



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA/CHQ/Secy(T)/2013-14

Dated at New Delhi the 4th June, 2013

To

**Shri M.F. Farooqui,
Chairman Telecom. Commission & Secretary (T)
Sanchar Bhavan, 20, Ashoka Road,
New Delhi – 110001**

Subject : Incorrect and partial implementation of DPE orders for BSNL Employees during Revision of wages and payment of IDA w.e.f. 1/1/2007 onwards: BSNL Employees were accorded 68.8% IDA merger w.e.f. 1/1/2007 vide DPE order dated 26/11/2008 amounting to net loss of 9.4% in pay fixation as on 1/1/2007 vide subsequent DPE order dated 2/4/2009 followed by recurring loss of IDA calculated by DPE on the basis of 78.2% IDA Merger w.e.f. 1/1/2007.

Respected Sir,

We would like to draw your kind attention to the background note incorporating the full facts / history of the case regarding incorrect and partial implementation of DPE orders for BSNL Executives / Non-Executives during Revision of wages and payment of IDA w.e.f. 1/1/2007 onwards are detailed below:-

1. Merger of 50% of dearness allowance with basic pay to the employees of Central Public Sector Enterprises (CPSEs) following 1997 Industrial dearness Allowance (IDA) pattern scales of pay, has been approved by Government of India with effect from 01/01/2007 vide memo no.2(7)/2005 DPE- (WC) GL-III dated 26th February 2008. Accordingly, approval for merger of 50% IDA with basic pay for all BSNL employees was given by Deptt. Of Telecommunications vide letter no.79-38/2006-SU dated 01/05/2008. Thereafter merger of 50% IDA with basic pay for all the BSNL Executives and Non-Executive Employees was implemented by BSNL Corporate Office vide memo no.14-3/2008-PAT(BSNL) dated 29/5/2008.

2. Revision of IDA scales of Pay for Board Level and below Board Level Executives in CPSEs with effect from 01/01/2007 was approved by Government of India vide memo no.2(70)/08-DPE (WC)-GL-XVI/08 dated 26th November 2008. Further approval for revision of IDA scales w.e.f. 01/01/2007 for all BSNL Executives has been accorded by Deptt. Of Telecommunications vide letter no.61-01/2009-SU dated 23/02/2009 in terms of DPE memo ibid and implemented by BSNL Corporate Office vide memo No. 1-50/2008-PAT (BSNL) dated 05/03/2009 under the terms and conditions laid down by DPE vide Memo no.2(70)/08-DPE (WC) -GL-XVI/08 dated 26th November 2008.

3. Further Revision of IDA scales of Pay for Board Level and below Board Level Executives in CPSEs with effect from 01/01/2007 allowing benefit of merger of 50% DA with Basic Pay for Fitment Purpose was approved by the Government of India vide DPE O.M. No.2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009.

4. It was categorically stated in DPE O.M. No.2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009 under para 3 as below:-

“3. Government has also decided that benefits under this O.M. read with the earlier decision as conveyed vide O.M. dated 26.11.2008 and 09.02.2009 has to be viewed as a total package. It has also been decided that the pay revision package as communicated by earlier O.M.s along with the above modifications would be applicable to all the CPSEs.”

5. The Government of India Instructions under DPE O.M. dated 2nd April 2009 quoted above, allowing benefit of merger of 50% DA with Basic Pay for Fitment Purposes were not taken into account by the Department of Telecommunications and BSNL for the Executives in BSNL while granting Revision of IDA scales of Pay for Board Level and below Board Level Executives in CPSEs with effect from 1/1/2007 vide DPE O.M. No. 2(70)/08-DPE- (WC) dated 26th November 2008.

6. **All the DPE Circulars dealing with the subject of "Board level and below Board level posts including non-unionised supervisors in Central Public Sector Enterprises - Revision of scales of pay w.e.f. 01.01.2007 - Payment of IDA at revised rates- regarding." Clearly specify that:-**

“2. The above rates of IDA would be applicable in case of IDA Employees who have been allowed revised pay scales (2007) as per DPE O.M. dated 26.11.2008, 09.02.2009 & 02.04.2009.”

7. In spite of the clear instructions from Government of India and DPE in this matter, the Department of Telecommunications and BSNL have only approved the payment of IDA scales and IDA at the revised rates as indicated in DPE O.M. dated 26.11.2008, but denied the benefit of 50% IDA Merger as specified in DPE O.M. dated 02.04.2009.

8. **The BSNL Board has already approved the case for 78.2% IDA Merger w.e.f. 1/1/2007 and sent the case to Ministry of Communications almost one year ago and all the subsequent queries raised by DOT/ Finance Wing have already been answered by BSNL but the issue is still awaiting clearance from your good Office.**

You are therefore requested to kindly look into the matter and arrange for early end to the injustice heaped upon BSNL Employees due to Incorrect and partial implementation of DPE orders dated 26/11/2008 as amended vide DPE orders 2/4/2009 for revision of wages and payment of IDA w.e.f. 1/1/2007 onwards

With kind regards,

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

Copy to:

- (i) Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001
- (ii) Smt Rita Teatota, Addl. Secy(T), DoT, Govt. of India, New Delhi-110001
- (iii) Sh. A.N. Rai, Director(HR), BSNL Board, New Delhi-110001