



ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

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No.AIBSNLREA/CHQ/2013/30

Dated: July 01, 2013

To
Shri M F Farooqui,
Secretary,
Department of Telecommunication,
New Delhi 110001

Sub: Benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 for the purpose of fitment in the revised pay scales of BSNL employees – Cases of the BSNL Employees who were in service on 01.01.2007 but retired before 10.06.2013.

Ref: DOT OM No. 61-01/2012-SU dated 10.06.2013

Sir,

We would like to draw your kind attention to a peculiar situation wherein BSNL authorities are not extending the revised fitment benefit in the revised pay scales to the BSNL employees who were in service as on 01.01.2007 but retired before 10.06.2013. DOT, in partial modification to its earlier OM No. 61-01/2009-SU dated 27.02.2009, has issued another Presidential Directive vide its OM No. 61-01/2012-SU dated 10.06.2013 to allow the 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 scales which came into force in BSNL with effect from 01.01.2007 for all the BSNL employees who were in service as on that date. However, it has been ordered that “No arrears” will be paid on account of this.

2 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 and 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 Only in the above background, the DOT has now issued the Presidential Directive vide its OM No. 61-01/2012-SU dated 10.06.2013 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

already made effective in BSNL from 1.1.2007, but with a rider that no arrears will be paid for the period of 1.1.2007 and 09.06.2013 on account of implementation of the revised fitment benefit of 50% DA effectively amounting to 78.2% as on 1.1.2007.

4. But this does not take away the right of the BSNL employees who were in service as on 01.01.2007 and retired before 10.06.2013 to get this revised fitment benefit and pay fixation in the revised pay scales. Any attempt to deny them the revised fitment benefit and pay fixation in the revised pay scales w.e.f. 1.1.2007 will not only be discriminatory but also create an anomaly. A condition must not be allowed to be 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% and others who were also in service as on 1.1.2007 but retired before 10.06.2013 get their pay fixation in the revised pay scales w.e.f. 1.1.2007 with the fitment benefit of 68.8 % DA with basic pay w.e.f. 01.01.2007. When both the 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.

5 In view of the above, we earnestly request for your kind intervention and also for advising the BSNL authorities to take immediate action 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 also to the BSNL employees who were in service as on 01.01.2007 but retired before 10.06.2013 for the sake of justice and to avoid discrimination in the matter of allowing the same fitment benefit in the revised IDA pay scales w.e.f. 01.01.2007. Further, the Presidential Directive issued by DoT vide its OM No. 61-01/2012-SU dated 10.06.2013 also does not order such discrimination..

With kind regards,

Yours sincerely,



(S Basu)
General Secretary

Copy to:

1. Shri S.C. Misra,
Member (Services),
Telecom Commission.
2. Smt Sadhana Dixit,
Member (Finance),
Telecom Commission.
3. Shri R K Upadhyay,
CMD, BSNL.
4. Shri A N Rai,
Director (HR), BSNL.
5. Shri KCGK Pillai,
Director (Finance), BSNL.