

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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**P. Abhimanyu
General Secretary**

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BSNLEU/422(WAGE)

16-06-2010

To

**Shri Gopal Das,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
New Delhi-110001**

Sub: **Negative arrears in respect of Non-Executives appointed on or after 1-1-2007-reg.**

Sir,

I wish to draw your kind attention to the following issue.

Complaints are being received from our field units that the employees who are appointed on or after 1-1-2007 are drawing negative arrears in the wage revision. As in the case of other BSNL Non-Executive employees, those who are appointed on or after 1-1-2007 were also paid recoverable salary advance, but on pro rata basis. These employees are now confronted with a problem. The emoluments that these employees are drawing in the revised pay scales are lesser than what they were drawing in the pre-revised pay scales.

With a view to ensure that none of those who are appointed on or after 1-1-2007 draws lesser emoluments after wage revision, a protection is given in the wage revision order, vide para 2.2. According to this para, the reduction in the emoluments of those who are appointed on or after 1-1-2007 is compensated by way of personal pay, which will be absorbed in future increments. The relevant para in wage revision order reads as follows:-

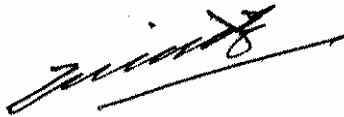
2.2 "Non-Executives joining on or after 1-1-2007 will be placed in the initial stage of the revised pay scale in which they are appointed. In case where emoluments in the pre-revised pay scale (s) on the date of joining BSNL [***i.e. Basic Pay + DP/DA applicable on the date of joining***] exceeds the sum of the pay fixed in the revised pay scale and applicable IDA there on the same date, the difference will be allowed as Personal Pay and it will be absorbed in future increments".

Now, the drawal of negative arrears by this category of employees is nothing but an off shoot of the reduction in emoluments after wage revision. BSNL has introduced the element of personal pay in the wage revision order, to ensure that no employee is faced with reduction in emoluments due to wage revision. In the similar way BSNL should also ensure that no employee is faced with recovery due to negative arrears. I would like to point out that had the reduction in emoluments after wage revision not arisen, the problem of negative arrears also would not have come.

Hence, I request BSNL CO to issue instructions to the field units not to make any recovery in respect of negative arrears, but to treat it also as personal pay.

Thanking You,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'P. Abhimanyu', written over a horizontal line.

(P.Abhimanyu)
General Secretary.

Copy to: 1. The Executive Director (Finance), BSNL, New Delhi – 1.
2. The GM (Estt.), BSNL CO, New Delhi – 1.