

**ALL INDIA  
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No. AIBSNLEA/CHQ/CMD/2015

DATED: 21.08.2015

To,

Shri Anupam Srivastava  
CMD BSNL  
New Delhi -110 001

**Subject:** Clarification in respect of implementation of policy guidelines issued by BSNL C.O. in respect of PA/PS of BSNL field units – regarding;

**Reference:** BSNL Corporate office letter No. 1 5-07/2011-Pers.II dated 18.8.2015

Respected Sir,

Kindly refer to the letter under reference above. The above order if implemented will lead to recovery to the tune of Rs.2 to Rs.4 lakhs from the P.A/PS those who got time bound up-gradation under ACP scheme prior to implementation of EPP by BSNL. The gist of the case is given below:

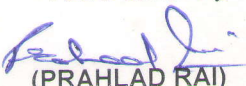
The Non-Executive stenos in dying cadre were permitted to draw the revised restructured IDA pay scale of Rs.11875-300-17275 with effect from 1.1.2004 on implantation of NEPP. Whereas the P.As in Executive Cadre are not permitted to retain / protect the revised, restructured, replaced IDA pay scale of Rs.11875-300-17275 w.e.f. 1.1.2004 on implementation of EPP. Even if the residency period is counted, the pay scale of these P.As would be fixed in 9850-250-14600 as on 1.1.2004 and will be granted E2A scale of 11875-17275 only on 1.10.2006 (losing the already granted scale for 33 months) whereas the stenos in dying cadre who are junior to these P.As are drawing E2A scale of 11875-17275 w.e.f. 1.1.2004. **It is against natural justice wherein a junior (steno) in Non-executive cadre draws more pay than a senior (PA/PS) in executive cadre.** The placement in the Executive Grade as PA has become a punishment. This discrimination is to be resolved by the Management. The disparity of pay scale amongst the Stenos and P.As can be resolved, if the replacement scale given to these P.As/P.Ss w.e.f. 1.1.2004 under ACP scheme is protected / retained.

Since the restructuring is not a promotion, the revised restructured IDA pay scale granted to the PAs/PSs w.e.f. 1.1.2004 is only a replacement scale and not at all a promotion. For example, there are 44 PAs who were granted 2<sup>nd</sup> financial up-gradation under ACP on various dates ranging from 9.8.1999 to 31.12.2003 in Kerala Circle itself. There is no provision in the EPP to withdraw or deny the replacement scale already granted to then Steno Grade II & Steno Grade I (P.A/P.Ss w.e.f. 1.1.2004) on implementation of a new promotion policy. As per clarification for ACP dated 12.09.2005, the ACP scheme is allowed to continue till a new promotion policy is implemented. Hence, the denial to retain the already granted pay scale under the then promotion policy (ACP) on finalization / implementation of EPP and its consequent recovery cannot be justified.

Considering the above facts, the above referred letter may kindly be revoked and immediately arrange stop the recovery if any, and also to **arrange to issue suitable clarification for protecting the already granted revised restructured replacement scale under ACP scheme w.e.f. 1.1.2004.**

With kind regards,

Yours Sincerely

  
(PRAHLAD RAI)  
General Secretary

Copy to:

1. Smt. Sujata Ray, Director (HR), BSNL Board New Delhi -110001.
2. Shri D. Chakrabarti, GM (Pers.), BSNL CO New Delhi-110001