



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

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Dated: 4<sup>th</sup> February 2016

To

Ms. Madhu Arora,  
General Manager (Estt),  
BSNL Corporate Office,  
New Delhi

**Subject : Fixation of pay on promotion of BSNL Executives – clarification issued by BSNL – regarding**

Ref: BSNL letter No.1-05/2015-PAT (BSNL) dated 19.1.2016

Madam,

This is with reference to the BSNL letter cited under reference clarifying that the notional increment of 3% of existing basic pay be allowed for fixation of pay of BSNL Executives on their promotion. This clarification has been issued after continuous persuasion of the issue for past many years. While we are thankful for issue of the clarification, we are upset with the rider that the benefit of the fixation be given notionally w.e.f.1.1.2007 and actually from the date of approval from DoT, viz. 6.1.2016.

2. We would like to point out that the letter cited above under reference is only clarificatory in nature and clarification cannot have prospective effect. Also, except a very few circles/SSAs, many circles/SSAs had already fixed the pay on promotion by giving a notional increment of 3% of existing basic pay. In a few circles/SSAs initially fixation has been done with notional increment of 3% of existing basic pay but because of insistence of concerned CCAs revised fixation has been done with notional increment equal to the increment being drawn by the Executive and consequently recovery has been made. Again, arrears on allowing the fixation w.e.f.1.1.2007 will be very less and denying the arrears is not justified on any grounds.

3. We therefore request you to kindly issue modified orders allowing the fixation on actual basis w.e.f. 1.1.2007 and also to endorse copy of the DoT letter to all CCAs.

With kind regards,

Yours sincerely,

(Rakesh Sethi)

General Secretary

Copy to:

Ms. Sujata Ray,  
Director (HR), BSNL