

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)

14.12.2009

To

Shri S.R. Kapoor,
Chairman, Wage Negotiation Committee,
Bharat Sanchar Bhawan,
New Delhi – 110 001

Sir,

Sub: **Skill Upgradation Allowance, Special Compensatory(Remote Locality) Allowance, Special Compensatory(Hill Area) Allowance, Bad Climate Allowance and Scheduled /Tribal Area Allowance—Req**

Kindly recall the understanding reached on the above allowances in the Wage Negotiation Committee meeting held on 8-12-2009. We submit the following modifications for your kind and favorable consideration:

- A. Skill upgradation Allowance:** As requested already, it may please be given as 2% on revised basic pay w.e.f 27-2-2009. Instead of skill upgradation allowance, it may be designated as professional upgradation allowance.
- B. Special Compensatory (Remote Locality) Allowance, Special Compensatory(Hill Area) Allowance, Bad Climate Allowance and Scheduled/Tribal Area Allowance**

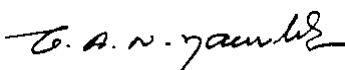
The understanding reached for increasing the rates of these allowances by 50% needs reconsideration for the following specific reasons:

- i) These allowances are being given in back ward/ far away/ hilly areas where the expansion of telecom services is required on priority basis. In such circumstances, revising these rates for executives on par with the Central Government employees and denying the same for non-executives by restricting it to 50% increase only will be a discrimination and disincentive in these regions where the development of telecom services is urgently required.
- ii) The number of non-executive employees in these regions where these allowances are required, will not be a large number. As can be seen from the annexure attached to this letter, the net increase beyond the 50% increase already agreed, will be a total Rs 40 lakhs per month approximately, in case the Central Government rates(Rates given for E-3 and below level executives) are agreed for the non-executives.
- iii) Moreover, before 27-2-2009, as per the existing rates, the executives and the non-executive in the pay range of Rs 6500-11224 are getting these allowances equally. Similarly the executives and non-executives in the pay range of 11225/- and above are getting these allowances equally. Now there is no reason to disturb this parity and to treat them differently, with effect from 27-2-2009.

In view of the above facts, it is requested to reconsider this issue and agree for granting these allowances to non-executives on par with the rates given for the executives of E3 pay scale and below level, as well as to the Central Government employees bellow the equivalent pay scale of E-3, with effect from 27-2-2009.

We shall be thankful for considering this request.

Yours Sincerely



(V.A.N.NAMBOODIRI)
GENERAL SECRETARY

Encl: As above.

Special Compensatory (remote Locality) Allowances

As per 5th CPC Rate				
Pay Range	Part A	Part B	Part C	Part D
Below Rs.3000 p.m.	300	250	150	40
Rs.5000 to Rs.4499 p.m.	500	400	300	80
Rs.4500 to Rs.5999 p.m.	700	550	450	120
Rs.6000 to Rs.8999 p.m.	1000	800	600	160
Rs.9000 p.m. & above	1300	1050	750	200

In BSNL from 01.10.2000				
Pay Range	Part A	Part B	Part C	Part D
Upto Rs.4000 p.m.	300	250	150	40
Rs.4001 to Rs.5250 p.m.	500	400	300	80
Rs.5251 to Rs.6499 p.m.	700	550	450	120
Rs.6500 to Rs.11224 p.m.	1000	800	600	160
Rs.11225 p.m. & above	1300	1050	750	200

After 6th CPC				
Pay Range	Part A	Part B	Part C	Part D
Less than grade Pay Rs.5400 p.m.	2000	1600	1200	320
Grade Pay Rs.5400 p.m. & above	2600	2100	1500	400

BSNL Executives (in Revised Pay)				
Pay Range	Part A	Part B	Part C	Part D
Below E3 (Rs.5400 – 50500)	2000	1600	1200	320
E3 & above	2600	2100	1500	400

For Non-Executive Proposal (50% increase in present rate)				
Pay Range	Part A	Part B	Part C	Part D
Upto Rs.4000 pre-revised	450 (Rs.1550 less than CG Employees)	375 (Rs.1225)	225 (Rs.975)	60 (Rs.260)
Rs.4001 to Rs.5250 Pre-revised	750 (-) Rs.1250	600 (-) Rs.1000	450 (-) Rs.750	120 (-) Rs.200
Rs.5251 to Rs.6499 pre-revised	1050 (-) Rs.950	825 (-) Rs.775	675 (-) Rs.525	180 (-) Rs.140
Rs.6500 to Rs.11224 Pre-revised	1500 (-) Rs.500	1200 (-) Rs.400	900 (-) Rs.300	240 (-) Rs.80
Rs.11225 & above Pre-revised	1950 (-) Rs.50	1575 (-) Rs.25	1125 (-) Rs.75	300 (-) Rs.20
Average loss w.r.t CG Employees rate	Rs.960	Rs.700	Rs.600	Rs.160
Total non-executives of BSNL in those areas (Approximately)	750	1340	2100	6500

	Part A	Part B	Part C	Part D
If Central Govt. Employees rate is given net increase will be	Rs.7.2 lakhs p.m.	Rs.9.4 lakhs p.m.	Rs.12.6 lakhs p.m.	10.4 lakhs p.m.
Net Amount increase will be = Rs.39.6 lakhs p.m.				

Bad Climate / Schedule Tribal / Hill Compensatory Allowances

At present the following allowances are given to Non-executives in BSNL in following manners:

IDA Pay	Bad Climate	Schedule Tribal	Hill Compensatory
Upto Rs.4000 p.m.	40	40	100
Rs.4001 – 5250 p.m.	80	80	140
Rs.5251 – 6499 p.m.	120	120	240
Rs.6500 – 11224 p.m.	160	160	300
Rs.11225 p.m. & above	200	200	300

6th CPC given			
CDA Pay	Bad Climate	Schedule Tribal	Hill Compensatory
Below grade pay Rs.5400 p.m.	240	240	480

BSNL Executives given			
IDA Pay	Bad Climate	Schedule Tribal	Hill Compensatory
E3 & above.	400	400	600
Below E3	240	240	480

For Non-Executive Proposal (50% increase in present rate)			
Pre-revised pay	Bad Climate	Schedule Tribal	Hill Compensatory
Upto Rs.4000 p.m.	60	60	150
Rs.4001 – 5250 p.m.	120	120	210
Rs.5251 – 6499 p.m.	180	180	360
Rs.6500 – 1224 p.m.	240	240	450
Rs.11225 p.m. & above	300	300	450
Average loss w.r.t CG Employees rate	60	60	156

Total Non-executives who are eligible the above allowances = 2000 (approximate)

If Central Govt. Employees rate is given an additional expenditure will be required only Rs.2 lakhs p.m. approximate.
