



# Sanchar Nigam Pensioners' Welfare Association

Reg. No. SOCIETY/WEST/2021/8902564

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**SNPWA CHQ/ Secy(T)/4/24 Dated: 6th August 2025**

To  
**Shri Neeraj Mittal,**  
**Secretary (Telecom),**  
New Delhi.

**Sub: Humble Personal Intervention Solicited to Ensure Unambiguous and Well-Defined Judgment of the Hon'ble Supreme Court is Implemented — Extension of DNI Benefit to VRS Retirees**

Reference:

1. Judgment of the Hon'ble Supreme Court in Civil Appeal No. 2471/2023 – Director (Admn & HR), KPTCL vs. C. P. Mundinamani & Ors., dated 11.04.2023; interim order dated 06.09.2024; and final directions dated 20.02.2025.
2. BSNL Corporate Office (Director HR) communication dated 23.11.2019.

**Respected Sir,**

We seek your urgent and personal intervention in a matter of profound significance to thousands of retired employees — **particularly VRS-2019** retirees — whose rightful entitlement to the benefit of notional increment (DNI) has been upheld by the **Hon'ble Supreme Court** in unequivocal terms, yet continues to be denied by the administrative machinery.

**1. Finality of the Issue — Hon'ble Supreme Court Judgment:** In its landmark judgment dated 11.04.2023 in **\*Civil Appeal No. 2471/2023\***, the Hon'ble Supreme Court conclusively ruled that employees who have completed **one full year (365 days) of service** with good conduct prior to retirement are entitled to the benefit of the next notional increment for the purpose of pension and related calculations — even if the increment falls due the next day after retirement.

This judgment was later reinforced through an **interim order dated 06.09.2024 and final directions on 20.02.2025**, which explicitly defined **\*both the eligibility criteria and the effective date for implementation.** The Court, in its wisdom, clearly stated that **\_no employee** meeting the criteria should be compelled to approach the courts again - a move to prevent harassment and delay in justice to senior citizens.

Regrettably, despite the Court's efforts to eliminate ambiguity and prevent avoidable litigation, the Department of Telecommunications (DoT) continues to deny the benefit to similarly placed retirees, including those who retired under VRS-2019 — thus violating both the **letter and spirit of the Supreme Court's ruling**.

**2. Reinforcement by Judicial Authorities – CAT Principal Bench:** The Principal Bench of CAT, New Delhi, in **OA No. 446/2021**, vide its judgment dated **03.07.2025**, dealt directly with **BSNL VRS-2019 retirees**. The Tribunal firmly ruled that:

*In light of the Hon'ble Supreme Court's decision in CA No. 2471/2023 and the settled law that completion of one full year (365 days) of qualifying service entitles an employee to the next increment, this Tribunal holds that all similarly placed retirees, including those who have retired under VRS-2019, are eligible for grant of the notional increment for the purpose of recalculating pension and related benefits. The respondents are directed to extend the benefit suo motu, without awaiting individual applications from retirees.*

This judgment not only reiterates the Apex Court's decision but also **reprimands the DoT for forcing retirees to litigate** in order to receive benefits they are legally entitled to

**3. Clarification from BSNL HR – Equal Treatment of VRS Retirees:** The BSNL Corporate Office, in its letter dated 23.11.2019, clarified beyond doubt:

*Retirement under VRS-2019 is neither a distinct nor a separate category of retirement. Employees opting for VRS-2019 shall be treated at par with those retiring on superannuation for the purpose of pensionary benefits. Industrial Dearness Relief (IDA) on pension shall be admissible to VRS-2019 retirees in the same manner and at the same rates as admissible to those retiring on superannuation.*

Hence, there is no basis — **legal, moral, or administrative** — for denying the DNI benefit exclusively to VRS retirees.

**4. DOP&PW and the Supreme Court's Emphasis on Dignity and Sensitivity:** The Department of Pension & Pensioners' Welfare (DOP&PW) has consistently emphasized the need to treat pensioners with **dignity, fairness, and compassion**. The Hon'ble Supreme Court echoed this sentiment in its 20.02.2025 judgment, **meticulously laying down eligibility criteria to avoid further litigation**, and to ensure justice without bureaucratic delay. While it may be contended (though we are not aware) that certain executive conditions under the VRS-2019 scheme restrict extension of this benefit, it is imperative to understand that the **Apex Court's judgment supersedes all such executive instructions**. The Supreme Court has attached no such disqualifying conditions beyond the fundamental criterion of completing 365 days of regular service.

Unfortunately, this crucial aspect is being deliberately overlooked or misinterpreted by some sections within the DoT, leading to gross injustice and non-compliance with binding judicial pronouncements

**5. Our Deep Concern:** What is deeply distressing and disturbing is that, despite such clear judicial mandates, VRS retirees are still being coerced to move contempt petitions to secure a benefit already granted by the highest court of the land.

This deliberate inaction and bureaucratic obduracy denigrates and undermines the authority and prestige of the Highest Judicial Institution of the Nation, burdens the courts, and demoralizes a community of senior citizens who served the nation with commitment, and that is where precisely your personal intervention is solicited and becomes inevitable

#### Our Humble Prayer

In light of the above, we earnestly request your compassionate, fair, and impartial intervention to:

- Ensure immediate and full compliance with7 the Hon'ble Supreme Court's directions and CAT rulings.
- Direct the suo motu extension of the DNI benefit to all eligible VRS-2019 retirees, without requiring further applications or litigation.
- Restore faith in governance, uphold the dignity of pensioners, and demonstrate that judicial pronouncements are sacrosanct.

We trust that under your enlightened leadership, this issue will be resolved in a manner that reflects **both justice, upholding the dignity and authority of the Apex Court and humanity.**

With highest regards,  
Yours sincerely,



(G. L. Jogi)

Copy to

1. Sh Anand Khare, M(S), for kind information and appropriate and immediate n/ a pl.
2. Sh Manish Sinha, M (F), for kind information pl.