

# 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**

**P. Abhimanyu**  
**General Secretary**

**Phone: (O) 011-25705385**

**Fax: 011- 25894862**

**BSNLEU / 422 (Wage)**

**23.11.2011**

To

**Shri A.K. Garg,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sir,

Sub: - **Reduction in salary-case of the TTA,SrTOA, RM etc recruited after 1-1-2007 - Reg.**

Ref: - **Item No.9.19 of the minutes of the National Council meeting held on 21-11-2011**

Vide the item cited above, we brought it to the notice of the management that it was proposed to grant 5 increments to the JTOs recruited after 1/1/2007 for settling their pay anomaly i.e., reduction in salary after pay revision and we further requested the management to settle the salary reduction issue of post 1-1-2007 non-executive recruits like TTA, Sr TOA, RM etc also on similar consideration. The management replied that it was not aware of any such proposal for granting 5 increments to the post 1-1-2007 recruited JTOs.

But it is now confirmed that the proposal for granting the 5 extra increments for the post 1-1-2007 recruited JTOs is being sent for the approval of the BSNL Board. Hence we request that the issue of salary reduction in case of post 1-1-2007 recruited non-executives also has to be settled similarly. The management's contention that there is no anomaly in case of the non-executives recruited after 1-1-2007, is not correct. The anomaly in their case is established by the following example, which we have submitted earlier also:

"While the official appointed on 1-12-2006 and the official appointed on 1-2-2007 in the same cadre are having equal basic pay before wage revision as on, say, in May 2007 in the pre-revised pay scales before implementation of the revised pay scales, after implementation of the revised pay scales, the basic pay of the official appointed after 1-1-2007, as on 1-5-2007, became far less than the basic pay of the official appointed before 1-1-2007"

The above cited two officials, whose pay was equal as on 1<sup>st</sup> May 2007 before wage revision, were granted pay differently on the same date after wage revision. Hence it is a deviation or departure from the normal or common order and it is also one that is peculiar, irregular, abnormal, or difficult to classify. Hence it is definitely an anomaly that requires settlement.

The management should not discriminate by accepting settlement of anomaly for one set of officials and reject the same for another set of officials. Hence it is requested to settle the pay anomaly in the case of post 1-1-2007 recruited non-executives also on similar lines.

We shall be thankful for a positive action in this regard.

Thanking you,

*Yours sincerely*



**(P. Abhimanyu)**  
**General Secretary**