

# BSNL EMPLOYEES UNION

## Recognised Union in BSNL

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

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BSNLEU/422 (Wage)

08-9-2010

To

**Shri D.P. De,**  
**GM (Estt), BSNL CO,**  
**Bharat Sanchar Bhawan,**  
**New Delhi- 110 001**

Sir,

Sub: - **Settlement of pay aberrations of Non-Executives - Req**

Ref: - a) **BSNL CO No. 250-5/2005-Pers-III(pt) dated 30-8-2010**

b) **Report of the Committee constituted to examine aberration cases of non-executives, signed on 09-12-2009**

We are astonished to find that the BSNL CO order under reference is meant for implementing only one recommendation in the report signed jointly by the official side and staff side members of the committee, leaving aside other recommendations. There is no reason to implement the report partly and partially. In this connection the following is submitted for favour of your consideration:

- a) Vide para 3(A) of the report, the cases where the senior official in the higher grade got fixed at lower pay in the IDA scale pay fixation on 1-10-2000 were referred and it was also stated that it was due to longer span of the junior officials in the CDA pay scale. Therefore this is with a specific reference to the difference that existed between them on 1-10-2000 consequent to pay fixation in IDA scales.
- b) Vide para 8 of the report, the committee agreed that the difference of basic pay between a senior in higher grade and junior in lower grade as on 1-10-2000 might be granted to the senior in the form of Personal Pay as a special case. It was also specifically mentioned "However, the senior should be drawing higher pay in higher grade in CDA as on 1-10-2000 and junior official should be from the feeder cadre of senior official".
- c) Vide para 12(1)(a),(b),(c),(d),(e),(f), the committee treated the cases covered under para 3(A) referred above, as aberration cases and recommended granting the difference in basic pay between the senior and junior in IDA pay as on 1-10-2000 only, as personal pay to the senior, along with the attendant conditions.
- d) Therefore this recommendation is applicable to all cases where the senior in the promoted grade/cadre has drawn less pay than the junior in the lower grade in the IDA pay as on 1-10-

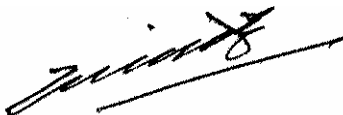
2000, and not later. But the order under reference failed to prescribe the implementation of this basic recommendation of the committee.

- e) Vide para 3(A)(1), it was stated “whether consequent to promotion of junior official also on or after 1-10-2000, any stepping up can be allowed under the definition of anomaly as recognized in FR & SR”. This specific proposal for stepping up of the pay of the senior on par with the junior on the date(1-10-2000 or thereafter)when the junior also got promoted to the same grade as that of the senior, was not considered by the Committee in view of the DoT’s comment that such stepping up of pay on the analogy of removing the anomaly under CCS(RP) Rules 1997 was not applicable.
- f) Therefore it is clear that para 3(A) refers to the difference arisen between the senior and junior on 1-10-2000 whereas para 3(A)(1) refers to the specific method of stepping up of pay on or after 1-10-2000. The Committee recommended for settling the aberration that has arisen between the senior in higher grade and junior in lower grade on 1-10-2000 by the method of granting Personal Pay to the senior. The Committee did not consider the proposal of stepping up of pay of the pay on par with the junior, on the date when the junior got promoted to the grade of the senior. These are two entirely different issues and there is no scope for confusion in this regard. But it appears that some body’s confusion/wrong interpretation in this regard resulted in the the failure in the Order for implementing the Committee’s recommendation on para 3(A). This failure on the part of the Management resulted in anger and frustration among the employees.
- g) It is therefore requested to cause immediate modification in the order to set right this defect, so that the difference between the IDA pay of the senior in higher grade and the junior in the lower grade as on 1-10-2000 is granted as personal pay to the Senior.

We shall be thankful for an immediate order considering this request.

Thanking you,

*Yours Sincerely,*



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