



**ALL INDIA
RETIRED**

Registration No. S/00108/NE-/2010

**BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' WELFARE ASSOCIATION
CENTRAL HEAD QUARTERS, NEW DELHI**

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President

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NO.AIRBSNLEWA/CHQ/2024/Secy/

Dated 18th July, 2024

To,

**The Secretary Telecom.,
Dept. of Telecom., Govt. of India,
New Delhi – 110 001.**

Sub: Grant of one annual increment earned on the last day of their service for rendering services during the preceding one year from the date of retirement - regarding;

Respected sir,

As per the judgements from various courts, the annual increment due on completion of 1 year service which is due on 1st July is to be granted to those who retired as on 30th June. Inpite of various requests, BSNL management has not considered the same on the ground that the judgements are for individuals and cannot be generalized.

In this connection, it is mentioned here that, the decision of the Apex Court on the above subject was implemented by various departments like CPWD, Railways, Defence. **Even the postal department which is under the Ministry of Communication has also implemented and extended the benefits.**

In the case of VRS 2019 retirees, Director (HR), BSNL corporate office on 23/11/2019 has issued clarifications on some doubts expressed by some quarters of employees that VRS group will be treated as a separate group and will be dealt distinctly. It was then clarified by the BSNL that, for BSNL employees, retirement on VRS (VRS 2019) is neither a distinct nor a separate group but will be at par with retirement on superannuation. Similarly, Industrial Dearness Relief on pension amount will also be available to VRS optees is available to employees who are retiring on superannuation. Therefore, any such doubts are devoid of any merit".

Normally the employees who retire voluntarily have their own choice of date of retirement but under VRS-2019 scheme, the employees did not have the choice and all were struck off from the roll on 31st January 2020 and were relieved on the afternoon of 31st January 2020, as against the relieving on the forenoon on normal voluntary retirement.

Therefore, the employees who opted for VRS-2019 scheme should be treated at par with the retirees on superannuation and they are also entitled for the annual increment for the service they rendered for the one year prior to their VRS.

Since various departments including our sister organization of Department of Post under our own Ministry have honoured the judgement of the Apex Court atleast for those who sought got legal remedy for notional increment and also those who retired under VRS-2019 may please be granted the annual increment by taking a positive decision from the DoT end please.

With kind regards,

Yours Sincerely

**(Prahlad Rai)
General Secretary**

