



# Sanchar Nigam Pensioners' Welfare Association

Reg.No: SOCIETY/WEST/2021/8902564

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Dated: 10th July, 2025

To

Shri Anand Khare

Member (Services),

Sanchar Bhawan, ND.

**Subject: \*Reminder – Immediate Extension of Notional Increment (DNI) Benefit to VRS Retirees – No Ambiguity and cause of action whatsoever to withhold extension of the said Benefit to VRS**

**Respected Sir ,**

This is in continuation of our earlier representation dated 6th June 2025 on the above subject.

We find ourselves once again constrained to write to your esteemed office, deeply troubled by the prolonged inaction and unwarranted pondering over a matter that has already been **clearly and conclusively settled**—both judicially and administratively.

Let us reaffirm with absolute clarity:

**The sole and unequivocal condition laid down by the Hon'ble Supreme Court for the grant of notional increment is that the retiring employee must have completed one full year (365 days) of service with good conduct as on the date of retirement—without any other preconditions or caveats. Any attempt by the Department of Telecommunications (DoT) to unearth extraneous reasons to deny this rightful benefit is not only untenable but also amounts to a blatant disregard of the comprehensive and unambiguous guidelines laid down by the Hon'ble Court, whose objective was precisely to prevent unnecessary litigation.**

**Any decision that runs contrary to the crystal-clear judgment of the Apex Court will inevitably compel affected VRS retirees to once again seek justice from the very same**

**Court. It is worth noting that the Hon'ble Supreme Court, fully aware of the bureaucratic machinations to dilute/ distort/ judicial pronouncements, has taken exceptional care by adjudicating elaborately every aspect so meticulously as not to leave any scope for the Bureaucracy to force eligible officials to go to Courts, yet, unfortunately, despite the Court's painstaking efforts to avert further legal battles, DoT appears to be acting in complete defiance of both the letter and the spirit of the judgment, thereby forcing affected officials to resort to litigation—something the Court has consciously and painstakingly sought to avoid.**

There are no exceptions, no exclusions , and no fine print. The judgment is categorical, binding, and accompanied by an express caution: **do not compel pensioners to engage in fresh litigation over a settled issue.**

We respectfully remind your good self that:

1. **BSNL's own communication dated 23.11.2019** —issued under the authority of the then CMD and Finance— **explicitly states that VRS retirees are to be treated at par with superannuated retirees in all service and pensionary matters.** If this parity was valid and beneficial at the time of VRS implementation, it cannot now be conveniently set aside to deny legitimate entitlements. **This categorical affirmation and assertion of BSNL Management would naturally be in consonance with the Terms and Conditions of VRS, approved by the Union Cabinet, definitely not infringing on the Terms and Conditions of VRS.**

2. **DOT, in consultation with the Department of Expenditure,** has already implemented the Supreme Court's directive in at least one case **involving a VRS retiree.** This singular instance, coupled with the broader judicial mandate, sets a precedent for universal applicability.

3. **The Hon'ble Supreme Court in its judgment dated 11.04.2023 (C.A. No. 2471/2023 )** has made it explicitly clear that all similarly placed employees, including third parties and intervenors, are entitled to the same benefit— **thereby rendering further debate on interpretation an exercise in complete futility, unnecessary and untenable**

Given these irrefutable facts, **we are at a complete loss to understand** why so much internal consultation, hesitation, and academic discussion continues over an issue that is not only **\_legally final compelling but whose implementation is compelling and inescapable** Each passing day of indecision **only adds to the anxiety and suffering** of pensioners who deserve better from the very system they once served with loyalty and dedication.

Sir, this delay not only erodes trust but risks being viewed as **deliberate obstruction** and may draw adverse **judicial notice for non-compliance with a binding verdict.**

We, therefore, once again *earnestly and firmly urge your kind intervention to:*

\* **Issue unambiguous orders immediately,** extending the DNI benefit to all eligible VRS retirees without further delay.

\* **Instruct all concerned officers within DoT and BSNL** to strictly adhere to the letter and spirit of the Hon'ble Supreme Court's ruling.

\* **Refrain from any action or inaction** that could amount to dilution, deviation, or defiance of judicial authority.

Justice delayed, especially in a matter already adjudicated comprehensively becomes justice denied. We trust that your esteemed office will now take the final step to ensure that justice is not only done but seen to be done.

With high regards and sincere anticipation,

Yours Sincerely,



(G. L. Jogi)

Copy to:

1. Member (Finance), DOT
2. CMD/ BSNL.
3. Dir HR/ BSNL
4. Dir/ Finance/ BSNL.
5. PGM( E)/ BSNL.
6. DDG( E)/ DOT.

All CCA offices