

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)

04-01-2012

To

Shri A.N. Rai,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Reduction in salary-case of the TTA, Sr.TOA, RM etc recruited after 1-1-2007 - Req.**

Ref: - (1) **Item No.9.19 of the minutes of the National Council meeting held on 24-6-2011**

(2) **Our Letter No.BSNLEU/422(Wage) dated 23-11-2011**

(3) **Our letter No.BSNLEU/422(Wage) dated 29-12-2011**

(4) **BSNL No. 1-29/2010-PAT(BSNL) dated 3-1-2012**

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 recruitees 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 this is proved to be not correct. The BSNL issued orders vide Np.1-29/2010-PAT(BSNL) dated 3-1-2012 granting 5 increments to the JTOs of 2007 and 2008 batches to settle the issue of reduction in their emoluments.

we requested that the issue of salary reduction in case of post 1-1-2007 recruited non-executives also has to be settled similarly, vide the reference 1 cited above. But as detailed above, we were given a wrong reply that the management was not aware of any such proposal for granting five increments to the post 1-1-2007 recruited JTOs. The management contended that there is no anomaly in case of the non-executives recruited after 1-1-2007. It 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 1st 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, vide references 2 and 3 cited above, we requested to settle the pay anomaly in the case of post 1-1-2007 recruited non-executives also on similar lines.

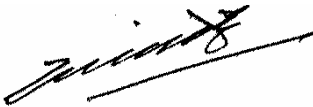
Vide reference 3 cited above, we requested for the constitution of a joint committee of the official and staff side representatives to discuss and recommend the settlement of the issue of salary reduction/pay anomaly in case of non-executives recruited on or after 1-1-2007.

Since the orders for settlement of this issue in case of executives was released on 3-1-2012, the non-executives recruited on or after 1-1-2007 are feeling let down since their issue remained unsettled.

It is therefore requested to cause immediate necessary action for settling this issue in case of non-executives recruited on or after 1-1-2007 and avoid the discrimination against them.

Thanking you,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'P. Abhimanyu', with a long horizontal stroke extending to the right.

[P.Abhimanyu]
General Secretary