



**ALL INDIA
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No.AIBSNLOA/CHQ/2010/ 63

Dated: 12th October 2010

To
Shri Bhaskar Chatterjee,
Secretary,
Dept. of Public Enterprises,
New Delhi

Sub: Non-grant of benefit of merger of 50% IDA with basic pay for fitment purpose in BSNL – reg

Department of Public Enterprises, vide its O M No. 2(70)/08-DPE(WC)-GLVII/ 09 dated 02.04.2009 issued certain modifications to its earlier O.M. dated 26.11.2008 introducing revised IDA pay scales for the Board level & below Board level posts including non-unionized supervisors in the CPSEs. In its O.M. dated 02.04.2009, had conveyed its decision under Para 2 sub-Para i) that,

“Benefit of merger of 50% DA with Basic Pay for fitment purpose: The benefit of merger of 50% DA with Basic Pay w.e.f.01.01.2007, **effectively amounting to 78.2%**, would be allowed for the purpose of fitment and pay fixation in the revised pay scales (para 2 (i) of DPE O.M. dated 26.11.2008).” and under Para 3 that,

“Government has also decided that benefits under this O.M. read with the earlier decision as conveyed vide O.M. dated 26.11.2008 and 09.02.2009 has to be viewed as a total package. It has also been decided that the pay revision package as communicated by earlier O.Ms. along with **the above modifications would be applicable to all the CPSEs.**”

But, despite our repeated requests, BSNL is avoiding extension of this benefit to the Executives and employees absorbed in BSNL, although BSNL does not have any option to deny this, as this is a part of the fitment benefit. As a consequence, the BSNL absorbed Executives and employees are drawing lesser Dearness Allowance for

almost three years now, since the quarterly increase in IDA percentage is linked to the basic pay which has been fixed with 68.8% DA as on 1.1.2007 and not 78.2% as decided by the Government.

There are also reports that BSNL is contemplating to implement this fitment benefit from some prospective date with only notional fixation from 1.1.2007, which will amount to the BSNL employees forgoing the arrears for almost three years. The DPE order mentioned above does not provide any option to the CPSEs to implement the decision from a date later than 1.1.2007.

This has resulted in extensive frustration among the BSNL employees and is a cause for simmering discontent. Another cause for resentment in BSNL employees is that BSNL is discriminating between the absorbed BSNL employees and the unabsorbed officers who are drawing CDA pay with 50% DA merger incorporated in their fitment formula.

The DPE, which is the authority in deciding issues related to pay revision of all CPSE employees cannot absolve itself of its responsibility and remain a silent spectator. We therefore request you to kindly intervene and to ensure that the DPE decision dated 2.4.2009 is implemented by BSNL without further delay and with effect from 1.1.2007.

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri R.Chandrasekhar,
Secretary, DoT
2. Shri Gopal Das,
CMD, BSNL