



# ALL INDIA BSNL DOT PENSIONERS ASSOCIATION

[Registered No. S/68836/2010]

## Central Head Quarters

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AIBDPA/BSNL/2016

June 27, 2016

To

Ms. Madhu Arora,  
GM (Estt.), BSNL CO.,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Madam,

Sub: - **Denial of one extra increment granted in lieu of Gr.IV promotion – requested for reconsideration – req.**

Your kind attention is drawn to the discussion we had on 23.06.2016 with you on the subject referred to above. In accordance with your suggestion, I am giving below the relevant points for reconsideration of the issue.

- (2) In the time bound promotion policy, the third promotion (Gr.IV) was limited to 10% of BCR and that too according to the divisional level seniority. Therefore most of the seniors with even 40/41 years of service were to retire without getting the 3<sup>rd</sup> promotion. So the demand for the 3<sup>rd</sup> promotion also on time bound was raised forcefully considering the hardships being faced by the senior most officials. During the discussion on this it was almost clinched to have the third promotion at 33/35 years service. But unfortunately when it came to the decision, the proposal was diluted to one extra increment in one year prior to retirement to those who were compelled to retire without getting the 3<sup>rd</sup> promotion.
- (3) Then, the DoT was not prepared to calculate this one extra increment for pension. Only after much pressure exerted through struggles including strike, the DoT finally agreed for calculation of the one extra increment for pension. Still DoT took the stand that those reached the maximum of their respective payscales are not eligible for this benefit. Again a big jolt to the senior most officials and their plight continue.
- (4) The clarification issued by BSNL from time to time on queries sought of certain circles have made the issue very complicated. And now the position is that the one extra increment has become null and void.
- (5) We have seen the minutes of the National Council in which the issue was discussed. The Management has replied that those in the restructured cadre are not eligible for one extra increment granted in lieu of Gr.IV promotion. We are at a loss to understand the rationale of this argument.
- (6) Restructuring in telecom was introduced to equip the employees when modern technology was imparted. This was introduced in the interest of service and there was no demand from the staff unions for the same. And the relevant point is that even after placed the officials in the restructured cadres upgrading the pay scales, the benefit, of course, limited to one increment on fixation, they continued to get their promotion on the basis of time bound promotion policy, i.e. OTBP BCR and Gr.IV and were granted separate upgraded pay scale also. One promotion policy could be replaced with another promotion policy only. So the restructuring was not at all a promotion policy. Time Bound Promotion Policy was only replaced with the introduction of NEPP with effect from 23.03.2010. And it is a serious discrimination and gross injustice to deny the one extra increment granted in lieu of Gr.IV promotion alone to the senior most officials, on the plea that they are in the restructured cadre.
- (7) Therefore on behalf of All India BSNL DOT Pensioners Association, I request you to kindly cause necessary action to reconsider the issue based on the above so that the hardships of the senior most officials retired be mitigated to a certain extent.

Awaiting an early positive action and

Thanking you,

Yours faithfully,

K G Jayaraj  
General Secretary