

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**



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No. AIBSNLEA/CHQ/DDG (Estt.)/2018

Dated 10.5.2018

To

The DDG (Estt),
Department of Telecommunication, 11th Floor,
Sanchar Bhawan, Ashoka Road,
New Delhi - 110001

Subject: Denial of First time bound Promotion received by BSNL Executives of Calcutta Telephones by office of Pr. CCA Kolkata causing reduction of Pension and pensionary benefits.

Respected Sir,

On the subject cited above, it has been brought to the notice of AIBSNLEA CHQ that due to misinterpretation of the eligibility condition envisaged in the Executive Promotion Policy (EPP) of BSNL, objection is being raised by the office of the Pr. CCA Kolkata for all those pensioners who got their first time bound promotion after completion of 5 Years' service in IDA scale. According to the objection, the first time bound promotion granted after 5 years is not in order and it should be after 6 years as per the EPP.

2. The qualified service condition as per EPP is produced below:

3. Qualifying Service Conditions:

3.1 FIRST Upgradation: The FIRST UPGRADATION of IDA Scale of individual Executive will be due for consideration on completion of 4 (Four) years of Service in the current IDA scale subject to the condition that the Executive's basic pay in the current IDA scale has crossed / touched the lowest of the higher IDA scale for which his / her upgradation is to be considered OR he / she has completed 6 (Six) years of service in the current IDA scale, whichever is earlier.

3. As per the above, the first upgradation will be due on completion of four years subject to touching/crossing the minimum of higher IDA scale or after completion of six years in current IDA scale i.e. an executive will be eligible for first upgradation on any date after 4 years on which he/she touches/crosses minimum of higher scale or after six years irrespective of the point of touching/crossing the minimum of higher scale.

4. This has been misinterpreted by the office of Pr. CCA Kolkata. According to them an executive who has not touched/crossed minimum of the higher scale after four years will get the first upgradation only after six years. He/she will not be allowed the first upgradation after five years even if they touched/crossed minimum of higher scale.

5. This confusion was earlier raised by some units which has been clarified by BSNL vide 400-61/2004-Pers.I (pt.II) dated 18-3-2011 (copy enclosed). Relevant extract is as below.

(ii) It is also to clarify that first IDA pay scale upgradation, in the cases of all those executives whose basic pay do not touch/cross the lowest of the higher IDA pay scale in four years, will be given from the due date on which their basic pay in the current IDA pay scale touch/cross the lowest of the higher IDA scale or after completion of six years of service in the current IDA pay scale, whichever is earlier.

6. After issuance of this clarification there was no confusion in any of the units. After seven years, the Pr. CCA Kolkata office has again started acting against the interest of the pensioners. The concerned pensioners have brought the contents of this circular to the notice of concerned officials but they refused to take a note of it.

7. The Secretary of AIRBSNLEWA has brought this to the notice of the Pr. CCA with some examples. Copy of his letter is attached.

We would, therefore, request you to kindly issue immediate instruction to Pr. CCA to take corrective measures to all the pensioners for whom reduction of pension and pensionary benefits are effected.

With Regards

Encl: As above

Yours Sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy to-

The Advisor (Finance), DoT, 3rd Floor, Sanchar Bhawan, New Delhi-110001