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भारत संचार निगम लिमिटेड  
(भारत सरकार का उद्यम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

अरविन्द वडनेरकर

निदेशक (एचआर)

ARVIND VADNERKAR

Director (HR)

BSNL Board

D.O.No: BSNLCO-A/11(18)/1/2020-ESTAB

Dated: 7<sup>th</sup> June, 2021

Dear Shri *Rajesh Chaudhryji,*

As you are aware, DPE vide OM No.W-02/0039/2017-DPE(WC)-GL-XVI/20 dated 19.11.2020 had decided to freeze the rate of IDA in respect of the Board level and below Board level Executives of all CPSEs w.e.f. 01.10.2020 upto 30.06.2021 at the level prevailing as on 01.07.2020. The same has been implemented in BSNL in respect of all employees including Non-executives vide an OM dated 26.11.2020.

2. I would like to bring it to your kind notice that the pay and allowances of the Non-executives of BSNL are governed by the bipartite wage agreement signed between the BSNL Management and the union. As per the last wage revision agreement dated 07.05.2010, the IDA is to be paid as per the rates circulated by the DPE from time-to-time. However, DPE has not circulated the revised rates w.e.f. 01.10.2020. Due to non-availability of IDA rates circulated by DPE, BSNL is not in a position to pay the IDA at the revised rates in respect of the Non-executives.

3. BSNL Staff Unions have been requesting to withdraw the said OM issued by BSNL. One of the Staff Unions, namely BSNLEU, has also filed a WP before Hon'ble High Court of Kerala. The Hon'ble High Court vide an interim order 17.02.2021 had observed that if the members of petitioner union are not falling in the category of executives and non-unionized supervisors covered under DPE OM dated 19.11.2020, respondents shall not deny the benefits of dearness allowance to them. However, as already stated above, BSNL is not in position to take any decision in the matter due to non-circulation of IDA rates w.e.f. 01.10.2020 onwards by DPE, which is a pre-requisite for allowing IDA increase to non-executives in view of the provisions of wage agreement.

4. In view of above, I would like to request you to look into the matter and to arrange for circulating the IDA rates w.e.f 01.10.2020, 01.01.2021 and 01.04.2021 so as to enable BSNL for taking appropriate decision in the matter .

With *kind regards*

Yours sincerely,

*Arvind Vadnerkar*

[Arvind Vadnerkar]

7.6.21

To,

Shri Rajesh K Chaudhry  
Additional Secretary,  
Department of Public Enterprises,  
Room No.302, Udyog Bhawan, New Delhi-110001  
(email:chaudhry.rk@ic.in)