



## ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

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No.AIBSNLREA/CHQ/2013/36

Dated: July 29, 2013

To  
Shri O P Rawat,  
Secretary,  
Department of Public Enterprises,  
CGO Complex,  
New Delhi 110003

Sub: **Denial of benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 for the purpose of fitment in the revised IDA pay scales to the BSNL employees who were in service on 1.1.2007 but retired before 10.06.2013.**

Ref: **(1) DPE OM No. 2(70)/08-DPE(WC) dated 02.04.2009**  
**(2) DPE OM No. 2(70)/08-DPE(WC) dated 26.11.2008**

Sir,

We are constrained to seek for your kind intervention, **since DPE O.M. vide No. 2(70)/08-DPE(WC) dated 02.04.2009 modifying its earlier O.M. No 2(70)/08-DPE(WC) dated 26.11.2008 allowing benefit of merger of 50% DA with basic pay w.e.f. 01.01.2007 effectively amounting to 78.2% for the purpose of fitment and pay fixation in the revised IDA pay scales has been denied only to those BSNL employees who were in service on 01.01.2007 but retired before 10.06.2013.** These employees, being in service as on 01.01.2007, received the benefit of revised IDA pay scales along with all other BSNL employees who were in service on that date i.e. the date of implementation of DPE O.M. dated 26.11.2008 revising the IDA Pay scales of all PSU employees. They also received the pay arrears which was admissible between 01.01.2007 and till the date of fixation of their pay in the respective revised IDA pay scales.

2. In this connection, we would like to submit that the fitment benefit in the revised IDA pay scales for the BSNL Employees was initially ordered with DA @ 68.8% as on 01.01.2007 as per the DPE O.M. No. 2(70)/08-DPE(WC) dated 26.11.2008 regarding "pay revision of Executives and Non-unionized Supervisors of CPSEs w.e.f. 1.1.2007". Subsequently, DPE issued another O.M. vide its No. 2(70)/08-DPE(WC) dated 02.04.2009 modifying its earlier O.M. dated 26.11.2008 allowing benefit of merger of 50% DA with basic pay w.e.f. 01.01.2007 effectively amounting to 78.2% for the purpose of fitment and pay fixation in the revised pay scales.

3. After dilly dialing on the issue of implementation of the DPE O.M. dated 02.04.2009 for over the years, DOT has now issued the Presidential Directive vide its OM No. 61-01/2012-SU dated 10.06.2013 (copy enclosed as Annexure-I) allowing benefit of merger of 50% DA with basic pay w.e.f. 01.01.2007 effectively amounting to 78.2% for the purpose of fitment and pay fixation in the revised pay scales since implemented in BSNL w.e.f 1.1.2007, but with a rider that on account of implementation of the revised fitment benefit of 50% DA effectively amounting to 78.2% as on 1.1.2007, “no arrears” will be paid for the period between 01.01.2007 and 09.06.2013.

4. BSNL has also issued Orders in the line of DOT OM dated 10.06.2013 (copy enclosed as Annexure-II). BSNL has further issued Orders vide its No. 1-50/2008-PAT(BSNL) dated 08.07.2013 and No. 1-16/2010-PAT(BSNL) dated 08.07.2013 circulating the “Revised pay fixation tables for fixation of pay as on 1.1.2007...” for the Executives and Non-Executives respectively. These Tables clearly show the pre-revised and Revised pay (with merger of 50% DA effective amounting to 78.2% of DA as on 01.01.2007 as per modified DPE OM dated 02.04.2009) for each of the IDA pay scales for fixation of pay at various stages of the revised pay scales as on 01.01.2007. Copies of these Orders are enclosed as Annexure-III and Annexure-IV respectively.

5. Now denial of benefit of modified fitment benefit and pay fixation in the revised pay scales w.e.f. 01.01.2007 to the BSNL employees who were in service as on 01.01.2007 but retired before 10.06.2013 will not only be discriminatory but also create an anomaly. **A condition has now been created that a section of the BSNL employees who were in service as on 01.01.2007 get their pay fixation in the revised pay scales w.e.f. 1.1.2007 with the fitment benefit of merger of 50% DA with basic pay w.e.f. 01.01.2007 effectively amounting to 78.2% DA and others who were also in service as on 01.01.2007 but retired before 10.06.2013 get their pay fixation in the revised pay scales w.e.f. 01.01.2007 with the fitment benefit of 68.8 % DA with basic pay w.e.f. 01.01.2007. When both these sections of the employees were in service as on 1.1.2007 and got the benefit of revised IDA pay scales from the same date, there cannot be two different types of pay fixation methods for them.**

6. It is pertinent to mention here that the revision of pay scales w.e.f 01.01.2007 to the PSU Employees as ordered by DPE was on “regular” basis in replacement of the old IDA pay scales. This pay revision was not “notional” one. Simply because DOT has unilaterally decided not to pay the arrears on account of revised pay fixation in revised pay scales does not justify that a section of the BSNL employees, though were in service on 01.01.2007 but retired before the issue the Presidential directive dated 10.06.2013 by DOT, could be denied the benefit of modified fixation benefit as per DPE O.M. dated 02.04.2009 in the revised pay scales.

7. We have already represented to Department of Telecommunication vide our letters No. AIBSNLREA/CHQ/2013/30 dated 01.07.2013 and No. AIBSNLREA/CHQ/2013/30 dated 16.07.2013, but failed to get any response.

8. In view of the above, we earnestly request for your kind intervention and to

advise DOT and BSNL authorities to allow fitment benefit of merger of 50% DA with basic pay w.e.f. 01.01.2007 effectively amounting to 78.2% for fitment and pay fixation in the revised IDA pay scales to the BSNL employees, who were in service as on 01.01.2007 but retired before 10.06.2013 also, for the sake of justice and avoiding discrimination in the matter of allowing the same fitment benefit in the revised IDA pay scales w.e.f. 01.01.2007 to all the employees who were in service as on 01.01.2007, as ordered by the DPE.

With kind regards,

Yours sincerely,



(S Basu)  
General Secretary

Encl: As stated above.

Copy to:

1. Shri Sanjay Kothari,  
Secretary,  
Deptt of Pension & Pensioners' Welfare,  
New Delhi 110003

With earnest request to  
intervene, since the  
interest of retired BSNL  
employees are involved in  
this case

2. Shri M F Farooqui,  
Secretary,  
Deptt of Telecommunication,  
New Delhi 110001.

With request to do  
justice to the affected  
employees who are otherwise  
eligible to get the benefit.