



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

Central Headquarters  
New Delhi-110001

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No. AIBSNLEA/CHQ/Member (Fin)/2014

DATED: 04.06.2014

To,

**Ms. Annie Moraes**

Member (Finance)

Telecom Commission, Department of Telecommunication

Sanchar Bhavan, 20, Ashoka Road

**New Delhi – 110001**

**Subject: 78.2% IDA merger for pensioners**

**Respected Madam,**

Kindly recall our discussion on the issue mentioned above on 26-05-2014 afternoon. What we understand after the discussion is that since for the BSNL pensioners, pension revision order effecting 68.8% IDA merger was issued after separate cabinet approval, for 78.2 % IDA merger also fresh cabinet approval may be required. Other point in support of fresh cabinet approval is that, when the pension revision order by 68.8% IDA merger was issued on 15-03-2011, already 78.2% IDA merger was approved. Still cabinet approved only 68.8% IDA merger for pensioners on 15-03-2011. However DoT may opine that fresh cabinet approval is not be required as 78.2% IDA merger is approved by cabinet, while replying the queries by Department of Expenditure.

**Madam,**

In this context we would like to point out that the pensioners who are deprived of the 78.2% IDA merger are basically divided into two groups:

- **Employees retired before 1-1-2007 (pre 2007 pensioners)**
- **Employees retired from 1-1-2007 to 09-06-2013 (post 2007 pensioners)**

The pension revision order dated 15-03-2011, affecting the benefit of 68.8% IDA merger with 30% fixation, was applicable only to the pre 2007 pensioners. For this group, now an amendment of the said pension revision order dated 15-03-2011 is required amending the merger amount from 68.8% to 78.2%. We feel that as 78.2% IDA merger is approved for all, there is no need of any further cabinet approval.

For the second group (post 2007 pensioners), the pension revision order dated 15-03-2011 is not applicable. For them the issue is not pension revision but pay revision as on 1-1-2007 by merging 78.2% IDA, which will revise their last pay drawn on date of retirement and subsequently the pension amount. It may kindly be recalled that the 2nd PRC order with merger of 68.8% IDA was issued on

27-02-2009 but the date of effect was 1-1-2007. The employees who retired between 1-1-2007 to 27-02-2009 did not get any difficulty to get their revised pension, as their pay was actually revised from 1-1-2007 which ultimately revised their actual last pay drawn and then the pension. No separate order was required for them. Actually they got their benefit almost along with the serving employees. But the other group (pre 2007 pensioners) got the benefit much later after issue of 15-03-2011 order.

But now, as per 78.2% IDA merger order dated 10-06-2013, although the pay is revised from 1-1-2007 but no arrears to be paid up to 09-06-2013. As a result the last pay drawn of the employees retired between 1-1-2007 to 09-06-2013 can only be notionally revised, as per order dated 10-06-2013 but cannot be actually paid. As pension is 50% of actual last pay drawn, their pension cannot be revised which was not the case while affecting earlier order dated 27-02-2009.

The original proposal sent by DoT to DoP&PW was for relaxation of the pension rules, so that for this post 2007 pensioners revised pension may be made effective based on notionally fixed last pay on their date of retirement. We understand that DoP&PW has approved the proposal along with other points of the proposal subject to approval of DoE. Now as because in the clarifications sought be DoE as it has only asked about any precedence of such fixation, which is there, we feel that DoT may settle the issue of post 2007 pensioners without any further referral to cabinet.

As explained above, the context of both the pensioners group is different for extending the benefit of 78.2% IDA merger from 1-1-2007. Hence the case may be accordingly dealt and necessary orders issued at the earliest.

With Kind regards,

Sincerely yours  
-sd-  
**(Prahlaad Rai)**  
General Secretary

**Encls:**

1. Pension Revision order dated 15-03-2011
2. 2<sup>nd</sup> PRC order dated 27-02-2009

**Copy along with enclosures to:**

- The Member (Services), Telecom Commission, DoT, Govt. of India, Sanchar Bhawan, 20, Ashok Road, New Delhi –110001.
- Shri S.K. Tiwari, DDG (FEB), DoT, Govt. of India, Sanchar Bhawan, 20, Ashok Road, New Delhi – 110001.

No. AIBSNLEA/CHQ/CWC/2014

DATED: 11.06.2014

## **NOTICE**

It is hereby notified that the Central Working Committee meeting of AIBSNLEA will be held at **RTTC Premises, Hyderabad on 21<sup>st</sup> (Thursday) and 22<sup>nd</sup> (Friday) August-2014** to transact the following agenda:

1. Discussion and decision on organizational matters.
2. Discussion and decision on the issues of importance on service / welfare matters especially issues related to CPCs to fill up vacant CGM/GM/DGM (Eng)/DGM (Fin), DE/CAO, SDE(T)/AO equivalent posts, Membership verification of Executive Associations, Modification in MSRRs & Executive transfer policy, CPSU Cadre Hierarchy, Implementation of standard pay IDA scales E2, E3 instead of intermediate E1A and E2A IDA pay scales for BSNL Executives, Superannuation benefits to directly recruited employees as per DPE guidelines, EPF Statement of BSNL recruited Employees, Anti-dating of DNI, Pay anomaly wherein seniors are drawing less pay than Juniors, Pay anomaly case of Departmental JAOs promoted after 07.05.2010, New JTO RRs-2014 & Regularization of Officiating JTOs, Restructuring of AD (OL) Cadre, Creation of PPS posts, BSNL MRS and implementation of DPE OM dated 02.04.2009 regarding 78.2% IDA fitment benefit for BSNL pensioners etc.

3. Discussion and decision on burning items related to viability of BSNL i.e. redeployment of ITS officers, VRS, Refund of BWA Spectrum, Reimbursement of License fee & USO charges, Payment of ADC, Creation of BSNL's Tower Subsidiary, merger of BSNL & MTNL, Payment of Pension contribution on actual basic, Procurement of stores / material, Rental / Tariffs, Strategies on Sales & marketing etc.
4. Status of Accounts including the old account which was placed at Nasik AIC.
5. Any other items with the permission of chair.

All CHQ Office Bearers, Advisors, Circle Secretaries, Circle Presidents and Central Working Committee members of AIBSNLEA are requested to attend the meeting. Detailed Programme / agenda shall be circulated in the venue well before start of the meeting. The CHQ Office Bearers & Advisors meeting will be arranged at the same venue on 20.08.2014 at 18.00 Hrs.

**Note:**

- i. The boarding and lodging arrangements to the participants have been made with effect from 20.08.2014 (10.00 Hrs) to 23.08.2014(10.00 Hrs).
- ii. Transit arrangement shall be made by Andhra Pradesh Circle and the contact details are as under:
- iii. CWC members may contact any of the following for details about the stay, etc. Nearest Railway stations from the venue are Nampally, Secundrabad and Kachiguda.
 

1	J SAIBABA, CS & AGM (O&M), CM, HTD	9490667899
2	B S REDDY, DE, ITPC, HYDERABAD	9440000322
3	K JAIRAM, AGM (EXTL), HTD, HYDERABAD	9440000212
4	GURUPRASAD, CAO, NATFM, HYDERABAD	9440000582

CWC members may also interact with the e-mail id "[csaibsnleaap@gmail.com](mailto:csaibsnleaap@gmail.com)".



(Prahlad Rai)  
General Secretary

**Copy to:**

1. All the CHQ Office Bearers, Advisors of AIBSNLEA.
2. All the Circle Secretaries, Circle Presidents and CWC members of AIBSNLEA.
3. All the Chief General Managers, BSNL.
4. CMD, BSNL, Director (HR)/Director(EB)/Director(CFA)/Director(CM)/Director (Fin) BSNL
5. ED (NB) / ED (CN) / ED(CA&IT) / ED (Fin), BSNL CO, New Delhi 110001

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- promoted after 07.05.2010, New JTO RRs-2014 & Regularization of Officiating JTOs, Restructuring of AD (OL) Cadre, Creation of PPS posts, BSNL MRS and implementation of DPE OM dated 02.04.2009 regarding 78.2% IDA fitment benefit for BSNL pensioners etc.
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  9. Statements of Accounts of Association including the old account which was placed at Nasik AIC.
  10. Any other items with the permission of chair.

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**(Prahlad Rai)**  
**General Secretary**

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9. CMD, BSNL, Director (HR)/Director(EB)/Director(CFA)/Director(CM)/Director (Fin) BSNL
10. ED (NB) / ED (CN) / ED(CA&IT) / ED (Fin), BSNL CO, New Delhi 110001
11. GM (SR), BSNL Corporate Office, New Delhi 11 0001

No. AIBSNLEA/DIR(HR)/2014  
To,

Date: 04.06.2014

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

**Subject:** Request for conducting LICE for appointment to the cadre of JTO(C/E) by promotion from the cadre of Draftsman (C/E/T) for filling up of 50% vacancies-reg

**Respected Sir,**

We have been demanding since long to fill up of all the vacancies in the executive cadre for better service delivery and optimization of existing man powers. In this context, we would like to state that more than 40% posts in the cadre of JTO(C) and that of 25% in JTO (E) are lying vacant. As per the JTO(C/E) RRs 2001, 50% posts shall be recruited through All India open competitive examination and 50% by promotion through

Limited Internal Competitive Examination (LICE) from the employees possessing the qualification of three years Diploma with 10 years of regular service. Both the methods of recruitment to the basic cadre of JTO(C/E) have not been explored since 2008/2010 causing a pathetic work environment in civil/ electrical wing.

We would like to invite your kind attention to the fact that the promotion to the grade of JTO(C/E) from the cadre of Draftsman (Civil/Elect/Telecom) was last held in the year 2008. Many Draftsmen with prescribed qualifications could not appear in that examination due to not completing ten years of regular service. The Draftsman cadre is declared as a wasting cadre without any restructuring. If these Draftsmen do not get further opportunity to appear in the LICE, their promotional avenues are not only closed but also the department fails to utilize their services in an efficient and fruitful manner until their superannuation is reached because, their services as Draftsman are of lesser help to BSNL. Since BSNL Civil/Electrical wing are in dire need of JTO(C/E), BSNL shall explore to utilize the services of these experienced manpower by promoting them to the grade of JTO(C/E) through LICE against 50% quota.

In view of the above, it is requested to fill up of the vacancies at the earliest and as a first measure kindly arrange to conduct the LICE for the cadres of Draftsman for promotion to the grade of JTO(C/E) to address both the issues of the wasting cadre of D/M and as well as the shortage in the cadre of JTO(C/E).

With kind regards

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

**Copy to:**

1. ED (NB), BSNL CO, New Delhi - 110001
- 2-3. The PGM (BW/EW), BSNL CO, New Delhi for kind information & necessary action please.
4. The Sr. GM (Rect), BSNL CO, New Delhi for kind information & necessary action please.