



ALL INDIA BHARAT SANCHAR NIGAM LIMITED
RETIRED EXECUTIVES' ASSOCIATION
Central Headquarters

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No.AIBSNLREA/CHQ/2012/25

Dated: 08.11.2012

To

Shri R Chandrasekhar,
Secretary,
Deptt of Telecommunications,
New Delhi 110 001.

Subject: **Wrong interpretation of rules reg. calculation of special Allowance in case of Group A Officers of DOT absorbed in BSNL – Cases in BSNL, AP Telecom Circle.**

Ref:(1) DoT Order No. A-11013/31/2008-Absorption Cell (ITS/TTS/TFS) dated 22.9.2011
(2) DoT Order No. A-11013/48/2010-Absorption Cell dated 30.9.2011

Sir,

We would like to bring to your kind notice about an incident which is certainly going to strengthen the arguments being offered by a section of Group A Officers to resist absorption in BSNL. There is no denial that DoT has offered a number of benefits to the Group A Officers to encourage them to take absorption in BSNL. One of such benefits has been the case of granting Special Allowance and consequent commutation of the same. In fact, DOT offered vide Para 7 of its Office Order No. A-11013/31/2008-Absorption Cell (ITS/TTS/TFS) dated. 22.9.2011 that the officers who get absorbed in BSNL are eligible for special allowance and commutation of the same as per the procedure laid down at the same Para 7 of the above quoted letter. Subsequently another Order was issued vide No. A-11013/48/2010- Absorption Cell dated 30.9.2011 superseding Para 7 of the earlier Order dated 22.9.2011 and prescribing revised procedure for calculating the special allowance and also highlighting the factor of “actual” difference in the total emoluments in IDA Scale and CDA scale as on 01.10.2000.

2. Our association understands that as per the above quoted DoT Orders, the procedure involves the following steps to be taken to calculate the quantum of Special Allowance payable to the absorbed Group A Officers:-

(a) Calculate the actual increase of emoluments (pay + DA) of an officer on absorption in BSNL in the IDA pay scale as on 01.10.2000 i.e. IDA Emoluments minus CDA emoluments as on 01.10.2000.

(b) Calculate 36% of emoluments at mid stage as on 01.10.2000 of the corresponding CDA scale.

(c) Calculate the difference between (a) and (b) above to get the Special Allowance per month.

However, it is seen that some of the field units are misinterpreting the above procedure and taking into consideration the difference between IDA emoluments as on 01.10.2000 and mid CDA emoluments of the CDA scale, which is resulting in substantial financial loss to the officers, when it comes especially to the issue of commutation.

3. In this regard, two specific cases have come to our notice from CGMT, BSNL, AP Circle in respect of retired absorbed Group A officers. One of these cases is elaborated below for illustration, showing the correct procedure to be adopted as per DoT Office letter No. A-11013/48/2010 Absorption Cell dated 30-9-2011 and also the incorrect procedure followed by GM(W), HTD under CGMT, AP Circle:-

CORRECT PROCEDURE:

Basic pay as on 01.10.2000 in CDA scale :-	Rs 18400-500-22400	is	Rs.20,900/-
DA at 41%	:-		Rs. 8,569/-
Total emoluments	:-		Rs.29,469/- (i)
Corresponding total emoluments in IDA scale:-			
	Rs. 26750	+ 28% DA (Rs. 7490)	= Rs.34240/- (ii)
Actual increase in emoluments:	Rs.34240 – Rs.29469		= Rs. 4,771/- (iii)
Therefore,			
(1) Mid CDA total emoluments	:-	Rs.20,400 + 41%	= Rs.28,764/- (iv)
36% of mid CDA emoluments :-			Rs.10,355/- (v)
(2) Special Allowance :- (v) – (iii)		i.e.	Rs 10355-Rs 4771 = Rs. 5,884/-

4. Unfortunately, in the above cited case, the General Manager (W), Hyderabad Telephones under CGMT AP Circle has taken into account the increase of total emoluments in IDA scale over mid CDA emoluments i.e. difference of (ii) over (iv) in the above case which is Rs.5476/- and special Allowance has been calculated as Rs.10355 – Rs. 5476 = Rs.4879/-. This is a clear case of misinterpretation of the above quoted DOT order by GM, HTD(W) of AP Telecom Circle which is resulting in a loss of Rs.705/- in special allowance and more than Rs.80,000/- in commutation amount for the officer concerned. In another case, an absorbed Group A Officer who retired as Chief General Manager Telecom from BSNL (AP Circle), is facing similar loss due to misinterpretation of the relevant DoT Orders by the CGMT, AP Circle.

5. In the above background, **we would request you to kindly intervene in the matter and cause issue of a circular clarifying the position in regard to calculation of Special Allowance and its commutation with an illustrative calculation sheet so that the absorbed Group A Officers are not put to hardship** and infructuous work in the form of representations to the higher authorities by the affected absorbed Group A Officers and their examinations is avoided. As the Government encourages absorption of the Group A officers of DoT in BSNL, it is but fair that the legitimate claims of those Group A Officers who have already taken absorption are settled expeditiously and correctly to avoid the hardship to the absorbed retired Group A Officers.

With kind regards,

Yours sincerely,



(S Basu)
General Secretary

Copy to:

- (1) Shri S C Misra,
Member (Services),
Telecom Commission.
- (2) Smt Rita Teatota,
Addl Secretary (T), DoT.
- (3) Smt Sadhana Dikshit,
Adviser (Finance),
Telecom Commission.
- (4) Shri R K Upadhyay,
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.