



**SANCHAR NIGAM EXECUTIVES' ASSOCIATION(INDIA)  
KERALA CIRCLE**

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No. SNEA/KRL/CGM/2011/69 Dated 11-11-2011

To

Smt Sumam Pillai  
General Manager Finance  
BSNL, Kerala,  
Trivandrum.

Madam,

Sub: Executive Promotion Policy- completion of Mandatory Training regarding  
Ref:1.No Sr. AO IA II/TCD Kannur/2011/1 dated at Kannur 21-10-2011  
2. BSNL..Corp. office Memo No.400-61/2004-Pers-I dated 18-1-2007.

As per the letter under reference 2 Executives whose pay is upgraded to next higher IDA scale will have to compulsory undergo two weeks training for being eligible for **drawal** of second increment in the upgraded pay scale. But due to administrative reasons some of these officers could not complete the same within the specified period.( details of reason in the particular case is enclosed ) . Some of the officers have completed the training after 2 year and some others are yet to complete the training. As per the letter under reference 1 It has been instructed to recover the increment granted to these officers as over payment. In this connection your kind attention is invited to the following facts.

1. Since the delay in completing the training was due to Company's reason the increment due to an official having worked for 12 months in a pay scale should not be with held . It may be noted that in some cases the upgradation which was due on 1-10-2004 was issued only in 2008 and by the time the officers have already drawn 4 increment . To over come this it was instructed that the time period of two year will count from the date of issue of the upgradation order. It is requested that instruction may be issued for drawl of second increment if the delay in completing the training is due to Company's reasons.
2. Since some of the officers have already completed the training the recovery ordered amounts to withholding increments which is a statutory punishment. **The order under ref.2 does not stipulate that the officer is not eligible for the second increment during the pendency of the successful completion of the training. It only stipulate that the second increment can be drawn only after completion of the training.** ie the second increment and subsequent increment shall be drawn on completion of the mandatory training. It is requested to issue proper instruction in this regard to avoid recovery from pay of the officers.

Thanking You

Yours Sincerely

George Varghese,  
Circle Secretary,  
SNEA(India). Kerala Circle

Copy to

CGMT BSNL Kerala.  
CE Civil with request not to start recovery till a decision is taken by the Circle office