



Editorial

REVISION OF PAY SCALES – VIS-A-VIS PENSION REVISION

Even though the issue of revision of pension with fitment benefit by merger of 50% DA amounting to 78.2% DA has not reached its finality, some people have already started coming out with different theories for future pension revision of the absorbed BSNL/MTNL Employees. Some are approaching the Government for inclusion of the pension and related issues of BSNL and MTNL in the Terms and reference of 3rd PRC and also to simultaneously take up the issue of the pension revision of the pensioners of BSNL and MTNL with the Empowered Committee constituted in connection with the recommendations of the 7th CPC. Some had even approached 7th CPC to allow same fitment benefit to the BSNL pensioners as was to be granted to the CG Employees. We have no intention at this stage to join issues with them. But we only hope that their approach should not complicate the matter further as it happened earlier when some of them joined with ITS to demand revision of pension on CDA scales instead of IDA scales.

We all know that according to the various judgments of the Supreme Court, it is a settled law that pension is to be revised as and when pay scales of the serving employees is revised. There must not be any discrimination in respect of the

amount of pension received by the retirees based on the date of their retirement. That means there cannot be any difference in pension amount for the past and present pensioners who were receiving the same pay. In case of Government Employees, revision of both pay scales and pension revision orders are issued simultaneously to avoid any such discrimination. In case of the absorbed employees of the CPSEs /CABs who continue to draw pension under Rule-37A and Rule 37-B respectively of CCS (Pension) Rules 1972, the pension is to be revised from the same date on which the pay scales of the serving employees of the concerned CPSEs/CABs are revised. Thus, unless pay scales of the serving employees of the concerned CPSEs/CABs are revised, there will no revision of pension since without pay revision the cause for revision of pension is not created.

It is also a fact that in case of all the CPSEs, the Pay Revision Committees (PRCs) are constituted to recommend revised IDA pay scales of only the Board level and below Board level Executives and non-Unionised Supervisors. So far as the pay scales are concerned, the PRCs are not recommending the pay scales of non-executives. Here the Unions do have an opportunity to negotiate revision of pay scales with the concerned CPSEs after

every five years. But in case of BSNL, pay negotiation is now after every ten years since the Unions did not agree for negotiated settlement of the pay scales after every five years even though it was offered to them. However, the very concept of allowing pension revision to avoid any discrimination among past and present pensioners after pay scale revision remains in place in this case also.

In the above background, it is important that the pay revision in BSNL takes place w.e.f. 1.1.2017 so that the pension revision also becomes due. No doubt that at one point of time there was a very gloomy picture about the chances of revision of pay scales in BSNL. But the fact that BSNL has posted an operative profit of 672 crores for 2014-15 for first time after so many years of continuous losses and also by virtue of its winning a long legal battle,

it has now to get back about Rs 10,000 crores in the coming financial year from the Income Tax Department, the pay scale revision for the BSNL Employees w.e.f. 1.1.2017 can now hardly be delayed or denied. But the same cannot be true for MTNL whose financial result is still very poor. Moreover, its Unions and Associations had already signed an agreement with the Government that their pay scales would be brought down to the level that in BSNL during next pay revision due on 1.1.2017.

MTNL has been enjoying one stage higher pay scales than those in BSNL. Now that they are losing the advantage, chances for both revision of pay scales and pension are remote for them unless the BSNL employees get higher pay scales compared to those being enjoyed by them at present.

ACTION ON AIBSNLREA'S REPRESENTATIONS

AIBSNLREA'S REPRESENTATION DATED 06.01.2016 ON HARASSMENT OF THE PENSIONERS WHO RETIRED FROM BSNL IN THE MATTER OF REVISION OF THEIR PENSION WITH FITMENT BENEFIT BY MERGER OF 78.2% DA SINCE FORWARDED BY PRIME MINISTER'S OFFICE TO THE SECRETARY, DEPARTMENT OF TELECOMMUNICATIONS FOR ACTION APPROPRIATE: Representation dated 06.01.2016 of AIBSNLREA to the Prime Minister [view posting dated 08.01.2016 in this website to read the letter] in the matter of revision of pension of the BSNL pensioners with fitment benefit by merger of 78.2% DA has since been forwarded to the Secretary, Department of Telecommunications by the Prime Minister's Office vide its No. PMOPG/D/2016/0007076 dated 08.01.2016. The PMO has advised DOT to take appropriate action on the representation and send a reply to the petitioner and a copy of the same uploaded on the portal." [\[Posting dated 17.01.2016 in this website may be viewed to read the letter\]](#)

PRIME MINISTER'S OFFICE FORWARDS AIBSNLREA'S REPRESENTATION DATED 09.01.2016 ABOUT INACTION BY DEPARTMENT OF TELECOMMUNICATIONS ON ITS REPRESENTATION TO REMOVE A GENUINE GRIEVANCE REGARDING UNJUST PENSION LIABILITY ON BSNL TO THE SECRETARY, DEPARTMENT OF TELECOMMUNICATIONS FOR ACTION APPROPRIATE: Prime

Minister's Office has since forwarded AIBSNLREA's representation dated 09.01.2016 [view posting dated 11.01.2016 to read the letter] about inaction by DOT on the representation of the Association to remove a genuine grievance regarding unjust pension liability on BSNL to the Secretary, Department of Telecommunications vide its No. PMOPG/D/2016/0010857 dated 13.01.2016. The PMO has also advised DOT to take appropriate action on the representation and send a reply to the petitioner and a copy of the same uploaded on the portal." [\[Posting dated 15.01.2016 in this website may be viewed to read the letter\]](#)

ISSUES TAKEN UP

INTRODUCTION OF HEALTH INSURANCE SCHEME FOR PENSIONERS INCLUDING THOSE RESIDING AT NON-CGHS AREAS: AIBSNLREA takes up the issue with Ministry of Health and Family Welfare for early decision on the proposal which was under consideration of the Government. The Association refers to the discussion on the matter in the last meeting of SCOVA held on 13.10.2015 wherein it was reported that "An EFC Memo in this regard would be circulated to all concerned departments shortly". It may be recalled that the 7th Central Pay Commission has also recommended for introduction of Health Insurance Scheme for the CG Employees." [\[Posting dated 14.01.2016 in this website may be viewed to read the letter\]](#)

UNJUST BURDEN OF PENSION LIABILITY ON BSNL IN RESPECT OF THE DOT EMPLOYEES RETIRED PRIOR TO 1.10.2000 IN CDA SCALE – AIBSNLREA SEEKS THE INTERVENTION OF THE PRIME MINISTER ON THE ISSUE: DOT, in pursuant to Sub-Rule 22 of Rule 37-A of CCS (Pension) Rules 1972, had earlier specified the manner in which the financial liability for payment of pension to the retired absorbed retired employees will have to be met. The arrangement also includes the cases of those DOT employees who retired before formation of BSNL. AIBSNLREA had taken up the issue with Minister of Communications & IT and others vide its No. AIBSNLREA/CHQ/2014/20 dated 30.07.2014 [\[view posting dated 30.07.2014 in this website\]](#) and requested "to exempt Bharat Sanchar Nigam Limited from shouldering the pension liability of the DOT employees retired prior to 1.10.2000 in CDA scale as has been done in the case of Mahanagar Telephone Nigam Limited." Though, Department of Pension & Pensioners' Welfare, vide their No. 4/5/2014-P&PW(D) dated 7.10.2014 [\[view posting dated 20.10.2014 in this website\]](#) had forwarded the representation and advised DOT "to consider the issue raised in the representation expeditiously under intimation to the representationist", nothing was heard from DOT. Subsequent reminders by AIBSNLREA also failed to get any response. Now the Association has taken up the issue with Hon'ble Prime Minister of India for his "kind intervention so that Department of Telecommunication takes appropriate action to examine our genuine grievance as detailed in our representation dated 30.07.2014 and resolve the same at the earliest". [\[Posting dated 11.01.2016 in this website may be viewed to read the letter\]](#)

AIBSNLREA WRITES TO UNION FINANCE MINISTER REQUESTING HIM TO CONSIDER CHANGES IN THE EXISTING PERSONAL INCOME TAX RELIEF GRANTED TO THE COMMON CITIZENS/SENIOR CITIZENS IN THE ENSUING BUDGET 2016-17: AIBSNLREA has addressed a letter to Union Finance Minister with a copy endorsed to the Hon'ble Prime Minister of India

requesting him to consider certain changes in the existing limit available for grant of Income Tax relief to the general public and senior citizens. The Association has requested to raise the basic exemption limit for general public and senior citizens to Rs 5 lakhs and Rs. 6 lakhs respectively. The Association has also requested to raise the total limit of deductions for savings under different Sections of IT Act from existing Rs 3 lakhs to Rs. 5 lakhs without any cap under each of the relevant Sections of the IT Act. Besides raising the exemption limit for medical allowance/reimbursement from Rs 15,000 to Rs. 50,000, AIBSNLREA has also requested for some improvements in the Sr. Citizen's Savings Scheme. [\[Posting dated 09.01.2016 in this website may be viewed to read the letter\]](#)

AIBSNLREA SEEKS INTERVENTION OF PRIME MINISTER OF INDIA FOR IMMEDIATE SETTLEMENT OF THE ISSUE OF REVISION OF PENSION OF THE ABSORBED BSNL PENSIONERS WITH FITMENT BENEFIT BY MERGER OF 78.2% DA: AIBSNLREA has sent a representation to the Prime Minister of India with copy endorsed to Minister of Communications & IT, Minister of Finance and Minister of State for (PP) requesting for his intervention in immediate settlement of the issue of revision of pension of the absorbed BSNL pensioners with fitment benefit by merger of 78.2% DA. The Association brings to the notice of the Prime Minister that a proposal for revision of pension was already cleared by Department of Expenditure duly approved by the Finance Minister. A copy of the DOE's letter clearing DOT's proposal in October 2014 has also been enclosed along with the representation. The Association has expressed its concern due to inordinate delay in preparing the final Cabinet Note to seek the approval of the Cabinet to the proposal. [\[Posting dated 08.01.2016 in this website may be viewed to read the letters from AIBSNLREA and DOE\]](#)

ANOMALY IN FIXATION OF PENSION TO THE DOT EMPLOYEES ABSORBED IN BSNL, WHO RETIRED BETWEEN 01.10-.2000 AND 31.07.2001 - AIBSNLREA TAKES UP THE ISSUE WITH MEMBER (SERVICES), TELECOM COMMISSION: The above issue still remains unsettled despite following it up from time to time. DOT once came out with an order to resolve the issue, but this failed to take care of the problem in its totality. Since then the matter is under discussion in the SCOVA meetings and DOT was to prepare and get through a new proposal which could take care of the problem. Fortunately, DOT's proposal is in the line of AIBSNLREA's suggestion. But this could not progress much since there was no proper coordination between DOT and BSNL. However, in the last meeting of SCOVA held on 13.10.2015, when the issue came up for discussion, "DOT was asked to finalise the proposal by 31.10.2015." But till this date, the issue has not progressed much. AIBSNLREA, therefore, has now taken up the issue with Member (Services), Telecom Commission requesting him to intervene "so that DOT finalizes the proposal and issue orders at the earliest to remove a genuine and long pending grievance of a section of the BSNL pensioners who are waiting since long to get justice." [\[Posting dated 03.01.2016 in this website may be viewed to read the letter\]](#)

AIBSNLREA TAKES UP WITH MEMBER (SERVICES), TELECOM COMMISSION THE CASE FOR EXTENSION OF CGHS FACILITIES TO THE RETIRED BSNL EMPLOYEES: DOT had already issued orders extending the benefit to exercise option to avail either CGHS facilities or BSNLMRS to the retired BSNL employees drawing pension under Central Pension Rules vide its No. F.4-

12(11)/2012(PAT) dated 20.02.2014. But the Order could not be given effect to since DOT was yet to decide the rates of contribution and ward entitlement etc of the pensioners in consultation with Ministry of Health and Family Welfare. In the last meeting of SCOVA held on 13.10.2015, when the issue came up for discussion, “Department of Telecom was asked to finalise the proposal quickly and send it to Ministry of Health and Family Welfare by 31.10.2015.” But till this date, it seems that the case has not been settled. AIBSNLREA, therefore, takes up the issue with Member (Services), Telecom Commission requesting him to intervene “so that DOT issues the much awaited orders on fixation of rates of contribution and ward entitlement for the retired BSNL employees so that they can give option to avail the CGHS facilities”. [\[Posting dated 01.01.2016 in this website may be viewed to read the letter\]](#)

GOVERNMENT/BSNL ORDERS

INCREASE IN IDA W.E.F. 1st JANUARY,2016 – DPE ISSUES ORDERS: Department of Public Enterprises, Government of India has since issued Orders, vide its No. W-02/0002/2014-DPE(WC)–GL-I/16 dated 04.01.2016, increasing the IDA w.e.f. 01.01.2016 by 4.5% for the Board level and below Board level posts including non-unionised supervisors in CPSEs where last pay revision was implemented w.e.f. 1.1.2007. The present rate of IDA is now 112.4%. DPE has similarly issued Orders, vide its F. No. W-02/0004/2014-DPE(WC)–GL-III/16 dated 04.01.2016, increasing the IDA w.e.f. 01.01.2016 by 7.6% for the Board level and below Board level posts including non-unionised supervisors in CPSEs where last pay revision was implemented w.e.f. 1.1.1997. The present rate of IDA for such CPSEs is 258.6%. [\[View postings dated 06.01.2016 in this website for the DPE Orders\].](#)

DOP&T ISSUES GUIDELINES TO BE FOLLOWED FOR PROMOTION OF GOVERNMENT SERVANTS EXONERATED AFTER RETIREMENT: Department of Personnel & Training has since issued an order, vide its No. 22011/3/2013-Estt(D) dated 25.01.2016, detailing the procedure and guidelines to be followed for promotion of Government servants who are exonerated after retirement. The said order says that “..... A retired Government employee who is considered for notional promotion from the date of promotion of his next junior after opening of the sealed cover would also be entitled to fixation of pension on the basis of such notional pay on his notional promotion.....”. [\[View postings dated 29.01.2016 in this website for the DOP&T Orders\].](#)

BRANCHES IN ACTION

QUATERLY GB MEETING OF AIBSNLREA, KOLHAPUR BRANCH HELD: Quarterly General Body meeting of Kolhapur Branch (Maharashtra State) was held on 24th January 2016 in Telephone Bhavan Conference Hall at Kolhapur with Shri L M Godi, President in the Chair. The meeting started with prayer. 48 members attended the meeting. The President welcomed all the members and wished them a happy New Year 2016 and read out the agenda of the meeting. Branch Secretary Shri D K Joshi then informed the House about the sad demise of Shri V B Kulkarni, Rtd DE from Kolhapur and also Shri P R Shukla, a Senior Trade Union Leader of Kolhapur Telecom. He requested the House to observe two minutes’ silence in memory of the departed souls. Thereafter, he informed in detail the status of the case for revision of Pension

with merger of 78.2% IDA and reasons for the long delay and the action taken to pursue the case. He also gave an account of various other issues that AIBSNLREA has taken up with the Government and the BSNL. He said success can only be achieved with sustained efforts, consistent persuasion and follow up action on the issues. He discussed in detail about VII CPC recommendations and replied to the queries raised by the members. Medical Scheme and methods for revision of pension were also discussed. Regarding revision of pension of BSNL retirees, he replied that once the proposed 3rd PRC recommendations are implemented with effect from 1.1.2017, the pension will have to be revised. He also gave the details of the BSNL's economic growth, expansion program in BB and Wi-Fi, mobile etc. He also referred to the statement of Minister of Communications on MTNL and BSNL informing that there is no proposal for disinvestment in these PSUs and instead they will be revived. A small program on "Meditation for Happy, Peaceful and Joyful Life" was arranged by the Center In-charge S/Shri Niti Bhosale and D V Aironi (also a life member of AIBSNLREA) of Sahaj Marg Spirituality Foundation, Ramchandra Mission. Short Warm-up Meditation was then conducted in which all the members participated. Shri B V Patil, a Life Member of the Branch announced sponsoring of the Lunch from his side on the eve of his son's marriage. Then Shri P S Kulkarni proposed the vote of thanks to all members, conductors of the Meditation program and specially to Shri B V Patil.

INDORE BRANCH OF AIBSNLREA PRESENTS MEMORANDUM TO MINISTER OF COMMUNICATIONS & IT ON REVISION OF PENSION WITH FITMENT BENEFIT BY MERGER OF

78.2% DA: Shri N C Yadav, Branch Secretary of Indore Branch (MP State) of AIBSNLREA led a delegation of the members and met Shri Ravi Shankar Prasad, Minister of Communications & IT on 18.01.2016. The Branch Secretary presented him a memorandum on inordinate delay in sending the Cabinet Note to the Cabinet Secretariat for revision of pension with fitment benefit by merger of 78.2% DA to the BSNL pensioners. He assured to look into the case. The Minister was at Indore on his two day visit.

AIBSNLREA, EAST VIDARBHA BRANCH, NAGPUR MEETS SR. GMTD NAGPUR: Representatives of AIBSNLREA, East Vidarbha Branch, comprising of S/Shri N G Talewar, P R Bhujbal, Arun Deshpande, R C Rachkondawar and B M Majumdar, met Shri R N Patil Sr. GMTD Nagpur on 14th January, 2016. On behalf of all members, the Association greeted Sr. GMTD Nagpur on the eve of Makar Sankranti and New Year. The representatives of the Association mainly raised the issue of undue delay in payment of outdoor medical claims of BSNL retired employees of SSA Nagpur and requested to settle the medical claims within a time frame. Sr. GMTD assured to look into the matter. Another important issue regarding furnishing of 'Life Certificate' in the month of November every year for continuation of concessional residence telephone facility to the BSNL retired employees, in accordance with policy vide BSNL CO No. 2-7/2007-PHA dated 20-07-2007, was also discussed. The Association expressed concern on the demand to have attestation duly signed by Bank Officer/Post Master/Gazetted officer for life certificates. The Association pointed out that the guide lines issued by BSNL Corporate Office does not speak about any such attestation on life certificate. Sr. GMTD Nagpur immediately spoke with Commercial officer/AGM, Admn, Nagpur and instructed for the correct implementation of BSNL

guide lines on the issue. The representatives of the Association also met Asst Director o/o PMG Nagpur and expressed concern over the inordinate delay in payment of revised DA to the BSNL pensioners drawing pension through Post Offices under functional jurisdiction of GPO Nagpur. It was pointed out that the BSNL pensioners have not been paid even the revised DA w.e.f. 1-10-2015. The Asst Director immediately spoke to the Sr. Postmaster, GPO Nagpur who assured to make payment of the arrears at the earliest.

BI-MONTHLY MEETING OF AMRAVATI BRANCH OF AIBSNLREA: Amravati Branch (Maharashtra State) of AIBSNLREA held its Bi-monthly meeting on 3.1.2016 in the Conference Hall of G.M. Amaravati. Shri V G Dakhode, Branch Secretary welcomed all the members and wished them happy new year 2016. He then gave the details of present status of merger of 50% D.A. amounting to 78.2 % and other issues. He also informed the House that he along with 3 members had a meeting with the General Manager, Amravati SSA and discussed about non-payment of medical bills for outdoor treatment pending since last two years. The G.M. had assured to look into the matter. The Secretary also gave some idea about 7th CPCs recommendations on gratuity, death gratuity and pension formulation. He further mentioned about a recent judgment of Himachal Pradesh High Court which declared that health of pensioners is a fundamental right. It was also informed by him that the pension Adalat which was to be held last month was postponed and scheduled to be held on 8th January 2016. Four new pensioners have enrolled as life members of the association. The House welcomed them. After vote of thanks, the House was adjourned.

EAST GODAVARI BRANCH (AP STATE) OF AIBSNLREA AGAIN RISES TO THE OCCASION: Shri Vara Prasad GSVSS, Secretary, East Godavari Branch of AIBSNLREA writes "On the call given by the CHQ, our members responded very quickly and we have sent a cheque of Rs 40,000/- to the Chief Minister's Relief Fund, Tamilnadu towards flood relief activities." Cheque No. 327487 dated 07.01.2016 for Rs 40,000 drawn on Karur Vysya Bank Limited has been sent by the Branch to the Tamilnadu Government. CHQ sincerely thanks the members of the Branch for their prompt response.

STATE SECRETARY, AIBSNLREA, UTTAR PRADESH MET CCA, LUCKNOW: State Secretary, AIBSNLREA of UP State Branch met Controller of Communication Accounts, UP East, Lucknow on 18.12.2015 and requested him to mention the date of birth of the pensioners/family pensioners in their PPOs for availing the benefit of additional pension on attaining the age of 80, 85, 90, 95 and 100 years. CCA, Lucknow assured to get the needful done.

STATEMENT OF PAYMENTS RECEIVED DURING JANUARY 2016

Udaipur Branch (Rajasthan State) has deposited Rupees Four hundred (Rs 400.00) only in CHQ's S/B Account with Syndicate Bank on 30.01.2016 towards CHQ quota for two (2) new life members.

Erode Branch (Tamilnadu State) has deposited Rupees four hundred (Rs 400.00) only in CHQ's S/B Account with Karur Vysya Bank on 08.01.2016 towards CHQ quota for two (2) new life members.

Dhanbad Branch (Jharkhand State) has send a demand draft dated 07.01.2016 for Rupees two thousand (Rs.2000.00) only drawn on Bank of India as donation towards All India Conference.

Sangrur Branch (Punjab State) has deposited Rupees One thousand four hundred (Rs 1400.00) only in CHQ's S/B Account with Syndicate Bank on 07.01.2016 towards CHQ quota for seven (7) new life members.

Amravati Branch (Maharashtra State) has deposited Rupees eight hundred (Rs 800.00) only in CHQ's S/B Account with Syndicate Bank on 04.01.2016 towards CHQ quota for four (4) new life members.

Edited and published by Shri S Basu, General Secretary, AIBSNLREA