



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

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No. AIBSNLEA/CHO/Dir(HR)/2013

Dated : 12.09.2103

To  
**Sh. A.N. Rai,  
Director (HR), BSNL Board  
New Delhi-110001**

**Sub: Recovery of excess pay in respect of PAs/PSs as per clarification No.15-84/2010-Pers.II dated 13.10.2010**

Ref: Speaking order No.15-07/2011-Pers.II dated 03.07.2012

Sir,

In Kerala Circle, implementation of 1<sup>st</sup> time bound upgradation under EPP in the cadre of PA/PS has been ordered vide CGMT Kerala Circle No. HR-II/50-20/2013/67 & 68 dated 06.04.2013 in respect of 94 PAs/PSs.

On implementation of the above orders, the pay scale of the officers who were drawing pay in higher scales were brought down to Rs.9850-250-14600 with effect from 01.01.2004, resulting reduction in total emoluments and large scale recovery. Out of these 94 officials, 14 have already been retired. An average amount of Rs. 2 lakhs is recoverable from each officer. In the case of retired employees, full pension is yet to be fixed. Also leave encashment on retirement has not been released in full by SSAs, for adjusting the overpayment. This has resulted deferment of the already granted pay scale to a future date ranging from 15 months to 43 months with consequential loss in total emoluments, reduction in pay scales and postponement of next time bound upgradation to an equivalent period.

Kerala Circle, vide letter No. HR-II/29-15/2013/76 dated 03.07.2013 has sought clarifications from Corporate Office whether overpay resorted on account of revised upgradation of the PA/PS, including the retired officers, are to be recovered. Copy of the same is enclosed herewith (**Annex.1**), which is self explanatory and admitting that the grievances raised by this Association are true. However, even after a lapse of two months, clarification is yet to be issued from Corporate Office. Recoveries have already been started from the serving PAs/PSs and notices have been issued to retired officers to remit the alleged overpayment amounting to lakhs of rupees, for re-fixation of their pension benefits.

It may also be noted that Kerala Circle has sought for clarification regarding implementation of ACP & Time Bound Promotion in the cadre of PA/PS vide letter No. HR-II/50-

20-2010-Pt.II/29 dated 08.03.2011. In this case also after a lapse of **30 months**, no clarification was issued from Corporate Office. Both the above letters were addressed to Shri V.K. Sinha, AGM (Pers.II), Corporate Office. Copy of the same is also attached (**Annex.2**). It may not be out of place to mention here that had the required clarifications been given to Kerala Circle in time, no such grievance would have been faced by the PAs/PSs in the Circle. Undue and inordinate delay has been occurred in clarifying the queries requested from Kerala Circle.

In this regard, your kind attention is invited to the clarifications contained in the Corporate Office letter No.400-61/2004-Pers.I (Pt.I) dated 27<sup>th</sup> April 2011 followed with clarification dated 04<sup>th</sup> May 2011 by which it was directed to all Heads of Telecom Circles, etc. that **"the recovery resorted on account of any excess payment made to any official, being affected, during the past years be kept in abeyance till further orders"**. Copy of the letter referred above is enclosed herewith (**Annex.3 & 4**). It may kindly be recalled that during the personal hearing held on 15.05.2012 & 11.10.2012, Sr. G.M. (Pers) were kind enough to assure us that there will not be any recovery from the aggrieved personnel, in any case.

It may also be noted that in a similar situation with regard to recovery of excess pay in respect of AAOs/JTO (LA) and Sr AO/Sr SDE, the Competent Authority, vide Order No. 400-11/2011-Pers.I (pt) dated 23<sup>rd</sup> April 2012 (**Annex.5**), has decided that excess pay drawn by them, if any, need not be recovered by the Circles. Copy is enclosed herewith for ready reference. However, there is no such instruction from the Competent Authority to Kerala Circle in respect of PAs/PSs.

Hence it is kindly requested that necessary instructions may please be issued to the effect that excess pay drawn by PAs/PSs need not be recovered by Circle on implementation of the 1<sup>st</sup> Time Bound Upgradation under EPP.

With kind regards,

Yours Sincerely

Encl: Annex 1 to 5

-sd-  
(Prahlaad Rai)  
General Secretary

Copy to:

Shri A.K. Jain  
Sr. General Manager (Pers), BSNL Corporate Office, New Delhi-1.