



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/MOC/2020

Dated 23.10.2020

To

Shri Ravi Shankar Prasad ji,
Hon'ble Minister of Communications & IT,
Govt. of India,
New Delhi – 110 001

Sub: Request for considering merger of IDA with Basic Pay (Full 119.5% DA Neutralization) as on 01.01.2017 in respect of BSNL Employees since 3rd PRC due w.e.f. 01.01.2017, has not been implemented for BSNL Employees.

Ref: 1) AIBSNLEA Lr. No. AIBSNLEA/CHQ/MOC/2019 Dated 04.11.2019.
2) AIBSNLEA Lr. No. AIBSNLEA/CHQ/MOC/2019 Dated 13.11.2019

Hon'ble Sir,

The All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA) express heartfelt thanks for your timely intervention and Herculean efforts which only helped to finalize the Revival plan of BSNL and MTNL. The assurances given in the said revival plan to provide Budgetary support for the huge expenditure to be incurred for the implementation of VRS is a major breakthrough well ahead of the roll out of the Revival plan in BSNL/MTNL.

We also extend our sincere thanks for the Financial Support given by the Union Government for the release of Sovereign Guarantee Bonds by the BSNL to the tune of Rs.8500 Cr as per the Commitment of the Union Govt.on 23.10.2019 and we are fully confident that we will save BSNL, according to the serious commitment of our Hon'ble MOC on the necessity of keeping this PSU alive in the midst of competitive environment as this is the one and only unique Organization helping and extending uninterrupted Service to the people in jeopardy and during the needy hours of Nationwide Covid-19 Pandemic situation.

Hon'ble Sir, we would like to draw your kind attention towards the problem mentioned in the subject matter and pray for the settlement at your earliest convenience please.

After the release of 3rd PRC recommendations, Pay revision and Pension revision took place in all other PSUs in accordance with the guidelines of DPE. The affordability clause and the guidelines on Profit-oriented pay rise have disallowed any Pay as well as Pension revision in BSNL. Though

Pension is the commitment of DOT, they categorically clarified that the Pension revision will only follow Pay revision and the revision of IDA Pension will not be done automatically.

Hon'ble Sir, we would like to draw your kind attention that during the meeting with the Hon'ble MOC and All Unions and Associations in the presence of Secretary (T), Director(HR), BSNL and Senior Officers of DOT and BSNL held on 04.11.2019, it was categorically clarified by the Hon'ble MOC that 5%, 10% or 15% fitment benefit is not at all considered for BSNL employees due to the guidelines of DPE on affordability clause and BSNL was not making Profit for the past three years and the Pension Revision is possible only after the Pay Revision to the BSNL employees. The Hon'ble MOC and the Secretary (T) requested all the Unions' and Associations' Leaders to motivate all the Employees and make BSNL EBITDA positive for at least two years and also increase the Market Share of BSNL from the present 10% to 17% in addition to increase the Performance of Employees to consider the demand of 3rd PRC fitment.

We wish to bring to your kind notice that during the meeting, on behalf of AIBSNLEA we have requested the Hon'ble MOC to consider the merger of IDA of 119.5% (Full Neutralization) as on 01.01.2017 with the existing Basic Pay on 01-01-2017 in respect of BSNL Employees and presented a Memorandum (Copy enclosed) by the Undersigned, the General Secretary of AIBSNLEA during the meeting with the Hon'ble MOC&IT and All Unions and Associations of BSNL on 04.11.2019 in the presence of the Secretary (T). We hereby submit the justification in this regard for the favorable consideration of Hon'ble MOC.

1. The DPE guidelines on 3rd Pay Revision disallows Pay revision in BSNL on the plea of not earning Profit for the last three consecutive years. We put the demand that BSNL as a PSU under the control of Central Government and being the Strategic Sector purely a Service- oriented Organization should not be brought under the DPE Guidelines in respect of Profitability clause which permits Pay Revision.
2. We are waiting for a long time for the revision of Pay since it is due from 01.01.2017.
3. **We have not asked any Pay hike from 01-01-2017, we simply demand that the IDA of 119.5% (Full Neutralization) as on 01.01.2017 may be merged with the existing Basic Pay on 01-01-2017, till the Pay Revision takes place, since it has already crossed 50%.**
4. **In March, 2004 the Cabinet took the decision to merge 50% DA of Central Government Employees under the guidance of the then Hon'ble Prime Minister Shri A.B. Vajpayee ji.**
5. **The Merger of DA/ IDA with the existing Basic Pay is a routine practice whenever it crossed 50%.**
6. **The merger of 78.2% IDA (Full Neutralization) was also ordered to take effect from 01-01-2007 for all the PSUs and it was implemented for the BSNL Employees and Pensioners also.**
7. **The Union Cabinet under the Chairmanship of Hon'ble Prime Minister, Shri Narendra Modi Ji has also approved the Merger of 125% CDA with the existing Basic Pay from 01-01-2016 i.e. before 7th Central Pay Revision.**
8. Since, BSNL Employees are not eligible for Pay Revision due w.e.f. 01.01.2017, as per the DoT version, we demand just to merge the IDA of 119.5% as on 01.01.2017 (full Neutralization) with the existing Basic Pay and extend the benefits as done in the past.
9. If there is a Profit and weightage to the extent of 5%, 10% or 15% as the case may be, the BSNL has to allocate huge fund towards Pay Revision. But while there is no profit, we demand only merger of the IDA with the existing Basic Pay as done in the past which includes a very meager amount only to be borne by the BSNL.

10. As long as there may not be a Pay Revision for BSNL Employees, in future, the BSNL Pensioners can get revise their Pension by simply merging IDA on due date independent of any Pay Hike. As and when the revision in Pay for BSNL employees, it will also be reflected in the Pension Revision.
11. Through the merger of IDA with the existing Basic Pay, the BSNL Pensioners will also get some relief without further delay as they are waiting for their Pension Revision for more than 45 Months.

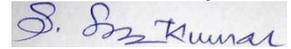
Hon'ble Sir, We would also like to bring to your kind notice that our suggestions regarding the issue of Merger of IDA of 119.5% (Full Neutralization) as on 01-01-2017 with the existing basic pay and extension of the benefit is as done in the past but without any increase/weightage to our present Pay Scales

In view of the foregoing, our changed but justified demand which is not a violation of any rules or guidelines but according to permissible rules may kindly be considered sympathetically and issue necessary directions to do the needful for the earlier settlement please.

Hon'ble Sir, We assure you to strengthen your hands, in all your endeavors to strengthen BSNL.

With Kind regards

Yours Sincerely,



**S.Sivakumar
(General Secretary)**

Copy for kind information and necessary action to:

1. Shri. Anshu Prakash, Secretary (T) DoT, Govt. of India, New Delhi -110001.
2. Shri. P.K. Sinha, Member (F) DoT, New Delhi -110001.
3. Shri. P.K. Purwar, CMD, BSNL New Delhi- 110001.
4. Shri. Arvind Vadnerkar, Director (HR), BSNL Board New Delhi- 110001.
5. Shri. S.K.Gupta,, Director (Finance), BSNL Board New Delhi- 110001
6. Shri A.M. Gupta, Sr.GM (SR) BSNL CO, New Delhi- 110001.