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BHARAT SANCHAR NIGAM LIMITED  
OFFICERS' ASSOCIATION

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No. AIBSNLOA/CHQ/2014/13

Dated: 3<sup>rd</sup> February 2015

To

Shri K.D.Tripathi,  
Secretary,  
Department of Public Enterprises,  
305, Block 14, CGO Complex,  
Lodhi Road,  
New Delhi.

**Subject: Request for removal of anomaly in pay fixation on promotion for Executives – reg**

**Ref: Our letter No.AIBSNLOA/CHQ/2014/56 dated 22.7.2014**

R/Sir,

This is with reference to our letter cited above wherein we had drawn attention to a long existing anomaly in the method of pay fixation on promotion for BSNL Executives compared to the method followed for non-executives, since the fixation for Executives is being done as per the recommendations of 2<sup>nd</sup> PRC, while the fixation for non-executives is being done on the basis of negotiated settlement between BSNL Management and the recognized union. As the issue still remains unresolved, we once again submit the following details with a request for early resolution of the issue.

2. **DPE OM No.2 (70)/08-DPE (WC) dated 26.11.2008 conveying the decision of the Government on the recommendations of the 2<sup>nd</sup> Pay Revision Committee**, stipulates that, while fixing pay on promotion for an Executive, "**One notional increment equal to the increment being drawn by the executive in the pay scale, before such promotion** would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10." BSNL has implemented this stipulation in respect of its Executives.

3. Whereas in respect of non-executives, according to BSNL letter No. 1-16/2010-PAT (BSNL) dated 07.05.2010, "**On promotion, One notional increment equal to 3% of the existing basic pay** rounded off to the next multiple of Rs.10 would be granted and pay fixed in the promoted pay scale."



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4. Due to this anomaly, the Executives draw increments after promotion roughly 0.1% less. This accumulates on every subsequent promotion and hence affects the pensionary benefits though marginally.

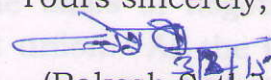
5. It may be seen that most of the recommendations of the 2<sup>nd</sup> Pay Revision Committee, including 3% of the basic pay as increment, were based on the principles laid down in the VI Central Pay Commission recommendations.

6. Regarding pay fixation on promotion, the CCS (Revised Pay) Rules, 2008 provides that, "One increment **equal to 3% of the sum of the pay in the pay band and the existing grade pay** will be computed and rounded off to the next multiple of 10". But the DPE letter says "One notional increment **equal to the increment being drawn by the executive in the pay scale, before such promotion** would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10."

7. We are not aware of the background or rationale behind DPE wording the letter in this manner. However, taking into account the anomaly that has arisen due to difference in method of pay fixation on promotion for BSNL Executives and its non-executives, we request you to kindly review the issue and modify the method of pay fixation for the Executives of CPSEs, in line with the Government decision based on the recommendations of VI CPC.

With kind regards,

Yours sincerely,

  
(Rakesh Sethi)

o/c General Secretary

Copy to: Shri Anupam Shrivastava,  
CMD, BSNL

3. Whereas in respect of non-executives, according to BSNL letter No. 1-16/2010-PAT (BSNL) dated 07.05.2010, "On promotion, One notional increment equal to 3% of the existing basic pay rounded off to the next multiple of Rs. 10 would be granted and pay fixed in the promoted pay scale."