

## **FORUM OF BSNL UNIONS / ASSOCIATIONS**

*D-7, Telegraph Place, Gole Market, New Delhi – 110 001.*

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**Forum/Pension**

**11-04-2014**

**To**

**Shri M.F.Farooqui,  
Secretary, DOT,  
Sanchar Bhawan,  
New Delhi - 110001**

Sir,

Sub: - **78.2% IDA fixation benefit to pensioners who retired before 10.06.2013 – orders requested.**

The BSNL employees have been granted 78.2% IDA fixation notionally w.e.f. 01.01.2007 and actually from 10.06.2013, the date on which the DoT issued order vide 64-01/2012-SU dated 10.06.2013.

The BSNL employees who retired from 10.06.2013 onwards have got the benefit in their pension, while those who retired earlier are yet to get the same. It is understood that, the Department of Expenditure to whom the matter was forwarded for approval has returned the file to DoT seeking certain clarifications, which are yet to be furnished by DoT.

In this connection, we want to point out that in order to settle the issue, the following action is required from DoT.

The Presidential Directives was issued vide DoT letter dated 10.06.2013, for extension of benefit of merger of 50% IDA with basic pay w.e.f 01.01.2007, effectively amounting to 78.2% for the purpose of fitment & pay fixation. It was mentioned that no arrears will be paid and the revised fitment benefit on the basis of DPE OM dated 02.04.2009 will be paid with prospective date only. Accordingly BSNL issued the revised order on the same day fixing the revised pay notionally from 01.01.2007 with actual pay w.e.f 10.06.2013.

In the agreement signed between the BSNL Management and the Forum of BSNL Unions/Associations on 10.06.2012 for extending the benefit of 78.2% IDA fitment effectively w.e.f 01.01.2007, it was mutually agreed that the actual payment will be made prospectively and arrears will be deferred for the time being and will be paid when the financial condition of BSNL improves. BSNL Board approved the same proposal and sent to DOT on 10.09.2012 for approval.

However, DoT issued the revised Presidential Directive which closed the scope for the arrear payment when financial condition of BSNL improves but also created problems for the pensioners who retired between 01.01.2007 to 10.06.2013 as their pay is fixed notionally with 78.2% IDA fitment benefit. Since the case of pensioners retired between 01.01.2007 to 09.06.2013 are not settled, the pre-2007 pensioner's cases also remain unresolved.

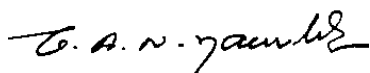
In order to resolve the issue, it will be appropriate to revise the presidential directive issued by DoT on 10.06.2013 by extending the benefit of merger of 50% IDA with basic pay w.e.f 01.01.2007, effectively amounting to 78.2% for the purpose of fitment & pay fixation on actual basis instead of notional pay fixation keeping the arrear payment deferred as per the agreement. This will be in line with the BSNL Board proposal sent to DOT on 10.09.2012 for approval. The method of arrear payment can be worked out by BSNL once company's financial condition improves.

CMD BSNL has already written a DO letter on 21.10.2013 to DoT in this regard for revising the presidential directive to address the twin problems of settlement of pensioner's issues and the payment of arrears to the BSNL employees for the period from 01.01.2007 to 09.06.2013. This revision is not going to make any financial implication on BSNL has further as BSNL already paid pension contribution on maximum of the pay scales to DoT. On implementation of 78.2% fitment, the pay scale is not getting changed, only the basic pay undergoes changes.

It is, therefore, requested that necessary early action may kindly be taken to revise the Presidential Orders as also to furnish the clarification to DoE, so that the pensioners who are waiting for the 78.2% IDA fixation benefit, are paid their justified fixation.

Thanking you,

*Yours Sincerely*



**V.A.N.Namboodiri**  
**Convener, Forum**