

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



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**No. AIBSNLEA/CHQ/PMO/2022**

**Dated: 11.01.2022**

**To**

**Shri Narendra Modi ji,**  
Hon'ble Prime Minister of India  
Govt.of India,  
**NewDelhi-110001**

**Subject: Request for considering of IDA (119.5% as on 01.01.2017) as Dearness Pay (DP) equal to 75% of the existing Basic Pay in respect of BSNL employees following IDA Pay pattern of Pay Scales of 2007 w.e.f. 01.01.2017 since 3<sup>rd</sup> PRC due w.e.f. 01.01.2017 has not been implemented for BSNL Employees.**

**Hon'bleSir,**

The All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA) representing thousands of Executives in BSNL express its heartfelt thanks for your timely intervention and herculean efforts which only helped to finalize the Revival Plan for BSNL and MTNL. To provide Budgetary support for the implementation of VRS to the employees of BSNL/MTNL is a major breakthrough for the roll out of the Revival Plan. Also the decision of Govt. of India for rollout of 4G services in BSNL through the Budgetary support under "Atamnirbhar Bharat" is a Rising India decision and touched the Heart of the People of India.

We are fully confident that we will save BSNL, according to your serious commitment on the necessity of keeping this PSU alive in the amidst of competitive environment as this is the one and only unique organization helping and extending Uninterrupted Services to the people in jeopardy and during the neediest hours to the common man of India. We, the BSNL Employees take a pledge to provide uninterrupted Telecom Services at an affordable rate to the People of our great Nation India and fulfill the vision of our Hon'ble Prime Minister of India i.e., DIGITAL INDIA.

**Hon'ble Sir, we would like to draw your kind attention towards the subject matter and pray**

**for the settlement at your earliest convenience please.**

After the release of 3rd PRC recommendations, the Pay revision and Pension revision took place in almost all other PSUs in accordance with the guidelines of DPE other than BSNL. 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 (GOI) but it is categorically clarified that the Pension revision will only follow Pay revision and the revision of IDA Pension will not be done automatically in BSNL which is very painful clarification for the Pensioners. The DPE guidelines on 3<sup>rd</sup> Pay Revision disallows Pay revision in BSNL on the plea of not earning Profit for the last three consecutive years. We earnestly put forth the demand that BSNL as a PSU wholly controlled under the 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. We are waiting for a long time for the revision of Pay since it is due from 01.01.2017 and BSNL employees are drawing Pay and Pension for the past 15 years in the old Pay Scales.

In view of the abnormal delay, the BSNL Employees and Pensioners are not getting their due benefits in time. Hence, we hereby submit the following suggestions and justifications for **the favorable consideration of the Hon'ble Prime Minister of India as a interim Measure/ interim relief till such time 3rd PRC got approved and implemented in BSNL.**

**“Portion of IDA (119.5% as on 01.01.2017) equal to 75% of the existing basic pay in respect of the employees of BSNL/ CPSEs following IDA pattern of Pay Scales of 2007 levels may be distinctly allowed and showed as Dearness Pay (DP) w.e.f. 01.01.2017, which would be counted for the purposes like:**

**Retirement benefits, Payment of Allowances, Transfer grant, Contribution to Provident Funds, Licenses fee & Various Advances etc.”**

**There is precedence also in this regard during the 2nd Pay Revision time, where portion of IDA equal to 50% of existing Pay was granted as Dearness Pay (DP) w.e.f. 01.01.2007 vide DPE OM No. 2(7)/2005 DPE –(WC) GL-III dated 26th Feb 2008.**

### **JUSTIFICATIONS:**

1. We have not asked any Pay hike from 01-01-2017, we simply demand that the “Portion of IDA (119.5% as on 01.01.2017) equal to 75% of the existing basic pay in respect of the employees of BSNL/ CPSEs following IDA pattern of Pay Scales of 2007 **may be distinctly allowed & shown as Dearness Pay (DP) w.e.f. 01.01.2017, since IDA has already crossed 100%.**

2. In March, 2004 the Cabinet took the decision to merge 50% DA of Central Government Employees under the able-guidance of the then **Hon'ble Prime Minister Shri Atal Bihari Vajpayee ji.**

3. 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.

4. 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.

5. It is a routine practice whenever DA/ IDA crossed 50% it is ordered by the Govt. to **distinctly show as Dearness Pay (DP) and subsequently DA/ IDA/DP merged with the existing Basic Pay.**

6. Since, BSNL Employees are not eligible for Pay Revision due w.e.f. 01.01.2017, as per the DoT version, we demand just that the "Portion of IDA (119.5% as on 01.01.2017) equal to 75% of the existing basic pay of Pay Scales of 2007 **may be distinctly allowed and showed as Dearness Pay (DP) w.e.f. 01.01.2017** and extend the benefits as done in the past.

7. 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 just that the "Portion of IDA (119.5% as on 01.01.2017) equal to 75% of the existing basic pay in respect of the employees of BSNL/ CPSEs following IDA pattern of Pay Scales of 2007 levels **may be distinctly allowed/showed as Dearness Pay (DP) w.e.f. 01.01.2017**, as done in the past which includes a very meager amount only to be borne by the BSNL.

8. 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 Portion of IDA (119.5% as on 01.01.2017) equal to 75% of the existing basic pay of Pay Scales of 2007 **distinctly allowed as Dearness Pay (DP) w.e.f. 01.01.2017.**

9. As and when the revision in Pay for BSNL employees will take place, it will also be reflected in the Pension Revision.

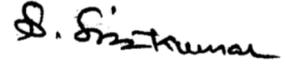
10. By considering the proposal, the BSNL Pensioners will also get some relief without further delay as they are waiting for their Pension Revision for more than Five years.

**Hon'ble Sir, We would request your good self that our suggestions regarding the Portion of IDA (119.5% as on 01.01.2017) equal to 75% of the existing basic pay distinctly shows as Dearness Pay (DP) w.e.f. 01.01.2017 and extension of the benefit as done in the past but without any increase/weightage to our present Pay Scales so as to mitigate the suffering and hardship of BSNL employees & BSNL Pensioners and to get the due benefits without any delay may kindly be considered till such time 3rd PRC for BSNL employees got approved and implemented in due course.**

**In view of the foregoing, we earnestly appeal and urged upon your honour that 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 early settlement of the long pending issue please.**

**With Kind regards**

Yours Sincerely,



**S.Sivakumar  
(GeneralSecretary)**

**Copy for kind information and necessary action to:**

1. Smt. Nirmala Sitharaman, Hon'ble Minister of Finance, Govt. of India, New Delhi-110001
2. Shri Dr. MahendraNath Pandey, ji Hon'ble Minister of Heavy Industries and Public Enterprises, Govt. of India, New Delhi – 110 001
3. Shri Ashwini Vaishnav ji, Hon'ble MoC& IT, Govt. of India, New Delhi- 01
4. Shri Devu Sinh Chauhan ji, Minister of State of Communications, New Delhi-1
5. Shri. K.Rajaraman, Secretary (T) & Chairman DCC, DoT, Govt. of India, New Delhi -110001
6. Shri Dilip Padhye ji Member (Fin.), DCC, DoT, New Delhi- 110001
7. Shri. P.K. Purwar ji, CMD BSNL, New Delhi- 110001.
8. Shri Arvind Vadnerkar ji, Director (HR) BSNL Board, New Delhi- 110001.
9. Ms. Yojana Das ji, Director (Fin), BSNL Board New Delhi- 110001.
10. Ms. Anita Johri, Sr.GM (SR) CO BSNL New Delhi- 110001