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No. AIBSNLEA/ CHQ/ Director (HR)/2017

Dated 15.03.2017

To

Smt. Sujata Ray,
Director (HR),
BSNL Board
New Delhi - 110001

Subject: Clarification in respect of implementation of policy guidelines issued by BSNL CO in respect of PA/PS of BSNL field units – regarding.

Respected Madam,

On the subject cited above your kind attention is drawn towards the BSNL Corporate Office letter No. 15-07/2011-Pers.II dated 18.08.2015 regarding clarification in respect of implementation of policy guidelines in respect of PA/PS of field units.

In this connection, it is humbly submitted that this clarification is completely contradictory to the BSNL C.O. earlier letters/clarifications issued from time to time as stated in the brief of the case and the order referred above is implemented in haste which leads to huge loss to the individuals(PA/PS) who were restructured got the residency period in accordance with letter No. 400-61/2004-Pers.I dated 24.08.2007 w.e.f. 01.10.2000 for the first time bound promotion under EPP in BSNL in respect of those executives whose pay scales were upgraded/revised after 01.10.2000 by the Company.

Brief of the case:

- 1 Vide BSNL CO letter No. 400-61/2004-Pers.I(Pt.I) dated 26/27.04.2011(Annexure-I), it was clarified that the cadre of Stenographer Gr.I and Gr.II of field units, being considered non-executive prior to 01.01.2004 does not covered under the rules. However, vide BSNL CO letter No. 400-61/2004-Pers.I(Pt.I) dated 23.08.2011(Annexure-II) **has further clarified that the benefit of counting of residency period is applicable to those Stenographer Gr.I and Gr.II of BSNL field units who were made PA(i.e. Executive) w.e.f. 01.01.2004 as a result of restructuring of the cadre.**
- 2 In spite of clear instructions in the BSNL CO letter dated 23.08.2011 for counting of residency period w.e.f. 01.10.2000; before implementation of the same, Punjab Circle sought clarification vide letter number Staff/TBEP/PA/PS/II/34 dated 11.11.2011(Annexure-III) for granting 2nd financial upgradation, **whether date of effect of residency period has to be taken w.e.f. 01.10.2000 in respect of those Stenographer Gr.I and Gr.II who became PA on 01.01.2004 after restructuring or date of effect of residency period has to be taken w.e.f. their promotion as Stenographer Gr.I and Gr.II.**

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- 3 In reference to Punjab Circle letter Annexure-III, **BSNL CO again reiterated and clarified vide letter No.400-61/2004-Pers.I (Pt.I) dated 07.03.2012(Annexure-IV) that even for Stenographer Gr. I and Gr.II of field units of BSNL, who were made PA after restructuring w.e.f. 01.01.2004, the residency period w.r.t. first time bound IDA pay scale upgradation under EPP shall commence from 01.10.2000.** Accordingly, Punjab Circle has implemented the guidelines and counted the residency period w.e.f. 01.10.2000 and granted 2nd financial upgradation under EPP w.e.f. 01.10.2011 to all the eligible executives who were fulfill all the conditions as required.
- 4 It is worthwhile to mention here that the same clarification had also been given to Kerala Circle vide BSNL CO letter No. 15-84/2010-Pers.II dated 25.08.2011(Annexure-V).
- 5 However, the contents mentioned in para b(3) of letter dated 18.08.2015 has never been reflected in any letter of BSNL CO and in the Minutes of the different Committees constituted by BSNL CO for settling the issue of Residency period and this para was reflected only after a long span of time approximately 8 years.

In view of the above, we request that the para b(3) of letter No.15-07/2011-Pers.II dated 18.08.2015 relating to counting of the residency period may kindly be withdrawn in interest of natural justice.

With kind regards,

Enclosures: As above

Yours Sincerely,
-sd-
(Prahlad Rai)
(General Secretary)