



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION
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AIBSNLEA/CTD/2018-19

Dt 02-05-2018

To

Shri P K Mahapatra
General Manager(HR & Admn)
Calcutta Telephones
Kolkata

**Sub: Wrong Calculation of Pension to the Group of Pensioners
who got the first time bound promotion after completion
of 5 years in IDA scale under EPP of BSNL by Pr CCA Kolkata
and subsequent recovery of amount from the pensionery
benefits**

Dear Sir,

Of late it has come to our notice that due to misinterpretation of the eligibility condition of the Executive Promotion Policy (EPP) of BSNL , objection is being raised by the office of the Pr CCA Kolkata for all those pensioners who got their first time bound promotion after completion of 5 years service in IDA scale. According to the objection the first time bound promotion granted after 5 years is not in order and it should be after 6 years as per the EPP.

The qualified service condition as per EPP is produced below:

3. Qualifying Service Conditions:

3.1 FIRST Upgradation: The FIRST UPGRADATION of IDA Scale of individual Executive will be due for consideration on completion of 4 (Four) years of Service in the current IDA scale subject to the condition that the Executive's basic pay in the current IDA scale has crossed / touched the lowest of the higher IDA scale for which his / her upgradation is to be considered OR he / she has completed 6 (Six) years of service in the current IDA scale, whichever is earlier.

As per the above the first upgradation will be due on completion of four years subject to touching/crossing the minimum of higher IDA scale or after completion of six years in current IDA scale i.e. an executive will be eligible for first upgradation on any date after 4 years on which he/she touches/crosses minimum of higher scale or after six years irrespective of the point of touching/crossing the minimum of higher scale.

This has been misinterpreted by the office of Pr CCA Kolkata. According to them an executive who has not touched/crossed minimum of the higher scale after four years will get the first upgradation only after six years. He/she will not be allowed the first upgradation after five years even if they touched/crossed minimum of higher scale.

This confusion was earlier raised by some units. Which has been clarified by BSNL vide 400-61/2004-Pers.I (pt.II) dated 18-3-2011 (copy enclosed). Relevant extract is as below.

- (ii) It is also to clarify that first IDA pay scale upgradation, in the cases of all those executives whose basic pay do not touch/cross the lowest of the higher IDA pay scale in four years, will be given from the due date on which their basic pay in the current IDA pay scale touch/cross the lowest of the higher IDA scale or after completion of six years of service in the current IDA pay scale, whichever is earlier.

After issuance of this clarification there was no confusion in any of the units. After seven years the Pr CCA Kolkata office has started acting against the interest of the pensioners. The concerned pensioners have brought the contents of this circular to the notice of concerned officials but they refused to take a note of it. The units of CTD also without application of their minds stated deduction of so called overdrawn amount from the pensionary benefits of the pensioners.

We mention a few examples below out of the many cases of wrong fixation of pension/ wrong objection leading into recovery from pensionary benefits by Areas.

1. **Samir Kumar Gangopadhyay JTO/South (File No 17575)** Joined as JTO on 18-03-2002, First upgradation on 18-3-2007, Second upgradation on 18-3-2012, Retired on 30-11-2016. In his calculation sheet following note is given by AAO /CCA office

....4. 1st & 2nd T B PROMS ARE DUE ON 18-3-08 & 18-03-2013 RESPECTIVELY INSTEAD OF 01/07 & 01/12. HENCE REG OF PAY WEF 03/07 to 17/03/08 & 03/12 to 17-03-13 PL BE REVIEWED UNDER INTIMATION TO THIS OFFICE.....

As a result an amount of Rs 50,000 has been deducted from his leave encashment. However his pension has been fixed correctly as per last pay drawn.

2. **Asutosh De JTO/Alipur (File No 18410)** Joined as JTO on 09-09-2002, First upgradation on 09-09-2007, Second upgradation on 09-09-2012, Third upgradation on 09-09-2017 and Retired on 31-12-2017. In his calculation sheet following note is given by AAO /CCA office

....6. 1st T B PROMOTION & 2nd T B PROMOTION SHOULD BE ARE ON 09-09-08 & 09-09-2013 RESPECTIVELY INSTEAD OF 01/09/07 & 01/09/11.... 7. PEN HAS BEEN CALCULATED ON RS 36980 INSTEAD OF 38090 SUB TO FURTHER REVIEW AT BSNL.....

As a result his pension is fixed at 18490 although his last pay drawn was 38090 and his leave encashment has not been paid till date because the unit is still calculating the amount of overdrawn as per above objection.

3. **Himansu Gangopadhyay JTO/Alipur (File No 18620)** Joined as JTO on 09-09-2002, First upgradation on 09-09-2007, Second upgradation on 09-09-2012, and Retired on 31-1-2018. Same type of noting as above is given at the back of his calculation sheet.

As a result his leave encashment has not been paid till date because the unit is still calculating the amount of overdrawn as per above objection. Further he won't get the 3rd upgradation due to him on 09-09-2017.

4. **Bithi Mukhopadhyay JTO/Plg (File No 18453)** Joined as JTO on 01-04-2002, First upgradation on 01-04-2007, Second upgradation on 01-04-2012, Third upgradation on 01-04-2017 and Retired on 31-12-2017. Here also same type of noting as above is given at the back of her calculation sheet by AAO /CCA office.

As a result her pension is fixed at 18490 as against last pay drawn 38090. Her leave encashment has also not been settled finally as calculation of overdrawn amount not completed.

5. **Swapan Kumar Bhattacharyya JTO/Alipur (File No 16243)** Joined as JTO on 15-03-2002, First upgradation on 15-3-2007, Second upgradation on 15-03-2012, and Retired on 31-1-2015. Almost same type of noting as above is given in the verification of Service book sheet disallowing the time bound promotion at 5th and 10th year.

But most remarkable point is why his basic is reduced by 1000/- for calculation of pension is not understood. Even if the time bound promotion is allowed at 6th and 12th year i.e. on 2008 and 2013 then also his basic at the time of retirement on 2015 will remain same at 34760/- But CCA office has reduced the basic at 33760 and pension fixed at 16880/- Further he has to deposit so called overdrawn amount of 67594/- to get his leave encashment.

Sir. The units of CTD should have contested with the CCA for application of proper rules. But they have surrendered. Kindly note the language of the objection raised by Pr CCA office. Very cleverly they are making BSNL to decide finally and thereby making CTD responsible. Kindly take up the issue personally for the cause of poor pensioners.

Thanking You

With Regards

Yours Sincerely



(SUBHASIS MITRA)

CS/AIBSNLEA/CTD

Encl: Clarification Order of BSNL
Notes given by office of Pr CCA Kolkata

Copy to:

1,CGM/CTD-for kind information please

2.GM(Fin)/CTD