



SANGHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

All Communications
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,
Director HR BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001

Letter No. SNEA CHQ/DIR HR/2022-2025

Dated 20th February 2024.

Sub: Request to enhance TA DA Rates for the AGM and below level Executives and to bring it at par with similarly placed Govt Officers as done for DGM and above level officers.

Ref: 1. Letter No. 7-6/2004-EF Dated 22/10/2002

2. Letter No. 7-612006-EF Vol. II (Pt.) Dated 08/09/2010.

Respected Sir,

In continuation to the discussions held in Formal agenda meeting and your kind directions to submit details in support of our demand for enhance TA/DA Rates, the following is submitted for your kind and sympathetic consideration and giving justice to the AGM and below level officers who are paying from pocket for office works for years together.

After formation of BSNL, the TA /DA rates were first time revised as per Letter No. 7-6/2004-EF Dated 22/10/2002 and the same are applicable till today for AGM and below level officers but are repeatedly enhanced for DGM and above level officer as per the following orders issued by BSNL Corporate Office.

1. Letter No.7-6/2004-EF Dated 06/09/2004
2. Letter No.7-6/2004-EF Dated 06/07/2005
3. Letter No. 7-6/2004-EF Dated 07/09/2009
4. Letter No. 1-16/2010-PAT(BSNL) dated 07/05/2010
5. Letter No. 7-612006-EF Vol. II (Pt.) Dated 08/09/2010.

Thus, since 2002, the TA DA Rates are modified only for DGM and above level officers and AGM and below level officers are paid TA/DA with very old rates of Year 2002 which are approved before 22-23 years.

In total discrimination among own officers, the enhancement is made for the officers who are policy makers and others are deprived from the due benefits and are compelled to claim TA/DA at very lower rates. The TA/DA rates of AGM and below level officers are not increased even after implementation of 1st and 2nd PRC and merger of DA in 2009-10 and 3rd PRC also is overdue.

Further, DoT has amended the TA DA rates in Year 2017 and the same rates should have been made applicable to all officers in BSNL or BSNL should have done suitable amendment in TA/DA rates applicable for all Executives. But by creating disparity among its own officers, BSNL has again amended TA/DA rates only and selectively for DGM and above level officers. Surprisingly when DA Rates are frizzed for AGM and below level officer , the same are enhanced by about 200% for DGM and above level officers.

The comparison of enhancement of TA/DA to different level officers in BSNL is attached as **Annexure-A**. One can easily find the discrimination among the executives of BSNL being AGM and below level and being DGM and above level officer.

Same is observed in entitlement of Hotel accommodations and the rates for DGM and above level officers are enhanced five times and there Is no single rupee increase in Hotel Entitlement for AGM and below level officers. The comparison of enhancement of Hotel Rates for different level officers in BSNL is attached as **Annexure-B**.

These comparisons make it crystal clear about the ongoing discrimination continued for last 15 to 20 years. To overcome this discrimination among the officers in same PSU, there is immediate need for enhancement of TA/DA Rates.

There is much increase in IDA and overall expenses of the executives are increased in multifold. With the start of GoI dream project for 4G Saturation, many executives mainly AGM and below level have to move frequently for inspection of 4G sites and related works. In such odd locations where there are no proper access roads one cannot get even good quality lunch/dinner in given amount of DA @ Rs. 80 to Rs 225 per day being paid to these executives and there is no count of other expenses which are added during tour.

Since long, these officers are paying these extra expenses from pocket and they should not be any more compelled to pay from the pocket and this is possible with enhancement of TA/DA Rates as per practical requirement as being implemented in other Govt Organizations/PSUs.

The officers on tours have to face much hardship and financial burden as he/she is being paid at the rates approved before 22 Years which cannot be justified in todays scenario. When these officers are doing extra work by touring and being away from family, at least the expenses done practically need to be reimbursed at proper rates.

It has been wrongly projected that with increase of TA/DA rates there will be heavy financial burden on BSNL. This picture is created by the officers, who do not cry foul, when rates are increased for them and projecting it as heavy expenses burden, when it is turn of AGM & below level officers is really shocking and surprising. Their stand should have been unbiased that either it will be increased for all or not for anyone in such extremely biased manner.

In this regard, it maybe please noted that the TA /DA rates for DGM and above level officers are already enhanced at par with DoT/GoI orders and expenditure is being made on it and hence there will not be even single rupee addition in overall expenses for these officers.

The increase in overall TA/DA expenses will be only applicable for AGM and below level officers that to be the enhancement in TA/DA rates will be applicable only for selected executives on Tour and hence the overall expenses will be in just meager amount of few Crores as compared to other expenses and not at all huge as being projected for years together. If BSNL is able to bear these expenses for DGM and above level officers, it can bear the same for the working hands who are really fighting by leading from front for overall growth of BSNL,

Thus, to maintain equality and justice to all, we request that the TA/DA rates for all AGM & below BSNL executives may be revised **as done by DoT by endorsing the TA/DA rates by Ministry of Finance, Department of Expenditure vide OM No. 19030/1/2017-EIV dated 13/07/2017 and as done by BSNL for DGM and above level officers.**

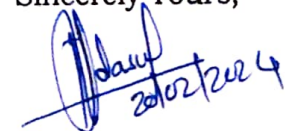
This act on part of BSNL Management will clear all ongoing disparities created over the years together with similarly placed Govt/PSU officers and will also clear the disparities created due to selective upgradation of TA/DA rates by BSNL applicable only for DGM and above level officers.

This action to implement TA/DA Rates as per DPE/DoT guidelines equally for all executives will motivate BSNL executives at AGM and below level and very positive energy wave will be created among the executives working at ground level and hence needs to be given immediate and early consideration in time bound manner.

Waiting for justice and early action by giving relief and justice to these affected executives.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. PGM Estt BSNL CO for kind information and n/a please.
3. PGM SR BSNL CO for kind information please.

Annexure-A

Sub: Comparision of Enhancment of DA Rates for Different Officers in BSNL

Year	Year 2002			Year 2024			Increase in Year 2024 as compared to 2002 in Rs		
Pay Range (2002 prerevised)	A.I, A Cities & expensive localities	B.I Cities and expensive localities	Other localities	A.I, A Cities & expensive localities	B.I Cities and expensive localities	Other localities	A.I, A Cities & expensive localities	B.I Cities and expensive localities	Other localities
CMD and Director of Board	500	300	275	1500	1200	1000	1000	900	725
EDs	450	270	250	1000	800	600	550	530	350
Rs. 18400 and above (CDA PAY)(HAG)	450	270	250	1200	1200	1200	750	930	950
Pre revised 22300 and Above not HAG	450	270	250	1000	1000	1000	550	730	750
JAG	450	270	250	1000	1000	1000	550	730	750
Rs.16400/-to Rs.18399/- (CDA PAY) IDA Pre revised 20401-22299	400	250	225	400	250	225	0	0	0
IDA Rs. 13000/- To Rs. 20400/- (CDA Pay Rs.8000/- to Rs.16399/-)	350	200	180	350	200	180	0	0	0
IDA Rs. 8570 To Rs. 12999/-	300	175	150	300	175	150	0	0	0
IDA Rs. 5860 To Rs. 8569/-	275	150	125	275	150	125	0	0	0
IDA Below Rs. 5860/-	200	100	80	200	100	80	0	0	0

Annexure-B

Sub: Comparison Increase in Hotel Accommodation rates															
Pay Range	2002			2024				Increase			Increase %				
	A.I, Cities & exp localities	B.I Cities & exp localities	Other localities	A.I, Cities & exp localities	B.I Cities & exp localities	State/ UT Capital not in B1	Other localities	A.I, Cities & exp localities	B.I Cities & exp localities	Other localities	A.I, Cities & exp localities	B.I Cities & exp localities	Other localities		
Officers in HAG	3500	1750	900	7500	7500	7500	7500	4000	5750	6600	114	329	733		
Officers in SAG	3000	1500	750	7500	7500	7500	7500	4500	6000	6750	150	400	900		
Officers in JAG	2200	1100	550	4500	4500	4500	4500	2300	3400	3950	105	309	718		
Officers in STS	1650	825	410	1650	825	615	410	0	0	0	0	0	0		
Sr.SDE/SDE / Sr.AO/AO and equivalents	550	400	300	550	400	375	300	0	0	0	0	0	0		
JTO and equivalents having starting Rs. 8570/- in IDA Pay Scale	400	300	250	400	300	275	250	0	0	0	0	0	0		
Rs. 5860/- To Rs. 8569/- in IDA Pay Scale	300	250	200	300	250	225	200	0	0	0	0	0	0		
Below Rs. 5860/- in IDA Pay Scale	175	125	100	175	125	120	100	0	0	0	0	0	0		