



# Sanchar Nigam Pensioners' Welfare Association

Reg.No: SOCIETY/WEST/2021/8902564

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No.: SNPWA/CHQ/CMD/BSNL/4/25

Dated: 16th June, 2025

To

Shri Robert J. Ravi

Chairman & Managing Director, BSNL

New Delhi

Subject: Immediate Implementation of the Hon'ble Supreme Court Judgment in SLP(C) No. 11720/2020 — Representation on behalf of Shri M.G. Prabhakara Panickar, Differently Aabled, Retired DE (OMCR), Mobile Services, Ernakulam — Reg.

Reference:

1. Judgment dated 23.01.2020 in OP(CAT) No. 161/2019 by the Hon'ble Kerala High Court
2. Order dated 13.11.2018 in OA No. 180/00269/2015 by the Hon'ble CAT, Ernakulam

### **3 Supreme Court Judgment dated 04.03.2025 in SLP(C) No. 11720/2020**

4. Representations dated 28.01.2020, 04.02.2020, and 07.03.2025 submitted by the applicant
5. Disposal of Contempt Case No. 1331/2021 by the Hon'ble High Court with liberty to revive

Sir,

On behalf of the Sanchar Nigam Pensioners' Welfare Association (SNPWA), we submit the following for your immediate and earnest action in respect of Shri M.G. Prabhakara Panickar, a differently abled retired DE (OMCR), Ernakulam, who retired under the BSNL VRS-2019 scheme on 31.01.2020.

Despite the unequivocal pronouncements of the Hon'ble CAT, Hon'ble High Court of Kerala, and the most recently, **the Hon'ble Supreme Court — which dismissed SLP(C) No. 11720/2020 filed by BSNL on 04.03.2025** — BSNL has continued to deny this officer his rightful benefits. It is deeply regrettable that a differently abled senior citizen has been compelled to pursue prolonged litigation simply to secure what is legitimately due to him under the **Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995**

The Hon'ble High Court of Kerala, vide its judgment dated 23.01.2020 (**upheld by order of the Hon'ble Supreme Court, dated 4th March, 2025, by dismissing SLP of BSNL**) issued the following directions:

- A) To consider Shri Panickar for promotion to SDE with effect from 23.07.1996 (on completion of three years of service as JTO)
- B) To consider him for further promotion as DE from July 2002 (after six years in the SDE grade) and all eligible subsequent promotions
- C) To grant all monetary terminal benefits — pension, ex-gratia, and leave encashment — consequential to the notional re-fixation of pay on account of the above promotions.

It was also clarified that the officer is not entitled to actual salary arrears for the intervening period.

It is a matter of grave concern that, despite the finality of these judicial pronouncements, BSNL continues to flout the orders, thereby inflicting undue hardship on a retired, differently abled officer who has already suffered extensive distress and indignity due to administrative apathy of BSNL.

We, therefore, earnestly urge you to:

1. Implement the Hon'ble Supreme Court's judgment forthwith, in its true letter and spirit;
2. Issue the necessary promotion and notional pay re-fixation orders without any further delay;
3. Recalculate and disburse all retirement-related benefits immediately, including revised pension, ex-gratia, and leave encashment arrears;
4. Ensure that the officer is not compelled to seek revival of contempt proceedings, which would cause him additional, unwarranted hardship.

It is rightly said, "Justice delayed is justice denied." We sincerely trust that your humane and judicious intervention will bring this protracted matter to a just and dignified conclusion, reinforcing BSNL's commitment to upholding judicial directives and respecting the rights and dignity of persons with disabilities.

We are confident that BSNL will act decisively to comply with the Hon'ble Apex Court's verdict and restore the faith of stakeholders in its governance and values.

With regards,

Yours sincerely,



(G.L. Jogi)

General Secretary, SNPWA

Copy to:

1. Shri Rajesh Aggarwal, Secretary, Department of Empowerment of Persons with Disabilities — Kindly call for a detailed report from BSNL regarding the non-implementation of the Hon'ble Supreme Court's judgment dated 04.03.2025.
2. Shri Anand Khare, Member (Services), DoT — Requested to direct BSNL to immediately extend the due benefits to the aggrieved differently abled retired official.
3. Dr. Vidya Sagar, Director (HR), BSNL — Requested to take strict action against officers responsible for deliberate non-compliance with the Hon'ble Supreme Court's order.
4. Shri Alok Shukla, Sr. DDG (Personnel), DoT — For necessary action, please.
5. Shri S.P. Singh, PGM (Estt.), BSNL — For necessary action, please.
6. Ms. Roshni Soni, DDG (Estt.), DoT — For necessary action, please.
7. Shri Rajeev Kaushik, GM (Personnel), BSNL — For necessary action, please.