



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

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No.AIBSNLOA/CHQ/2012/84

Dated: 19<sup>th</sup> December 2012

To  
Shri A. K. Jain,  
Sr. General Manager (Pers),  
BSNL Corporate Office,  
New Delhi

**Sub: Resolution of the issue of treating promotion to the grade of AAO and Sr.AO as first time bound up-gradation in IDA pay scale – reg**

Ref: BSNL Lr.No.400-11/2011-Pers.I (Pt) dated 23.4.2012

Sir,

We would like to draw your kind attention to the BSNL letter cited above, conveying its acceptance of the recommendations of the high level committee which examined the issue arising out of the earlier clarification dated 19.2.2010.

2. According to the letter under reference, the recommendation of the committee is that:

*“The provisions of EPP with regard to time bound pay up-gradation and post based promotions have already been settled down at implementation level over a period of time. The pay grades of AAO / JTO (LA) and Sr.AO/Sr.SDE are not substantive grades and have not been consciously included in the hierarchy of post based promotions of the EPP. Specifically in respect of the pay grade of AAO, IDA scale was not given by the DPE and was subsequently not included in the BSNL RRs issued in 2001 and was also declared wasting in April 2004. Accordingly, the clarification dated 19.2.2010 substantiates the basic guidelines of the EPP.”*

3. However, we strongly feel that the decision of the committee is in violation of the undertaking given under para (7) (a) of General terms and conditions for absorption of Group B officers in BSNL circulated vide No.BSNL/11/SR-2001 dated 14.1.2002, wherein it has been specifically mentioned that '***the existing rule of promotion to higher grades of parent department shall continue till BSNL formulates its own rules and regulations.***'

4. The post based promotion orders i.e. from JAO to AAO as well as from AO to Sr. AO, were issued by DOT during the period, when these officers were working on deemed deputation basis and was covered under DoT Recruitment Rules and related orders.

5. The post based promotion which has been given to the Executives before introduction of EPP in BSNL, ***cannot be considered as Ist upgradation.*** Moreover, The decision of the committee as approved by BSNL, takes away the post based promotion granted to the AAOs by the DoT retrospectively, which is highly arbitrary. The benefit accorded under a statutory provision cannot be taken away by an administrative order, which results in recurring financial loss for the Executives, if post based promotion is considered as Ist up-gradation, which will consequently affect their pension also, although the order and reference says that the excess pay drawn need not be recovered.

6. We would therefore, request you to kindly to take a fresh look in the issue and explore the possibility of giving at least a **one-time option** to the aggrieved executives for retaining their post-based promotion and to count the residency period in that grade for first time bound up-gradation under EPP, if it is advantageous to them.

With kind regards,

Yours sincerely,



(Rakesh Sethi)  
General Secretary.

Copy to: Shri K.C.G.K. Pillai  
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