

# BSNL EMPLOYEES UNION

**Recognised Union in BSNL**

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

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V.A.N. Namboodiri

General Secretary

BSNLEU/422(Wage)

20-12-2009

To

Sri S.R.Kapoor  
Executive Director(Finance)&  
Chairman, Wage Negotiation Committee  
BSNL, New Delhi

Sir,

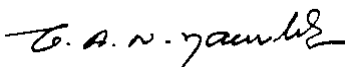
Sub:-**Serious problems arising in implementation of 30% fitment benefit, 3% increment, fixation benefit on promotion, due to the shorter span and consequent maxima in the proposed revised pay scales-Request for urgent reconsideration to avoid crisis in the process of wage revision agreement- Req.**

This is to request your kind attention that due to the shorter span and .the consequent maxima in the proposed revised pay scales, many officials will face cut in the benefits of 30% fitment, 3% increment, and pay fixation benefit of promotion policy

- a) It was agreed to implement 3% increment on the basic pay in the revised pay scales.But implementing the last increment before reaching the maximum, without cutting it is not possible with the maxima prescribed in the proposed revised pay scales. **This problem is arising in the proposed revised scales from 2007 it self.**
- b) It was agreed to grant 30% fitment benefit to all. But granting this to all without exception. **But in some cases it is not possible to implement this 30% fitment benefit due to the maxima fixed in the proposed revised pay scales.**
- c) Promotion policy agreement was signed on 30-10-2008 and management is having the responsibility to implement it after approval from DoT. But **the maxima fixed in the proposed revised scales are blocking the implementation of the promotion since on pay fixation in the promoted scale, the basic pay will cross the maximum of the promoted scale.**

There is no authority vested with management to impose such unwarranted cuts in increments, fitment benefits and promotions. Examples illustrating these problems are given in the annexure to this letter. We hope the management will find an immediate solution for all these problems and will avoid crisis in the process of wage revision agreement for non-executives proposed to be signed on 29-12-2009.

Yours Sincerely



(V.A.N.NAMBOODIRI)  
GENERAL SECRETARY

Encl: As above.

**Examples illustrating the problems in implementation of 30% fitment benefit, 3% increment, fixation benefit on promotion, due to the shorter span consequent maxima in the proposed revised pay scales, and justification for settling these problems**

**I. Cases where implementation of 3% increment is not possible**

**(1) Sri Mohammad Sarvar, Group D O/o PGM T Hyderabad TD**

He was in NE-1 pay scale with basic pay Rs 5440/- on 31-12-2006 with increment due on 1-1-2007. With 30% fitment benefit on 5440 on 1-1-2007, he will be fixed at Rs 11940/- in the revised pay scale. With increment in the revised pay scale, he will be at Rs 12300/- on 1-1-2007. On 1-1-2008, he will be at Rs 12670 and on 1-1-2009 he will be at Rs 13050/-. On 1-1-2010 he will get 3% increment and has to be given basic pay Rs 13540/-; But maximum in the pay scale is Rs 13320/- only. This means in the Rs 490/- increment due to him, he can be given Rs 270/- only, cutting Rs 220/-.

**(2) Sri Mukundan.B, Group D O/o CGMT Kerala Circle Trivandrum**

He was in NE-2 pay scale and reached maximum pay Rs 5935/- on 1-4-2006. On 1-1-2007 he was at Rs 5935/- and will be fixed at basic pay Rs 13030/- in the revised pay scale. On 1-4-2007 he will get increment and will be fixed at basic pay Rs 13430/-. On 1-4-2008 he will get another increment and has to be fixed at Rs 13840/-. But the pay scale maximum is Rs 13440/- only. Because of this, out of the Rs 410/- increment due to him, he can be given Rs 10/- only, cutting Rs 400/-

**(3) Sri N.Narasinga Rao Group D O/o CGMT A.P Hyderabad**

He was in NE-3 pay scale and reached maximum of the pay scale Rs 5975/- on 1-7-2003 and got one stagnation increment on 1-7-2005. Thus he was at Rs 6100/- on 1-7-2005. On 1-1-2007 he was at Rs 6100/- and will be fixed at the basic pay Rs 13390/- in the revised pay scale. On 1-7-2007 he has to be given 3% increment and has to be fixed at basic pay Rs 13800/-. But the prescribed maximum in the proposed revised pay scale was Rs 13600/- only. Therefore out of the Rs 410/- increment due to him, he can be given Rs 210/- only, cutting Rs 200/-.

**(4) Sri D.Babu Group D O/o CGMT A.P Hyderabad**

He reached maximum of the NE-4 pay scale Rs 6200/- on 1-11-2002 and drawn two stagnation increments on 1-11-2004 and 1-11-2006 and was at Rs 6460/- on 1-1-2007. On 1-1-2007, he has to be fixed at the basic pay 14180/- in the revised pay scale. But the prescribed revised pay scale maximum is Rs 13940/- only. Therefore he can not get even 30% fitment benefit.

**(5) Sri D.Antheji Group D O/o CGMT A.P Hyderabad**

He reached maximum pay Rs 6650/- in NE-5 pay scale on 1-9-2004 and drawn one stagnation increment and was at Rs 6790/- on 1-9-2006. On 1-1-2007 he was at basic pay Rs 6790 and will be fixed at Rs 14900/-. On 1-9-2007 he will get increment Rs 450/- and has to be fixed at basic pay Rs 15350/- where as the proposed revised pay scale maximum is Rs 14940/- only. Therefore out of this Rs 450/- increment due to him, he can be given Rs 40/- only, cutting Rs 410/-.

**(6) Sri Sasi.C, Telecom Mechanic, O/o CGMT Kerala Circle, Trivandrum**

He was at basic pay Rs 6670/- on 31-12-2006 in the NE-6 pay scale and due for increment on 1-1-2007. Therefore on 1-1-2007 he will be fixed at revised pay Rs 14640/- and on 1-1-2007 he will get increment in revised pay scale and will be fixed at Rs 15080/-. On 1-1-2008 he will get another increment and has to be fixed at Rs 15540/-. But the pay scale maximum is Rs 15470/-

only. Therefore out of the Rs 460/- increment due to him, he can be given Rs 390/- only, cutting Rs 70/-.

**(7) Sri Narayana Kutty.G, Sr TOA(G) O/o CGMT Kerala, Trivandrum**

On 1-1-2007 he was at basic pay Rs 7620/- in NE-7 pay scale and he will be fixed at Rs 16730/- in the revised pay scale. He will be at basic pay Rs 17240/- on 1-4-2007, Rs 17760/- on 1-4-2008, Rs 18300/- on 1-4-2009, and on 1-4-2010 he has to be fixed at Rs 18850/-, whereas the maximum of the proposed revised pay scale is Rs 18650/- only. Thus out of the Rs 550/- increment due to him on 1-4-2010, he can be given Rs 350/- only, cutting Rs 200/-.

**(8) Sri N.R.Meghwal TTA, Kota,Rajasthan**

He reached maximum of the pay scale NE-10 on 1-1-2006 and hence drawn no increment on 1-1-2007. Therefore on 1-1-2007 he was at Rs 11175/- and will be fixed at Rs 24530/- in the revised pay scale. He will draw increment 3% in the revised pay scale on 1-1-2007 and will be fixed at Rs 25270/-. On 1-1-2008 he has to be given increment and fixed at Rs 26030/- whereas the maximum pay in the proposed revised pay scale was Rs 25470/- only. Thus out of the Rs 760/- increment due to him, he can be given Rs 200/- only, cutting Rs 560/-.

**(9) Sri Varghese Manuel Sr.TOA(G) O/o CGMT Kerala**

He was in NE-10 pay scale and drawn one stagnation increment on 1-12-2006 and was and drawn second stagnation increment on 1-12-2008. On 1-1-2007 his basic pay was Rs 11400/- and he has to be fixed at Rs 25020/- in the revised pay scale on 1-1-2007. On 1-12-2007 he has to be given increment and has to be fixed at Rs 25770/-. But the proposed maximum of the revised pay scale was Rs 25470/- only. Thus out of the Rs 750/- increment due to him, he can be given Rs 450/- only, cutting Rs 300/-.

**II. Cases where 30% fitment benefit is not possible**

**(1) Sri D.Babu Group D O/o CGMT A.P Hyderabad**

He reached maximum of the NE-4 pay scale Rs 6200/- on 1-11-2002 and drawn two stagnation increments on 1-11-2004 and 1-11-2006 and was at Rs 6460/- on 1-1-2007. On 1-1-2007, he has to be fixed at the basic pay 14180/- in the revised pay scale. But the prescribed revised pay scale maximum is Rs 13940/- only. Therefore he can not get even 30% fitment benefit.

**III. Cases where promotion as per promotion policy is not possible**

**(1) Sri C.M.Ghosh Dastidar, SG Daftary, Telecom Stores, Kolkata**

He reached maximum of the pay scale 4100-125-5975(NE-3) on 1-9- 2003. He will retire in January 2023.His case will be as below:

As per the new promotion policy he will get promotion on 1-10-2004 to the next higher scale 4250-130-6200 and will be fixed at the maximum of this scale i.e 6200 .On completion of two years he will get one stagnation increment and hence will be at Rs 6330/- on 1-10-2006. Hence on 1-1-2007 he will be at 6330/- in 4250-130-6200 pay scale.

As per 30% fitment benefit on pay+68.8% DA, he will get revised pay of Rs 13890/-in the revised NE-4 scale.

He will get promotion 1-10-2011 to the next higher scale as per the promotion policy. In case stagnation increment is drawn every two years until 1-10-2011, his pay will be as below:

1-10-2007 increment 3% he has to be fixed at Rs 14310 where as the maximum of the pay scale is Rs.13940/- only and in such case how to give this increment? Is it to be restricted only to the extent of reaching the maximum of the pay scale? How an increment can be partially

granted and under what rule? Therefore it is assumed that this increment will be given in full, even if the basic pay crosses the maximum)

1-10-2009=1<sup>st</sup> stagnation increment=14740

1-10-2011=2<sup>nd</sup> stagnation increment=15190

On 1-10-2011 he will get promotion to NE-5 pay scale and will be given one increment in pay fixation and accordingly he has to be fixed at Rs 15650/-, where as the maximum of the pay scale is Rs 14940/- only.

Therefore it is not possible to grant promotion to him although he is eligible for it.

#### **IV. Justification for immediate solution to these problems**

1. There is no power vested with the management to impose such unwarranted cuts in increment benefit, 30% fitment benefit and pay fixation benefit on promotion.
2. Therefore the entire policy of fixing the maximum in the revised pay scale needs a review and proper solution. No solution is possible with percentage based increment system for this problem by keeping the pay scale maximum at a level less than 26 years span. Hence the DPE has fixed the 26 year span of the revised pay scales of lower level executives and the Sixth CPC has introduced running pay bands with a long span along with provision to place in next pay band in case of stagnation.
3. Keeping in view of this imperative for a long span of the pay scale due to the percentage based increment system, the Government has issued orders for allowing payment of pension contribution for absorbed Government employees by the managements on the basis of basic pay instead of the maximum of the pay scale.
4. The Management's contention that this Order of the Government for payment of pension contribution on the basis of basic pay is not applicable for absorbed BSNL employees but only applicable for Government employees on deputation in BSNL is not tenable since there can not be two different kinds of yardsticks for payment of pension contribution as per FR 116.
5. It will be an arbitrary act of the highest degree to allow 26 years span for absorbed executives pay scales without caring for expenditure on account of pension contribution and impose 18 years span on non-executives pay scales and thus deny fitment benefit, increment and promotion benefit, all in the name of expenditure on account of pension contribution.
6. The Director(HRD) BSNL addressed a D.O letter No.BSNL/38-1/SR/2009 dated 22<sup>nd</sup> April 2009 to the undersigned and it was widely circulated by the management among the employees. The sum and substance of that letter was that although the management was willing to agree for wage settlement on par with the executives, the recognized union is creating problem by not agreeing for it.
7. Therefore the management has to keep up its widely propagated commitment for parity with executives in the wage revision for non-executives and agree for 26 years span for the pay scales of non-executives, on par with the executives. Any other proposal other than 25/26 years span for the pay scale will not be suitable in this pay structure with percentage increment system.

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