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SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS

(An Association of All India BSNL-TTAs)

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Ref.No. CHQ/SNATTA/ PP

DATED: 23.08.2010.

To
Shri. D.P. De.
The General Manager (Establishment)
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhavan
New Delhi -1

Subject: Pay protection to the non executive employees recruited on and after 01.01.2007 and up to the date of wage revision orders i.e. 07.05.2010.

Respected Sir

As already agreed in the meeting between the BSNL management and the United Forum of BSNL unions on 09.08.2010, the above subject needs further discussion in detail in the 24th NCM. I express my sincere gratitude towards you for accepting to explore various options to address this issue. I am submitting herewith a representation to stress on the pay protection formula by way of fitment benefit to these non executives.

The DPE order No. DPE OM No. 2(7)/2005 DPE-(WC) GL-III dated 26th February, 2008 says,

"Portion of the IDA equal to the 50% of the existing basic pay in respect of the employees in CPSEs following IDA pattern of pay scales at 1997 levels for employees of CPSEs may be merged w.e.f. 1.1.2007 with the basic pay of the employees and shown distinctly as Dearness Pay (DP), which would be counted for the purposes of allowances, transfer grant, retirement benefits, contribution to contributory provident fund, licence fee, various advances etc."

Thus in absence of new revised pay scales, the non executive employees recruited on and after 01.01.2007 were given the benefits of 50% IDA merger in the pre revised basic pay as per the DPE guidelines.

The 2nd PRC for non executives has resulted in considerable decrease in the basic pay + IDA in comparison to the pre revised basic pay + DP +IDA of the non executives recruited on and after 1.1.2007. This has eventually resulted in the decrease of various allowances linked to the basic pay+IDA which was otherwise more in the pre revised basic pay+DP+IDA. This is in total contravention of the DPE and various other organisations such as EPFO etc. This is again in contravention of the advertisement given by BSNL while recruiting these employees wherein it was stated that the pay scale is to be revised upwards. Your kind self would appreciate that if the total emoluments are decreased and if there is a pay loss due to pay revision, it can never be termed as upward.

The pay protection formula envisaged in the 2nd PRC is in no way effective to address the anomaly. The basic pay+DP+IDA in the pre revised pay scale (s) would always be more due to the 50% IDA merger. The pay protection thus provided by way of personal pay would continue for time immemorial. Thus I request to your kind self to rise above the technicality of the issue and look at the problem dispassionately.

I urge to kindly consider the fitment formula on the similar lines given by the Government of Tamilnadu and by the Government of Gujarat and also on the similar lines as given to the JTO 2005 batch to address this anomaly one and for all.

Yours Sincerely



Dharmendra Verma
General Secretary, SNATTA
National Council Member, BSNL.

Copy to:

1. Shri. Shakeel Ahmed, General Manager (SR), BSNL, New Delhi.
2. Shri. P. Abhimanyu, General Secretary, BSNLEU, New Delhi.