



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITD
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

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No. AIBSNLEA/CHQ/2006-07/240

dated: 15.5.2007

To,

**Shri A.K.Sinha,
Chairman-cum-Managing Director
BSNL
New Delhi.**

Sir,

We would like to draw your attention to para 8 of General principles of 'Time Bound IDA Scale upgradation policy' issued by BSNL on 18.1.2007. The para mentions that *"with the implementation of IDA Time Bound pay scale upgradation scheme w.e.f. 1.10.2004, provisions with regards to arrangements like In-situ/ACP of any other time bound promotion/upgradation scheme of Government set up shall stand withdrawn, unless permitted in any specific context."*

We feel that the withdrawal of benefits under ACP scheme to BSNL Executives with retrospective effect is an arbitrary decision, which will harm the interest of our members. The benefit of the ACP scheme is granted to an executive in his next line of promotion only when he could not get any promotion even after 12 years of service. Many of such Executives got benefits under ACP scheme after 1.10.2004 but before the issue of 'Time Bound IDA Scale upgradation policy'. As per the ACP scheme of Government of India, the benefit of upgraded scale once granted to an official can not be withdrawn except in the case of refusal of promotion. The grant of benefit under ACP scheme by BSNL to its executives was unconditional and also not related to outcome of any policy of BSNL implemented at a later date. But in the 'Time Bound IDA Scale upgradation policy', this benefit of ACP is being withdrawn from the Executives who got it after 1.10.2004. In such a scenario, the affected executives will be reverted back to lower scale for a period up to 24 months i.e from October 2004 to September 2006. They will even have to face recovery for this period also. If the benefit of ACP is withdrawn, the promotion policy will become Demotion Policy to the affected executives. This will go against the very spirit of the Executive Promotion Policy.

Besides, 1.10.2004 is the first date of Review under Upgradation scheme and only a selected number of Executives will get benefits of the scheme by this date. It will be only on 1.10.2006 that the benefits of first upgradation would be granted to all the Executives of BSNL. Hence withdrawing of benefits of ACP w.e.f. 1.10.2004 is unjustified and may invite legal complications.

In the para 7 of General Principle of 'Time Bound IDA Scale upgradation policy', it is mentioned that 'any upgradation due to the Executives on or before 1.10.2004 based on

earlier time bound polices, such upgradation will be granted on the basis of options as one time relaxation.'

It is requested that in order to give equal treatment to all Executives, this concept of Option to retain benefits of upgradation under ACP scheme may kindly be extended till 1.10.2006.

With regards,

Yours sincerely,



(PRAHALAD RAI)
General Secretary

Copy to: Shri Niranjan Singh, Director (HRD), BSNL, New Delhi.