



ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

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No. AIBSNLREA/CHQ/2014/28

Dated 03.12.2014

To

Shri Ravi Shankar Prasad,
Minister of Communications & IT,
Government of India,
New Delhi 110001.

Sub: Raw deal to the DOT employees who gave option for absorption in BSNL – Request to render justice.

Sir,

We would like to draw your kind attention to a great injustice that has been meted out now to those DOT Employees who opted for absorption in BSNL more than 10 years back in response to the terms and conditions offered at that time by Department of Telecommunication to its employees. It is surprising that after a decade of completion of process of absorption in MTNL and BSNL, Department of Telecommunication has virtually modified one important provision in the terms and conditions of service for absorption in regard to payment of pension to the employees who took absorption in MTNL.

2. In the original terms and conditions for absorption, Department of Telecommunication had offered payment of pension by the Government to the employees taking absorption in BSNL. However, DOT insisted that on this consideration the employees seeking absorption in BSNL take one stage lower pay scales than the employees absorbed in MTNL. The employees seeking absorption in MTNL, on the other hand, were offered pension to be paid by a trust to be constituted with the Secretaries of some Government Departments from a Fund. On this consideration alone, the MTNL employees were offered one stage higher pay scales than the scales offered to the employees seeking absorption in BSNL.

3. During this period, Department of Telecommunication had time and again been rejecting the request of the BSNL Employees to allow them same pay scales as those granted to the MTNL employees on the plea that the Government is making payment of pension to them whereas MTNL employees do not get Government pension for which they had been given

one stage higher pay scales. On the other hand, MTNL employees were also demanding payment of pension by the Government as in the case of BSNL employees. But the Department of Telecommunication was also rejecting their demand on the ground that BSNL employees are getting one stage lower pay scale than they receive. Thus, grant of pay scales to the BSNL and MTNL employees were directly got linked to the authority who makes payment of pension i.e. whether it is by the Government or the trust.

4. But recently, DOT has conceded to the demand of the MTNL employees for payment of pensionary benefits by the Government under the condition that:

- (i) "The liability of the Government for payment of pensionary benefits shall be restricted to the amount arrived at by calculating pensionary benefits of MTNL absorbed employees based upon the equivalent pay scales of similarly placed employees in BSNL. As most of the pay scales in MTNL are higher than that of BSNL, additional liability arising from the same be borne by MTNL ...
- (ii) The above arrangement shall continue till next wage revision by which time MTNL and BSNL achieve pay scale parity by bringing down the pay scales of MTNL to the level of BSNL pay scales."

5. According to the above decision, communicated vide DOT No. 42-4/2012-Pen(T) dated 28.04.2014, during next wage revision MTNL and BSNL will achieve pay parity by bringing down the pay scales of MTNL to the level of BSNL pay scales. But this allows the employees of MTNL to get the benefit of higher pay scales and higher pensionary benefits than the employees of BSNL till next wage revision with the added advantage of payment of pension by the Government. *The above decision, therefore, is unjust, unfair and discriminatory. Had the Government made it clear beforehand that MTNL absorbed employees would also get pensionary benefits by the Government, then those who opted for BSNL would have also opted for absorption in MTNL since the pay scales offered in MTNL were one level higher than in BSNL.*

6. Further the Government has not only allowed this disparity in pay scales between MTNL and BSNL to continue till next wage revision, but also allowed the gap in wages between the MTNL and BSNL employees to widen and also payment of higher pensionary benefits to the MTNL absorbed employees with every quarterly increase in Dearness Allowance.

7. Moreover even after next wage revision in January 2017, while the parity of pay scales may be made between the equivalent cadres of MTNL and BSNL still those in MTNL would continue to draw higher pay vis a vis a similarly placed counterpart in BSNL since whatever may be the revised pay scale, the actual pay of an employee gets fixed in the new scale only from his present pay with a fitment benefit. So unless BSNL employees get a fitment benefit substantially higher than that may be given to MTNL employees, the actual pay and consequently the pension that is received by MTNL absorbed employees would still be far higher than those who got absorbed in BSNL.

8. In view of the above, it is requested that the pay scales in BSNL be also brought at the same level as that in MTNL w.e.f. 01.10.2000 and the pension of retired absorbed employees of BSNL be revised accordingly and payment of pension be made in the same line as in the case of MTNL. The employees who opted for absorption in BSNL, after comparing the general terms and conditions that DOT offered for option in BSNL and MTNL, cannot be put to a loss at a later stage by changing the terms of conditions in favour of MTNL absorbed employees.

With kind regards,

Yours sincerely,



(S Basu)
General Secretary

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