No.AIBSNLEA/CHQ/Dir (Fin)/2009 DATE:15.01.2009

To

 Shri Gopal Das,

 Director (Finance),

 Bharat Sanchar Nigam Limited,

 Janpath, New Delhi-110 001.

Subject:- Non-settlement of long pending pay anomaly cases of ADs/ADGs in BSNL Corporate Office – regarding.

Sir,

We are constraint to bring to your kind notice that the pay anomaly cases of ADs/ADGs working in BSNL Corporate Office are pending in corporate office since long time.  A list of pending cases is enclosed herewith for your kind reference of the effected Executives.

The reason of pay anomaly and the rules under which these pay anomaly can be settled is given below :-

Reasons of Pay anomaly :- The following are the main reason due to which the juniors are getting more pay in comparison to their seniors and the seniors have requested for stepping up the pay equal to the juniors.

Seniors get the vertical promotion before implementation of recommendations of V Pay Commission etc. before 1996 and Juniors get the vertical promotion after implementation of recommendations of V Pay Commission i.e. after 1996 :- Here we would like to draw your kind attention towards following points :-

* 1. As per letter no.5-10/89-NCG dated 26.6.1990 (Annexure-I) all the JTOs who has completed 12 years of services put in the scale of TES Grp B under scheme of lateral advancement.
	2. Out of which senior JTOs were promoted by the department in 1993/1994.
	3. In 1996 as per the recommendation of V pay commission both Junior and Senior comes at same pay scale.  Because as per rules of V Pay Commission was fixed by was of  “bunching” due to this in most of the cases juniors starts to draw equal pay to their senior w.e.f. 1.1.96.
	4. In our case also after implementation of V Pay Commission recommendations, on 1.1.1996, most of the TES Grp B officers, who were promoted in 1993/1994 and the JTOs who get only Lateral Advancement were started to drawing equal pay (Due to “bunching” of pay).
	5. JTOs who get lateral promotion before 1.1.96 were promoted in 1998 and their pay re-fixed in the grade of TES Grp B (Rs.7500-12000) as per order no. 4-3/94-PAT dated 2.9.94 (Annexure-II) and even no. dated 28.10.94 (Annexure-III) and started to draw more pay in comparison of their seniors.
	6. The reason of drawing more pay is that juniors pay is re-fixed in the TES Grp B scale in the new pay scale (Rs.7500-12000, as recommended by V Pay Commission) while seniors pay refixed in TES Grp B scale in old scale (Rs.2000-3500) and difference in the pay of senior and junior ceased consequent upon fixation of pay at the time of implementation of V Pay commission due to bunching.

Seniors get the vertical promotion before implementation of recommendations of V Pay Commission i.e. before 1996 and Juniors get the vertical promotion after implementation of recommendations of V Pay Commission i.e. after 1996 :-  The pay anomaly cases under these category fulfill all the conditions as mentioned at para 7(1)(D) Note 9 In cases, where a senior Government servant promoted to a higher post before the 1st day of January,1996, draws less pay in the revised scale than his junior who is promoted to the higher post on or after the 1st day of January,1996, the pay of the senior Government servant should be stepped up to an amount equal to the pay as fixed for his junior in that higher post.  The stepping up should be done with effect from the date of promotion of the junior Government Servant subject to the fulfillment of the certain conditions.  (For reference copy of the Note 9 of Para 7 (1)(D) of CCS (RP) Rules 1997 is enclosed as Annexure-VII).

The cases are pending only in BSNL Corporate Office while the filed units of BSNL are settling cases as per the instruction issued by DoT.

We would, therefore, request you to kindly look into the matter personally and see that pay anomaly cases are settled as per the instructions issued by the DOP&T, DoT. Because getting less pay in comparison to junior is generating humiliation among the seniors and this definitely effect their working especially in the conditions when such pay anomaly cases can be settled within existing rules issued by DOP&T, DoT and BSNL.

 With kind regards,

 Yours sincerely,

 (Prahlad Rai)

 General Secretary.

Copy to:-

Shri S R Kapoor, ED (Finance) BSNL CO