



## All India Graduate Engineers & Telecom Officers Association MP Telecom Circle Bhopal

(An Association of DR Graduate Engineers / Account Officers of BSNL)

Circle President  
Pavan Akhand  
9424726866

Circle Secretary  
P.N.Gautam  
9425422700

Circle Treasurer  
Devendra Saini  
9425923499

AIGETOA/MP/2014-15/05

Dated 28.10.2014

To  
The Chief General Manager  
Madhya Pradesh Telecom Circle  
Bhopal

**Subject:** Repressive instruction issued by Circle Office Bhopal in respect of refund of salary deducted without following the prevailing rules/guidelines in this regard.

**Reference:** No. SR-19-1/Union/AIGETOA/2014-15/06

Dated 16/10/2014

**Respected Sir,**

Your kind and high attention is invited towards the repressive instruction mentioned under reference issued by Circle Office Bhopal wherein several terms & conditions are forced for refund of salary deducted. In this regard I hereby submit following facts for your kind consideration and necessary action.

1. That, it is needless to mention that salary deduction in the month of Aug-13, Sep-13, Feb-14 and March-14 is done purely on random basis by the concern DDOs without following the prevailing rules and guidelines. There is no any departmental proceeding and order passed by competent authority in respect of salary deduction and even concern executives have not been given chance of being heard which is against the basic principle of natural justice.
2. That, every concern executives have represented in writing to the authority against such wrong doing but no action is taken in field units to render justice. This association has taken up this matter strongly to the circle administration and your good self but it is regret to mention that instead of resolving the issue on merit Sr. GM (Admin) Sh Prakash Ballal has adopted undemocratic ways of lodging falls FIR, suspensions, show cause notices, memorandums, Charge Sheets against the representatives and victims so that every voice against wrong doing can be crushed.
3. That, despite of such unkind act of Sr. GM (Admin) Sh Prakash Ballal, this association has kept on raising voice at different forum and now Circle Office has issued repressive instruction to SSA heads for refund of salary so deducted. It is worth here to mention that deduction and payment of basic wage of employees in CPSEs are governed by the rules and guidelines laid down by the Government of India through various authorities like DPE, DOP&T, CCS leave Rules etc.

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Circle Administration, Circle Head even CMD of this company has no authority to put terms and conditions based on their whims and fancies.

4. That, on the matter of salary refund under subject Circle Administration can only decide the matter on merit whether refund is justified or not. If it is not, they must dispose off the matter in writing stating the reason and if it is yes, then they must issue simple instruction for refund of salary by regularizing the leave. If salary deduction is done without following the departmental procedure interest on salary deduction must also be paid and disciplinary action against responsible officers must be initiated. Circle Administration has no power to put any terms and conditions like unconditional regret, performance, vigilance status, undertaking for not participating in agitational activity etc for refund of salary which is complete overstepping of jurisdiction just to satisfy the falls ego and to crush the genuine voice against wrong doing of higher authority.

Considering the facts submitted above, you are kindly requested to issue immediate instruction to withdraw such repressive instruction issued to SSA head mentioned under reference. I am quite hopeful that your good self will take my representation in right earnest and will decide the matter completely on merit which will definitely improve the employee-employer relationship, avoid industrial unrest and hence improve performance else this association will be left with no option to initiate organization action against this injustice.

Sincerely Yours

  
(P.N. Gautam)  
Circle Secretary

Copy to:

Sr. G.M. (Admn&HR), Circle Office Bhopal for kind information and necessary action please.