay w.e.f. 01.01.2007 effectively amounting to 78.2%, for the sake of justice and to avoid discrimination.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

General Secretary

Copy to:

1. Shri M.F.Farooqui,
Secretary, DoT.
2. Shri. A.N.Rai,
Director (HR) BSNL.
3. Shri K.C.G.K.Pillai,
Director (Finance) BSNL.