

## Details for registration number : DOPPW/E/2020/24019

<b>Name Of Complainant</b>	All India BSNL Retired Executives Association
<b>Date of Receipt</b>	20/10/2020
<b>Received By Ministry/Department</b>	Pensions and Pensioners Welfare
<b>Grievance Description</b>	
<p>The attached representation is in response to the replies received from BSNL Corporate Office vide No. CPGRAMS dated 14.10.2020 sent by DGM(Estt) regarding the wrong revised pay fixation cases of the Executives of Calcutta Telephones who retired under BSNL VRS-2019 on 31.01.2020. All these retired Executives, had exercised their option for their pay fixation in the revised IDA Pay Scales from the date of their next promotion after 1.1.2007 as per the option offered at Para 3.6 of BSNL Corporate Office Order No. 1-16/2010-PAT (BSNL) dated 07.05.2010. Accordingly, their pay-scales were initially correctly fixed by Calcutta Telephones as per their option in the revised IDA Pay scales from the date of their promotion as JTO. A pay-fixation Memo attached to the Letter No. GMS/Staff-ALP/1001/JTO/2015-16/Court/Loose dated 21.04.2016, issued by Calcutta Telephones, it was clearly and correctly mentioned that the Order/Letter No. 3-32/Estt-IV dated 22.12.2020 has no effect in this case as official opted for pay revision from next date of promotion after 01.01.2007 as per para 3.6 of 2010 issued under file no. 1-16/2010-PAT(BSNL) dated 07.05.2010. But surprisingly after 12 years of the pay-fixations rightly allowed earlier, as in above as per the Orders/guidelines of BSNL Corporate Office, the Calcutta Telephones reversed the earlier Pay-fixations as allowed vide No. GMS/Staff-ALP/1001/JTO/2015-16/Court/Loose dated 21.04.2016 and other relevant Orders and re-fixed the pay of all the affected retired Executives retrospectively based on BSNL Office Order No. 3-32/2013-Estt.IV dated 22.12.2015 even though this Order is NOT applicable to them since these retired Executives had opted for pay fixation as per Para 3.6 of BSNL Order No. 1-16/2010-PAT (BSNL) dated 07.05.2010. This exercise of wrong re-fixation of pay carried out by Calcutta Telephones just on the eve of their retirement on 31.01.2020 drastically reduced their last Basic Pay and consequent Pension and other benefits. A huge sum of several lakhs of rupees has also been recovered from their ex-gratia. Thus, the report submitted by Calcutta Telephones, based on which replies were received with reference to our representations, since registered in CPENGRAMS, vide your No. CPGRAMS dated 14.10.2020 that the Pay fixation has been processed as per BSNL existing guide lines is far from truth. BSNL has neither withdrawn nor rescinded provision at Para 3.6 of its Order No.1-16/2010-PAT(BSNL) dated 07.05.2010 offering an option to all its non-executives including the TTAs to exercise option to receive their pay-fixation from the date of promotion. Moreover, BSNLs subsequent Order vide No. 3-32/2013-Estt.IV dated 22.12.2015 has no effect on the pay fixation of those who exercised option for deferred pay-fixation. Therefore, the report submitted by Calcutta Telephones that the pay fixations were processed as per BSNL existing guide line is far from truth. It is, therefore, requested that BSNL immediately issue a clarification that Pay fixation of all non-executives including the TTAs, who exercised option as per Para 3.6 of BSNL Office Order No. 1-16/2010-PAT(BSNL) dated 07.05.2020 deferring their pay-fixation in the revised IDA pay scales of the non-executives from the date of their next promotion, would be allowed in the same manner as allowed to the JAOs (Deptl) as per the clarifications issued vide No. BSNLCO/PRII/11(24)/14/2020-PERS1 dated 28.08.2020.</p>	
<b>Current Status</b>	Case closed
<b>Date of Action</b>	18/02/2021
<b>Remarks</b>	
Vide this office letter no.5-21/Estt-IV/CPGRAMS/24019, dated 16.02.2021, the CGMT, Kolkatta Telephones was requested to carry out fixation of pay as per procedure laid down in the said letter.Copy of the same is enclosed herewith for ready reference.	
<b>Rating</b>	<input type="text" value="2"/>
<b>Rating Remarks</b>	Though BSNL, in its Office letter no. 5-21/Estt-IV/CPGRAMS/24019 dated 16.02.2021, addressed to CGMT, Calcutta Telephones, has stated that - it is observed that method of pay-fixation does not seems correct - and also advised CGM, CTD to carry out the fixation as detailed in the above stated letter, it has not taken note of the other defects in the pay-fixation as detected and intimated by this Association (complainant) in its letter No. AIBSNLREA/CHQ/2021/01 dated 12.01.2021 to Sr GM (Estt), BSNL CO. It is regretted that BSNL has closed the Grievance Docket with incomplete action and not offering complete resolution of this long pending grievance. DOP&PW is, thus, requested to kindly ensure that BSNL Corporate office follow up the matter with Calcutta Telephones for early and complete resolution of the issue.
<b>Officer Concerns To</b>	
<b>Officer Name</b>	Sh. M. Veerappan
<b>Officer Designation</b>	Area Manager South

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