



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

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No. AIBSNLOA/CHQ/2011/41

Dated: 12th December 2011

To
Shri A.K.Jain,
Sr. General Manager (Pers),
Bharat Sanchar Nigam Limited,
New Delhi 110 001.

Sub : Cases wherein senior Executives are getting lower pay than their juniors due to getting of adhoc promotion in the next IDA pay scales before the date of their IDA pay scale upgradation under Executive Promotion Policy – reg

Ref: 1. BSNL OM No.400-48/2010-Pers-I dated 16.06.2011

2. Our letter No.AIBSNLOA/CHQ/2011/26 dt. 29th June 2011

Sir,

In response to your letter cited under reference (1), we had submitted our views on the above subject thus: **“We believe that the only solution to this case, which will not lead to further anomalies, is stepping up the pay of the senior to an amount equal to the pay of his junior from the date the junior was given the adhoc promotion, based on a claim by the senior comparing his junior.”**

2. Expressing the same view, the Hon'ble CAT, Ernakulam Bench, in OAs 109/2011, 110/2011 & 236/2011 has ordered that, **“The respondents are directed to step up the pay of the applicants to the level of pay of their juniors with effect from the date of arising of the anomaly of seniors drawing less pay than their juniors in respect of each of the applicants within a period of 3 months from the date of receipt of a copy of this order. However, this order will not stand in the way of the Committee set up to deal with the issue under consideration in these O.As, giving a more beneficial recommendation for the applicants.”**

3. We would therefore request that, without restricting the benefit of such stepping up of pay to the applicants only, the Committee set up for the purpose may decide to step up the pay of the seniors and consequently a common order to benefit all such seniors may be issued.

With kind regards,

Yours sincerely,

A handwritten signature in black ink, appearing to be 'V.P. Arya', with a horizontal line extending from the end of the signature.

(V.P.Arya)
General Secretary

Copy to:

Shri A.N.Rai,
Director (HR), BSNL,
New Delhi