



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No.AIBSNLEA/CHQ/CMD/2013

DATE:08.07.2013

To

**Shri R K Upadhaya,
Chairman-cum-Managing Director, BSNL
New Delhi – 110001.**

Sub:- Revision of Pay based on 78.2% IDA Fixation – Payment of allowances at the old rate of 68.8% - Constraints anticipated – Reg.

With reference to the above subject matter, it is bring to your kind notice that, the existing decision of BSNL Board to implement 78.2% IDA fixation w.e.f 10.6.2013 without considering the same for allowances like HRA and others will practically lead to the following serious constraints.

1. The old pay (ie.68.8%) will have to be maintained compulsorily throughout parallelly and any change in the old pay through subsequent pay fixation, granting of increments etc. will have to be incorporated in both the pays invariably. Separate Pay Fixation Memos becomes essential. Otherwise, corresponding increase in HRA and other allowances will be ignored leading to heavy recurring loss.
2. Maintenance of two types of Basic Pay and preparation of separate pay fixation memos on each occasion will lead to practical complications. Also, settlement of personal claims like medical reimbursement, fixing its annual ceiling limits, arriving at the eligibility limits, settlement of TA/LTC claims etc. will also become more complicated and confusing.

It is therefore suggested that HRA and other allowances are also to be paid on the basis of 78.2% IDA Fixation otherwise a series of constraints and anomalies will have to be encountered which in turn invite a lot of complaints apart from the possible chances of short/overpayment of pay and allowances to the employees of BSNL.

We would therefore, request you to kindly intervene in the matter so that IDA pay fixation is made and the payment of allowances at the old rate of 68.8% are revised at the earliest.

With kind regards,

Yours Sincerely
-sd-

(Prahlad Rai)
General Secretary

Copy to:

- Shri A.N. Rai, Director(HR), BSNL Board, New Delhi-110001
- Sh. K.C.G.K. Pillai, Director(Fin), BSNL Board, New Delhi-110001
- Sh. R.K. Goyal, GM(Estt.), BSNL C.O., New Delhi-110001