



F.No. BSNLCO-A/11(18)/1/2020-ESTAB)

Dated: 21-02-2022

To

The Member (Services)
Department of Telecommunications,
Sanchar Bhawan, Ashoka Road, New Delhi-110001

Subject: Payment of IDA at revised rates w.e.f. 01.10.2020 upto 30.06.2021 to Non-executive employees of BSNL including industrial workers – reg.

Ref: DoT letter No. 38-30/2021-Pen(T) dated 18.01.2022

Madam,

I am directed to refer to DOT letter No. 38-30/2021-Pen(T) dated 18.01.2022 regarding the above-mentioned subject and to state that DPE vide OM dated 19.11.2020 had frozen the rate of IDA at the rate prevailing as on 01.07.2020 for the period from 01.10.2020 up to 30.06.2021 in respect of executives and non-unionized supervisors of CPSEs. BSNL vide its letters of even number dated 06.01.2021 and 26.03.2021 had requested DOT to seek clarification from DPE on the applicability of DPE OM dated 19.11.2020 for non-executive employees and if it was not applicable. DPE may be requested to notify revised IDA rates.

2. DPE vide OM dated 09.03.2021 had clarified that freezing of IDA was applicable for Executives and Non-unionized supervisors only. DPE had further stated that the IDA rates for non-executives was governed by the Wage revision agreement between Trade Union and the Management of CPSE concerned. This DPE OM was forwarded by DOT vide its letter dated 05.04.2021 (copies enclosed). DOT further stated that BSNL Management may take decision on the issue as per the provision contained in the wage revision agreement.

3. In the WP filed by BSNL Employees Union the Hon'ble High court vide an interim order dated 17.02.2021 had directed that the respondents shall not deny the benefit of dearness allowance to the members of the petitioner union if they are not falling under the category of executives and non-unionized supervisors of CPSEs as mentioned in the DPE OM dated 19.11.2020 *ibid*. This Order was based on the submission made by Asst. Solicitor General of India on behalf of UOI / DPE that the instructions of DPE issued vide OM dated 19.11.2020 were applicable to the Executives and non-Unionized supervisors and other employees and workmen of CPSEs were not covered under these guidelines

4. The provisions regarding payment of IDA rates to non-executive employees of BSNL in terms of Wage Revision Agreement signed between BSNL Management with the recognized Staff Union on 07.05.20 is as under:-

"The IDA payable w.e.f. 01.04.2007 onwards shall be as per the IDA rates circulated by DPE from time to time."

5. The DPE vide OM No. W-02/0002/2014-DPE(WC)-GL-III./2021 dated 02.08.2021 un-froze the IDA rates w.e.f. 01.07.2021 in respect of executives & non-unionized supervisors and has also circulated IDA rates for the period from 01.10.2020 up to 30.06.2021. The said OM further provided that during the said period the IDA rate in

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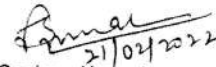
respect of executives and non-unionized supervisors will remain at 159.9% i.e. IDA rate prevailing on 01.07.2020.

6. In view of the circulation of IDA rates by DPE for the period 01.10.2020 to 30.06.2021 as well as DOT / DPE instructions mentioned above, revised IDA rates for the said period have been allowed in respect of **servicing non-executive employees** of BSNL vide OM dated 27.10.2021. It is important to mention that BSNL has taken into consideration **only the rates circulated by DPE for payment of revised IDA to servicing non-executives as per the Wage Revision Agreement**. As already stated above, the DPE instructions of freezing or unfreezing of IDA were not applicable to non-executives and as such the revised IDA rates allowed in respect for non-executive employees of BSNL is consistent with the DPE instructions and wage revision agreement.

7. In view of position explained above, DOT is requested to review the stand taken vide letter dated 18.01.2022 and allow payment of revised IDA to the servicing non-executives of BSNL for the said period in terms of the Wage revision agreement.

This is issued with the approval of CMD BSNL.

Yours faithfully,



[Sanjeev Kumar]
Asstt. General Manager (Estt. I)
Tel. No. 23037477

Encl: As above.

Copy for kind information to:

- 1) The Secretary (T), Department of Telecommunications, New Delhi.
- 2) The Member (Finance), Department of Telecommunications, New Delhi.