



SANCHAR NIGAM EXECUTIVES' ASSOCIATION KERALA CIRCLE

(Recognised Majority Association of Executives in BSNL)

SNEA Bhavan, Dharmalayam Road, TVM-695001

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Trivandrum. 9447102277 (M)

No:- SNEA/KLA/CGM/2016-17/127

dtd at TVM, the 23-5-2017

To

The PGM (Finance),
O/o CGMT, BSNL, Kerala Circle,
Thiruvananthapuram.

Respected Sir,

Sub:- Review of EPP provisions w.r.t clarification dated 23-06-2009- effect on pension finalization thereof.

Ref:- 1. No. 400-55/2016-Pers.I dtd 25th July 2016

2. No.TA' 1-1/547/16-17/7 dated at TVM. the 27th April 2017.

As per the letter under reference regarding **effect on pension finalization**, corporate office has directed to correct the pay of the **retiring executives for grant of provisional pension** as the pension of employees retired since Jan 2016 has not yet been finalized in DOT.

From the subject and content of the letter it is very clear that the above instructions are exclusively meant for the grant of pension provisionally which was not done by DOT for want of certain clarification. But to our surprise the Circle finance has taken extra zeal and enthusiasm to misinterpret the instruction to the disadvantage of entire executives by directing the BAs as per letter under reference (2) to revise the pay fixation of all executives which was done in accordance with the rules. **It is a matter of common sense that rules/instructions are to be interpreted harmoniously with respect to the subject under consideration.** The question of reopening the pay fixation granted under EPP orders approved by BSNL/ DOT/ DPE does not arise and can not be done by a subordinate office. It also came to our notice that the one additional increment provided under EPP for functional promotion from same scale to same scale is not granted in the circle to the executives recently promoted under the pretext of above clarification. **The above clarification is exclusively for the purpose of pension calculation provisionally which is not having any relevance on the pay and fixation benefit of serving employees.** We are of the view that it is the bounden duty of the management to defend its own action taken under relevant orders and protect the interest of its own employees by properly countering the flimsy queries raised by the DOT. But it is a matter of concern that the Kerala circle has gone to the extent of raking up the issue of recovery with corporate office which was not even visualized by the BSNL corporate office in its greater wisdom. With the above instruction, as at present the BSNL employees are having 2 basic pays, one @ 68.8% DA and another @ 78.2% DA will have another Basic pay (provisional) fixed notionally as directed by order under reference (1) for the purpose of pension.

In the above circumstance we urge upon the Circle Administration to withdraw the above letter directing the BAs to revise the pay fixation of all executives and strictly adhere to the direction by re-fixing the pay provisionally of retiring employees for the purpose of pension finalization provisionally. We also urge upon the circle administration to grant the increment eligible under the present rule to all executives who are promoted functionally from the same scale to same scale as provided under EPP which is approved by BSNL/DOT and DPE.

We also express our protest for taking such a decision which is disadvantage to all executives by keeping the Recognized Majority Executive Association under dark.

With Warm Regards

Sincerely Yours



**T Santhosh Kumar
Circle Secretary
SNEA, Kerala Circle.**

- Copy to:-**
1. CGMT, Kerala Circle
 2. DGM (Finance)
 3. GS , SNEA