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No.AIBSNLEA/TVM/GEN/2014-16/VOL-II/23

Dt.16-05-2016

To
Shri. Prahlad Rai,
GS, AIBSNLEA CHQ,
New Delhi.

Respected GS,

Sub:- Pay Anomaly due to the implementation of EPP – Interplay between time bound up gradation and post based promotion – Group of officers from Finance facing the threat of heavy recovery of pay retrospectively - regarding.

Ref: -

1. BSNL CO Ir.no. 400-172/2015-Pers.I dt. 02.09.2015
2. BSNL CO Ir.no. 400-11/2011 – Pers I (Pt) dt. 28.09.2015

This is to bring to your kind notice that a group of senior officers (numbering 115 across BSNL) in the accounts cadre having their staff numbers falling between 87991 to 88320 are under the serious threat of heavy recovery of pay due to the clarifications conveyed from CO vide reference number (1) cited above. Though it is categorically mentioned therein that the said clarifications are intended to those executives in the grade of AAO/Sr AO who have been put in loss due to their time bound upgradation to post based promotion but unfortunately its implementation has resulted in creating heavy loss in pay and resulted huge recovery of pay retrospectively for a period of more than 3 years for the above officers.

The above group of officers who were granted an additional increment on their post based promotion as regular CAOs while holding the E4 scale are now supposed to forgo their legitimate entitlements as per the promotion policy due to the above stated clarifications. They were under E4 scale since 1.4.2008 and got their post based promotion as CAO during 8/2012 and hence got an additional increment in E4 scale. Subsequently they have been given E5 scale with effect from 1.4.2013. Consequent on

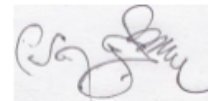
the preponement of their date of time scale up gradation to E5 scale to 1.4.2012 based on the above said clarifications they have to forgo their legitimate increment granted on their post based promotion as CAO (E4) with effect from 8/2012. This has also created the serious anomaly of their juniors drawing more pay apart from the said recurring financial loss and heavy recovery of pay retrospectively.

Because of the above mentioned anomalies Corporate Office has already addressed all Circles vide letter under reference (2) above to submit the wanting details to set right the anomalies. It is seen that without waiting for any further directions from Corporate Office many Circles including Kerala have started the process of reducing the paying and consequent recovery of overpayment which action is not appropriate as Corporate Office is yet to release final orders based on the wanting details called for vide letter dated 28.9.2015 mentioned above.

It is therefore requested to kindly look into the matter and cause action for resolving the anomaly and to ensure that the increment already drawn and paid to the above said group of officers are protected and they are exempted from the heavy threat of recovery of overpayment with retrospective effect for no fault of them but only due to the clarifications issued with the sole intention of giving relief to those who are put under loss. It is also brought to your kind notice that if the CAO post based orders were released earlier ie prior to 4/2012 then the said anomalies would have been well avoided and the group of officers got exempted from the threat of overpayment and heavy recovery of their pay and allowances without any denial of natural justice to them.

Thanking you.

Yours faithfully,



(V.Shaji)

CS/AIBSNLEA/Kerala

Copy to:-

- 1.CGMT, Kerala
- 2.PGM Finance, Kerala
- 3.GM (Admin/HR) Kerala.