

Good to see Consensus

I happened to see the letter of PWA pensioners Association dated 15th Nov 2023 addressed to Secretary DOT.

The subject matter of that letter is to implement CAT judgment without going any appeal, on the basis of 7th CPC fitment.

The concluding Para of the letter suggests 'How to implement the Referred judgment'

It seems that almost on 4 aspects the consensus is there, as per DOT's Oct 17th presentation done in 2022.

Date of effect: 1-1-2017 for post 2017 Retirees also as that of pre 2017.

IDA merger points as per 3 rd PRC: 119.5 %

Notional fixation for post 2017 in the absence of pay revision as suggested by DOT

Taking the basic pay of the post 2017 employees on 1-1-2017 for notional fixation as suggested by DOT

The other 2 aspects are '*the fitment and the pay scales*', in which there seems to be some differences and if those differences are also brought into conciliation, then things will get shaped.

DOT stood with zero or nil fitment, some unions demanded 15 % as per 3 rd PRC on the merger of basic and IDA, the PWA is demanding 32 % of basic, a kind of derivative advocated by the association taking 7 th CPC. This aspect needs to be settled for consensus. It seems that associations would not stand on any rigidity on the issue of fitment 15 % or 32 % of basic, if DOT is ready to implement either of them or some fitment, it feels fit.

Applicability of 7 th CPC means the date of effect is from 1-1-2016 and that was implemented enhancing gratuity for the employees retiring from 1-1-2016, and the issues related to pension (minimum and maximum) and Ida linked enhanced gratuity are pending for incorporation - and for these the date of effect is 1-1-2017 for the employees retiring from that date or those retired pre 2017 (regarding pension issue not gratuity issue)

The other issue is about pay scales. DOT is for 3 rd PRC scales. The issue of NoN Executives is there. Some unions are also for 3 rd PRC scales. But this letter of PWA is silent on this and neither speaking 7 th CPC scales nor 3 rd PRC scales. It seems that the leaders of that association are telling their members, there is no necessity of pay scales for pension revision to both pre

2017 and post 2017. This position of PWA is difficult to understand, I feel they should ponder this issue again.

There will be 8 th CPC and 4 th PRC in future. They definitely suggest new pay scales. Unless all the BSNL retired are placed in 3 rd PRC scales, the post 2027 Retirees issue will become complicated. They also cannot continue in 2nd PRC stagnated scales to get their notional fixation, as there will be new fitment , merger points and new date of effect and new pay scales.

This aspect of pay scales is yet to be solved even If DOT takes the demand of 32 % of PWA. This one is also need to be sorted out for enlarging the consensus area.

I hope DOT should help the pensioners by bringing consensus in all these aspects by improving its fitment position presented on Oct 17 th of 2022, for the revision of pension.

19 hrs 21-11-2023 R. Pattabiraman