



# 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](mailto:gensecaibsnlrea@yahoo.com)

### President

V. Chinnappiah  
(M) 9444003300

### General Secretary

R.R.Balasubramanian  
(M) 9486100613

### Financial Secretary

Awadesh Sharma  
(M) 9968630008

No. AIBSNLREA/CHQ/2023/46

Dated: 11<sup>th</sup> May 2023

To

Shri T V Somanathan,  
Secretary (Expenditure),  
Government of India,  
New Delhi.

**Sub: Grant of higher pay scales for the staff belonging to the Organised Accounts Departments - PCAT orders allowing the benefit of higher pay scales on actual basis w.e.f. 1.1.1996 - Request for issue of common order extending the benefit to all eligible employees**

**Ref: 1.DoE OM vide F.No6/82/E.III(B)/91 dated 28th February 2003**

**2. PCAT New Delhi orders dated 21st March 2023 in O.A.No.2544/2015**

Sir,

We hereby bring to your kind notice the orders of PCAT New Delhi in OA 2544/2015, ordering extension of the benefit of higher pay scales on actual basis w.e.f 01.01.1996, for the staff belonging to the organised Accounts cadres in various departments, including those under DoT/BSNL

2. Government had approved grant of higher scales for the Accounts staff of Railways on notional basis w.e.f.1.1.1996 with actual payment made prospectively. DoE vide its **OM vide F.No6/82/E.III(B)/91 dated 28th February 2003** extended this to the corresponding categories in all the organised Accounts cadres with actual payment to be made from 19.2.2003, the date on which the decision was approved by the Government.

3. Since then, many individuals from the Organised Accounts cadres have approached different courts seeking the benefit of actual grant of the upgraded pay scales from 01.01.1996, instead of granting notional benefit. And decisions of many courts have been in favour of granting actual benefits from 01.01.1996. The Apex court too had dismissed an SLP against decision of Kerala High Court favouring grant of actual benefits from 01.01.1996. These court orders have been implemented along with arrears w.e.f. 01.01.1996, of course in respect of the applicants.

**Principal Bench of CAT New Delhi, in its recent orders dated 21st March 2023 in OA No.2544/2015**, has held that "all the applicants are held to be entitled to the benefit of replacement/upgraded scale of pay on actual basis w.e.f. 01.01.1996 as against 19.02.2003. Pursuant to this they are also held to be entitled to the payment of arrears which would have accrued in their favour from this date." PCAT New Delhi has further observed that "Before parting we would also express a hope that the competent authority shall on its own extend the benefit of upgraded pay scales to all eligible employees w.e.r.01.01.1996 irrespective of the fact whether they have approached an appropriate judicial forum for the same or not, so that unnecessary litigation is avoided."

4. We would therefore request you to kindly take a compassionate view on this issue and cause issue of common orders extending the actual benefit of upgraded scale of pay to all the organised accounts cadres w.e.f. 01.01.1996 itself, with consequent arrears, so that the affected employees, now mostly retired, are not forced into an arduous task of seeking legal remedy.

With kind regards,

Yours sincerely,



(R R Balasubramanian)  
General Secretary

Encl: As stated

Copy to:

01. Shri V Srinivas,  
Secretary (Pension), DOP&PW,  
New Delhi.
02. Shri K Rajaraman,  
Secretary, DoT
03. Shri R K Purwar,  
CMD, BSNL