



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

## Central Headquarters

Flat No.6, Second Floor, Subiksha Apartment,  
10/41, Sowrashtranagar 7<sup>th</sup> Cross Street, Choolaimedu, Chennai – 600094  
Email: gensecaibsnlrea@yahoo.com

### President

V. Chinnappiah  
(M) 9444003300

### General Secretary

R.R.Balasubramanian  
(M) 9486100613

### Financial Secretary

Awadesh Sharma  
(M) 9968630008

No. AIBSNLREA/CHQ/2023/54

Date: 17<sup>th</sup> July 2023

To

Shri Arvind Vadnerkar,  
Director (HR),  
Bharat Sanchar Nigam Limited,  
New Delhi 110001.

**Sub: Grant of Financial upgradation to E-6 IDA scale to Shri Rajpal Singh, Retd SE (Civil), Ambala**

**Ref: 1. Our earlier letter No.AIBSNLREA/CHQ/2023/45 dated 8<sup>th</sup> May 2023**

**2. CGMT Haryana Circle letter No. HRCO-11/20(39)/3/2021-HR AND ADMIN dated  
13.6.2023**

Sir,

This is in continuation of our earlier letter cited under Reference 1 wherein we had sought your kind attention to an atypical case of denial of financial upgradation to E6 IDA pay scale to Shri Rajpal Singh, now Retd SE (Civil), Ambala, citing clarifications issued by BSNL that those in Regular DE/EE grade are not eligible for upgradation to E6 pay scale under EPP 2007, although he has completed 5 years' service in E5 pay scale. This has resulted in an anomaly whereby his juniors who did not get regular promotion to EE grade got financial upgradation to E6 scale while Shri Rajpal Singh continued in E5 pay scale.

2. We had registered the grievance under CPGRAMS which appears to have been forwarded to CGMT Haryana Circle, who, vide his letter under Reference 2 has intimated us that **the case had already been forwarded to BSNL CO vide his letter No. HRCO-11/20(39)/3/2021-HR AND ADMIN dated 13.5.2022 and the reply in the matter is still awaited.** We request that the reply may be sent early and while doing so the points mentioned in the subsequent paragraphs may please be considered without outrightly closing the matter on the basis of an earlier common clarification issued by BSNL on 25.07.2012, owing to the uniqueness of this case of Shri Rajpal Singh.

3. Shri Rajpal Singh got financial upgradation from E4 to E5 pay scale w.ef 1.3.2016. He was promoted as Regular SE (Civil) and assumed charge on 24.6.2020, in the same E5 pay scale. Subsequently he retired on 30.4.2022. He was denied financial upgradation under EPP 2007 to E6 pay scale w.e.f. 1.3.2021 (after completing 5 years in E5 scale), citing BSNL letter No.400-66/2011-Peers.I dated 25.07.2012 which states "DGM and above are not eligible for consideration under the EPP as their time bound upgradation to NF grades is already enshrined in the BSNL MSRR-2009." But he could not get the benefit of upgradation to E7 NF grade as per BSNL MSRR-2009, as he had retired before completing 5 years' service as Regular SE (Civil).

4 While issuing the clarification dated 25.07.2012, BSNL would not have thought of such a scenario, where a **regular DGM loses his claim for upgradation to E6 pay scale under EPP 2007 although he had completed 5 years in E5 scale and also is destined to lose upgradation to E7 NF scale in view of not completing 5 years from the date of regular promotion to DGM grade, on the date of his retirement.** In this case, the six years' service put up by Shri Rajpal Singh in E5 scale has gone vain, which could not be the intention of the clarification dated 25.07.2012. **Denying him financial upgradation to E6 pay scale under EPP 2007 for which he was fully qualified, citing a non-existent financial upgradation under BSNL MSRR 2009 (due to impending retirement), is not justified.**

5. This has also resulted in an anomaly wherein some executives who joined the department in the same post as Shri Rajpal Singh after his joining, got financial upgradation to E6 scale w.e.f 1.3.2021 whereas Shri Rajpal Singh continued in E5 pay scale and retired as such. Details of this anomaly have been furnished in his representation addressed to the Director (HR) BSNL [copy enclosed]. His representation has been forwarded to Director (HR) BSNL vide F.No.HRCO-11/20(27)/3/2020-HR AND ADMIN dated 13.05.2022 by CGMT Haryana Circle and it is reported that no decision has been conveyed yet by BSNL CO on the representation.

6. In view of the uniqueness of the case, which would not have been anticipated while issuing the clarification dated 25.07.2012, we request you to get the issue examined specially and specifically, without rejecting it in a routine manner and to render justice to Shri Rajpal Singh by granting him the upgradation to E6 pay scale on his completing 5 years in E5 pay scale.

With kind regards,

Yours sincerely,

 17/7/23

(R.R.Balasubramanian)

General Secretary

Encl: As stated

Copy to:

1. Shri V Srinivas,  
Secretary (Pension), DoP&PW
2. Shri S N Gupta,  
Sr. General Manager (Pers), BSNL CO