



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

## Central Headquarters

Registered under Societies Registration Act XXI of 1860 vide Govt. of NCT Delhi No. S/RS/SW/1161/2014  
[Registered under Pensioners Portal vide DoP&PW letter No. 4(4)/2021-P&PW(H)7311 dated 04.01.2024]  
Flat No.6, Second Floor, 10/41, Sowrashtranagar 7<sup>th</sup> Cross Street, Choolaimedu, Chennai – 600094

Email: [gensecaibsnlrea@yahoo.com](mailto:gensecaibsnlrea@yahoo.com)

Website: <https://www.aibsnlrea.org>

### President

V. Chinnappiah  
(M) 9444003300

### General Secretary

R.R.Balasubramanian  
(M) 9486100613

### Financial Secretary

Awadesh Sharma  
(M) 9968630008

No. AIBSNLREA/CHQ/2024/45

Dated 1<sup>ST</sup> July 2024

To

Shri Adhir Kumar Singhal,  
Principal General Manager (Pers)  
BSNL Corporate Office

### Sub: Stepping up of pay on par with juniors – implementation of CAT, Chennai judgement

Sir,

We would like to draw your kind attention to the judgement of CAT Chennai in OA/310/01111/2015, directing BSNL to step up and refix the pay of the applicants on par with their juniors with effect from the date of arising of the anomaly in respect of the applicants drawing lesser pay than their juniors and grant all consequential benefits, including arrears of pay [copy of the judgement enclosed].

2. When BSNL Executive Promotion Policy was introduced in the year 2007, the applicants in this case and their juniors were offered first time bound promotion as Sr.SDE w.e.f. 1.10.2004. The applicants were already holding Sr.SDE scale as per the previously existing scheme upon completion of 12 years of service in the previous scale. The BSNL Executive Promotion Policy 2007 had provided that any upgradation due to the executive on or before 01.10.2004 based on earlier time bound policies, such upgradation will be granted to the executive on the basis of option as one time relaxation. They will get their second time bound upgradation 5 years after that.

3. The applicants had exercised their option under this provision and as a result 5 years of service for the second upgradation was to be reckoned from their respective date of upgradation under the earlier scheme. However, the applicants were promoted to the DE/STS functional grade before such completion of 5 years, while their juniors were still holding the lower post. Due to this, the applicants were denied the second time bound

upgradation on the plea that they had not completed 5 years service in the IDA scale held by them. On the other hand their juniors who were promoted much later to the DE/STS grade had the benefit of second upgradation on completion of 5 years service in their IDA scale, along with benefit of pay fixation under FR 22(1)(a)(i). As a result the juniors started drawing more pay than the applicants who are seniors.

4. The Ernakulam CAT in a common order dated 07.12.2011 in O.A.109 of 2011, in a case filed by similarly placed executives, directed BSNL to remove the anomaly by stepping up the pay of the seniors on par with their juniors. This order was confirmed by Kerala High Court and later the Supreme Court dismissed an appeal filed by BSNL. The representations from the applicants in the present case for stepping up of their pay as per these court orders were ignored. Hence these applicants approached CAT Chennai for relief which has ruled in their favour. A copy of the Chennai CAT order is enclosed along with copy of the representation from the First applicant in the case, addressed to BSNL authorities requesting early implementation of the CAT Chennai orders.

5. We request that the orders of CAT Chennai be implemented forthwith without any inclination towards further legal course, since the matter has attained finality with the Supreme Court dismissing the appeal against Kerala High Court judgement confirming the orders of CAT Ernakulam. The applicants in this case, who are pensioners above 70, have been fighting for justice for a very long time and making them wait for more time will be unjust and unfair. Also, a common order may be caused to be issued to dispose of favourably the representations from similarly placed pensioners for stepping up their pay on par with their juniors.

With kind regards,

Yours sincerely,



(R.R. Balasubramanian)  
General Secretary

Encl: As stated

Copy to: Shri V. Srinivas,  
Secretary (Pension), DoP&PW