



ALL INDIA BSNL DOT PENSIONERS ASSOCIATION

[Registered No. S/68836/2010]

Central Head Quarters

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AIBDPA/BSNL/2014

March 10, 2014

To,

**Shri A.N. Rai,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001**

Sir,

Sub: - **Denial of one extra increment granted to BCR Grade III officials one year prior to their retirement – reconsideration sought - req.**

Ref: - **(1) BSNL F.No.27-8/2003-TE dated 29.11.2013 addressed to CGM, Kerala.
(2) BSNL No.27-8/2003-TE-II(i) dated 18.11.2003.
(3) DoT No.40-12/2004-Pen(T) dated 27.07.2009.**

I am constrained to bring to your kind notice that the corporate office vide letter referred to (1) above has clarified that “OTBP/BCR Scheme are applicable for the officials working in the Pre-restructured cadre (PRC) and there is no OTBP/BCR scheme in the restructured cadre (RC). As such, the officials who have opted for Restructured Cadre are not eligible for the benefit of one extra increment.”

This is really heartburning and against natural justice and simple logic. Let me present the following points for your consideration.

- (1)** OTBP/BCR scheme was a promotional scheme introduced for the then Group C, D Staff of the erstwhile P&T Department and senior employees of 16/26 years of service were eligible to get the promotion.
- (2)** Cadre Restructuring introduced later was not a promotional scheme and was given not based on seniority but all those who opted for the same. And therefore all those in the Restructured Cadre continued to get the OTBP/BCR promotion based on the combined service of pre-restructured cadre and Restructured Cadre, which fact nobody can deny.
- (3)** Extra increment in BCR Gr.III was granted by BSNL in the year 2003 vide order referred to (2) above. This was given as part of an agreement in the National Council, rejecting the strong demand of a time bound Grade IV promotion, for the senior most employees with long service and retiring without the Gr.IV promotion. And in the above order, there is no mention that it is applicable only to the pre-restructured cadre.
- (4)** Though in the order it was clearly mentioned that this extra increment will be counted for the pensionary and other retirement purposes, the DOT denied to count. And only after much pressure and even agitation that DoT finally issued the order for counting this extra increment for pension and pensionary benefits in 2009 vide order referred to (3) above. However, again

the senior most officials who reached the maximum of their pay scale or stagnated are still denied this benefit by DoT, which is a gross injustice meted out to the senior most.

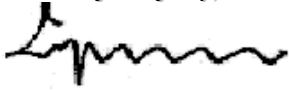
- (5) Eligible officials who were granted one extra increment in lieu of the Grade IV promotion, naturally represented to count it for pension and pensionary benefits and then started seeking clarification by certain circles. This was further aggravated with the introduction of NEPP. There is some logic in the argument that after the implementation of NEPP the old scheme cannot be continued. But in certain cases, the old scheme may be more beneficial than the NEPP and in such cases, they were allowed to opt for the old scheme.
- (6) Unfortunately some misinterpretations of the orders have been sent to various circles in the form of clarifications creating lot of confusion than clarity, the latest being the one referred (1) above.
- (7) The historical background under which one extra increment in lieu of Gr.IV promotion was granted has to be taken into consideration. How can it be taken away without any alternative benefit. If the argument is that when they were placed in the Restructured Cadre, one increment in the existing scale was granted, then the reply is that this was granted to all those opted employees irrespective of seniority, barring a minute minority of non optees. Thus this cannot be a valid reason to deny the legitimate benefit of the senior most officials retired without getting the 4th promotion. And also when OTBP/BCR and Gr.IV was granted inspite of being in the Restructured Cadre, why should the extra increment alone which is also part and parcel of the same scheme be denied.

Sir, on the basis of the above facts, it is requested to cause necessary action to reconsider the issue so that justice is extended to the most deserving retired BSNL employees and also to avoid the embarrassing situation of giving with one hand and taking away with the other hand.

Awaiting your early positive action and

Thanking you,

Yours faithfully,



[K.G. Jayaraj]
General Secretary

Encl: Copies of the orders referred to for ready reference.