

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

CHQ:Dada Ghosh Bhawan, Opp. Shadipur Bus Depot., New Delhi – 110008

Email: chqbsnleu@sify.com, website: bsnleuchq.com

Phone: (O) 011-25705385

(R) 011- 23342848

Fax: 011- 25894862

**V.A.N. Namboodiri
General Secretary**

BSNLEU/422(Wage)

24.12.2009

To

**Shri S.R. Kapoor,
Executive Director (Finance) &
Chairman, Wage Negotiation Committee,
BSNL, Bharat Sanchar Bhawan
New Delhi - 110 001**

Sir,

Sub: **Wage Revision - Avoiding the humiliating situation of not granting due promotion or granting promotion with benefit of a meagre Rs.10/- or so.**

This is to request your kind attention to the following issue in connection with wage revision for non-executives.

As per the Order dated 26-11-2008 issued by the DPE on wage revision for executives, in pay fixation on promotion, "One notional increment equal to the increment being drawn by the executive in the pay scale, before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs 10."

In case this same rule is applicable for non-executives, a situation where only ten rupees benefit can be given in promotion may arise due to the restricted maximums in the proposed revised pay scales.

In case an official has to be given promotion after 1-1-2007(after wage revision) and in case he will reach the maximum of the pre-promotion pay scale with one increment before that promotion, there is no guarantee that this increment will be 3% of the basic pay which is the normal increment. Some cases will be there where the maximum is, say, Rs 20000(assumed for the purpose of illustration) and the official reached Rs 19990/- before reaching the maximum, then he will get Rs 10/- only as the increment before reaching the maximum. Assuming that he has to be given promotion on the same date he thus reaches maximum, then the notional increment that can be given on the occasion of pay fixation of the official in the promoted pay scale can be Rs 10/- only.

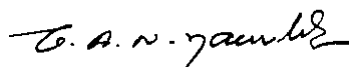
This is an illustration to explain the gravity involved. This situation where the official gets only a fraction of the increment before reaching the maximum and then gets the same amount of fractional increment as notional pay benefit on account of promotion on the same date, is there in several cases. The partial increment can vary from case to case and in some cases it is even Rs 10/-.This situation will arise in case of a large number of employees, due to the severely stunted maximums in the proposed revised pay scales.

This will be a humiliating situation not only to the official who gets such promotion, but also to the management that gives such promotion. This can be avoided only by increasing the span of the pay scale to such an extent that such problem will not arise. No other remedy is possible.

Besides, it is not possible in several cases to grant the due benefit on the occasion of promotion after 1-1-2007 since the pay to be fixed on promotion is more than the maximum of the promoted pay scale.

Therefore it is requested to kindly cause necessary action for immediate settlement of this issue, before the Wage Revision Agreement is signed on 29-12-2009.

Yours Sincerely



**(V.A.N.NAMBOODIRI)
GENERAL SECRETARY**

Copy to: (1) Kuldeep Goyal, CMD, BSNL, (2) Shri Gopal Das, Dir (HRD), BSNL