



ALL INDIA BHARAT SANCHAR NIGAM LIMITED RETIRED EXECUTIVES' ASSOCIATION

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No. AIBSNLREA/CHQ/2020/111

Dated: 28.09.2020

To

Shri Saurabh Tyagi,
Sr General Manager (Establishment),
Bharat Sanchar Nigam Limited,
New Delhi 110001.

Sub: Undue harassment and mental torture on some VRS-2019 retirees due to wrong execution of BSNL Corporate office Order No. 3-32/2013/Estt.IV dated 22.12.2015 and also wrongly revising their pay fixation, made a decade ago, just before their retirement by Calcutta Telephones leading to huge recovery of several lakhs of rupees – Request for issue of clarifications in the line of the BSNL Corporate Office No. BSNLCO-PRII/11(24)/14/2020-PERS1 dated 28.08.2020.

Ref: (1) Our letters No. AIBSNLREA/CHQ/2020/75 dt 11.08.2020, AIBSNLREA/CHQ/2020/77 dt. 13.08.2020, AIBSNLREA/CHQ/2020/78 dt. 13.08.2020, AIBSNLREA/CHQ/2020/80 dt. 14.08.2020, AIBSNLREA/CHQ/2020/81 dt. 14.08.2020, AIBSNLREA/CHQ/2020/82 dt. 17.08.2020, AIBSNLREA/CHQ/2020/83 dt. 17.08.2020, AIBSNLREA/CHQ/2020/84 dt. 17.08.2020, AIBSNLREA/CHQ/2020/98 dt. 11.09.2020.

(2) BSNL No. 3-32/2013/Estt.IV dated 22.12.2015.

(3) BSNL No. BSNLCO-PRII/11(24)/14/2020-PERS1 dated 28.08.2020.

Sir,

We had taken up the cases of several BSNL VRS-2019 retirees of Calcutta Telephones on the above issue which arose simply because Calcutta Telephones, had acted purportedly on the wrong advice of the CCA Office in regard to the Pay-fixations that these affected Executives had got, while working as TTAs more than a decade back, as per the provision at Para 3.6 of BSNL Corporate Office Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010 revising the pay scales of the Non-Executives w.e.f. 01.01.2007. Unfortunately, these genuine grievances are yet to be resolved.

2.1 BSNL Corporate Office, vide Para 3.6 of its Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010 had **offered an option** to the Non-executives that "The non-executives can opt for the revision of pay on 01.01.2007, or from the date of promotion after 01.01.2007, or from the date of next increment in the existing scale".

2.2 These former TTAs, who were officiating as JTOs, had **exercised option for revision of pay from the date of promotion after 01.01.2007** in accordance with the provision at Para 3.6 of the said BSNL Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010.

2.3 Consequently, they continued to remain in their pre-revised scale of pay of TTA, even though they were officiating as JTOs, and **got their pay fixed in the revised pay scale only on the date of their regular promotion as JTOs in 2008/2009.**

2.4 Therefore, these pay-fixations, correctly allowed as per provision in BSNL Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010, cannot be disputed now.

2.5. Moreover, we have already submitted that the Order issued subsequent by BSNL Corporate Office, vide its No. 3-32/2013/Estt.IV dated 22.12.2015 [Copy enclosed as Annexure-I] regarding reversion of the officiating JTOs and their pay-fixation, does not apply to these former TTAs since they were promoted as JTOs under the then JTO Recruitment Rules-2001 which was later superseded by a new JTO Recruitment Rules-2014 issued in the year 2015.

3.1 We strongly feel that the CCA, Kolkata Telephones has been wrongly carried away by the provision in Para 3 of this BSNL Office Order No. 3-32/2013/Estt.IV dated 22.12.2015 regarding pay-fixation of the Officiating JTOs after their reversion before their being sent for JTO training as per "new rule and syllabus".

3.2 This order at Para 3 went on to say that "At the time of revision of pay w.e.f. 1.1.2007, their pay may be fixed in the substantive grade (i.e.TTA) and be refixed in the capacity of officiating JTO as per existing provision of pay fixation by grant of 3% of basic pay in the substantive grade". An example of pay fixation in such cases has also been illustrated.

3.3 **But this Para and in that case the entire Order dated 22.12.2015 is totally silent in the matter of pay fixation of those TTAs, who were officiating as JTOs, but opted for pay fixation in the revised IDA Scales of Non-Executives as per the Option allowed at Para 3.6 of BSNL Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010 from the date of their promotion.** This might be the reason which led to the present problem in the present case.

4.0 We now find that the BSNL Corporate Office, vide its Office Order No. BSNLCO-PRII/11(24)/14/2020-PERS1 dated 28.08.2020 [Copy enclosed as Annexure-II], has issued certain clarifications on the issue related to allowing option for revision of pay to JAO (Deptl) 2010 batch and at Para 4 has clearly illustrated how **the pay fixation in the revised pay scale is to be done w.e.f. 1.1.2007 in case of no option and how pay fixation in the revised scale is to be done from the date of promotion as per the option exercised**

5.0 In view of the above, we shall request you to cause *issue of a clarification, in continuation of your Order No. 3-32/2013/Estt.IV dated 22.12.2015, to reiterate that the TTAs who exercised option for pay fixation in the revised pay scale from the date of their promotion as JTO, as per Option allowed in Para 3.6 of BSNL Office Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010, will continue to remain in the pre-revised pay scale from 1.1.2007 to their date of promotion. But on the date of their promotion their pay has first to be fixed in the pre-*

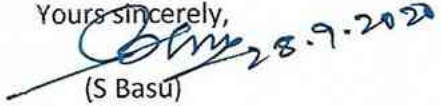
revised scale of -Executive Grade i.e. JTO grade and then re-fixed in revised pay scale as per the option exercised.

6.1 We believe that this might help in removing the wrong observation of CCA Office, Calcutta Telephones in respect of the BSNL Order No. 3-32/2013/Estt.IV dated 22.12.2015, and result in a positive solution to the issue.

6.2 *Since this problem is found only in Calcutta Telephones due to wrong observation by CCA, Calcutta Telephones alone and not in any other Circles throughout India and has resulted in serious mental torture, harassment and financial loss of hundreds of TTAs (later promoted as JTOs) of Calcutta Telephones, we request you to kindly take appropriate action in the matter by issuing a clarification as requested at Para 5.0 above.*

With kind regards

Yours sincerely,



(S Basu)

General Secretary

Enclosures – As stated.

Copy to:

1. Shri Anshu Prakash,
Secretary (Telecom), DOT.
2. Shri Kshatrapati Shivaji,
Secretary (Pension), DOP&PW.
3. Shri Arvind Vadnerkar,
Director (HR), BSNL.
4. Dr Biswajit Paul,
Chief General Manager,
Calcutta Telephones.
5. Smt Snigdha Dora,
Controller of Communication Accounts,
Calcutta Telephones.

 <p>BHARAT SANCHAR NIGAM LTD</p>	<p>BHARAT SANCHAR NIGAM LIMITED (A Government of India Enterprise) CORPORATE OFFICE Personnel Branch 4th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001</p>
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No. BSNLCO-PRII/11(24)/14/2020-PERS1

Dated: 28 .08.2020

To

All Heads of Telecom Circles/Distt.
& Other Admn. Units, BSNL

Subject: Issues related to allowing option for revision of pay to JAO (Deptl.) 2010 Batch (10% quota) and pay fixation methodology as per the order No. 7-4/2010-SEA-BSNL (Pt.I) dated 24.07.2015-regarding.

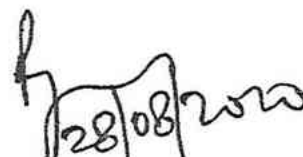
The undersigned is directed to say that references have been received in this office on the matter of allowing option to such Non-executives who had qualified JAO (Deptl) (10% quota) 2010 exam at par with JAO (Deptl.) (40% quota) Batch-2010 from the date of promotion to the grade of JAO and on the methodology of pay fixation as allowed to JAOS (Deptl) -2010 Batch (40% quota) as per the order dated 24.07.2015 for quite sometimes. On pursuing the case, it has been observed that there is inconsistency in fixation of pay of JAO (Deptl.) (40% quota) Batch-2010 as per order dated 24.07.2015. Accordingly, a committee was formed to examine these issues.

2. In this regard, on the basis of recommendation of the committee, competent authority has decided:

i) That there has been no distinction between JAO (Deptl)-2010 Batch 10% and 40% quotas with respect to their joining from Non-executive to JAO grade. In order to maintain parity, JAO (Deptl.) 2010 batch (10% quota) may be allowed to exercise option for revision of the pay from the date of their promotion in JAO grade in terms of this office order dated 24.07.2015. The other terms and conditions of the order dated 24.07.2015 shall remain unchanged.

ii). Any change from the earlier option shall be exercised within a period of one month from the issuance of this letter.

3. Further, the methodology of pay fixation on exercising options with regards to this office order dated 24.07.2015, it should be ensured that the instructions contained in Non-Executive Wage revision order dated 07.05.2010 and order dated 24.07.2015, which are self-explanatory, to be followed. The same is reiterated below:


28/08/2020

File No. BSNLCO-PRII/11(24)/14/2020-PERS1

-:2:-

Fixation of pay in the revised pay scale w.e.f. 01.01.2007 (No option case)		Fixation of pay in the revised pay scale from the date of promotion as per the option exercised.	
Date/ Period	Remarks	Date/ Period	Remarks
From 01.01.2007	Pay to be fixed in revised pay scale of Non-executive grade.	01.01.2007 to the date of promotion	Pay to be fixed in existing pre-revised pay scale of Non-executive grade.
On the date of promotion	Pay is to be fixed from revised pay scale of Non-Executive to revised pay scale of Executive pay scale	On the date of promotion	Pay is fixed in pre-revised scale of Executive grade and then re-fixed in revised pay scale as per the option exercised

The above instructions may be complied to and brought to the notice of all concerned for taking further necessary action.


28/06/2020
(Pyare Lal)
Assistant General Manager (Pers.II)

Copy to:

1. PPS/PS to all Directors, BSNL Board.
2. PS to PGMs(Pers)/ Sr. GM(Estt.), BSNL CO
3. DGM(Pers-JM), BSNLCO.
4. BSNL Intranet



Bharat Sanchar Nigam Limited

[A Government of India Enterprises]

Corporate Office

5th floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001.

[Establishment - IV Section]

No.5-32/2013/Estt-IV

Letter no.3-32/2013/Estt-IV

dated 22 December, 2015

To,

All Heads of Telecom Circles,
All Heads of Administrative Units,
Bharat Sanchar Nigam Limited

Subject: Fixation of pay of officiating JTO's under FR 22 1(a) (i) and reversion before sending them for Phase I training.

1. Various references are being received from circles asking for method of pay fixation of officiating JTO's under FR 22 1(a) (i) before and after 1.12007. References are also being received from circles whether to revert officiating JTO's before they are sent for JTO Phase I training under new scheme and syllabus.
2. The matter has been examined and it has been decided to revert the officiating JTO's before they are sent for Phase-I training. If they have been already sent for phase I training without reversion, they may be reverted from the post of officiating JTO from retrospective date.
3. As regards pay fixation of JTO's under FR 22 1(a) (i), it is clarified that pay of officiating JTOs for whom orders have been issued from this office for fixation of pay under FR 22 1(a) (i), may be fixed under FR 22 1 (a)(i) from the date they started to officiate in the grade of JTO. This is as per the earlier instructions' from this office. At the time of revision of pay w.e.f. 1.1.2007, their pay may be fixed in the substantive grade (i.e.TTA) and be refixed in the capacity of officiating JTO as per existing provision of pay fixation by grant of 3% of basic pay in the substantive grade. An example of pay fixation is enumerated below;

Substantive pay as on 31.12.2006 in the TTA pay scale of Rs.7100-200-10100	Rs.8300/-
Officiating pay fixed in 1.12007 in JTO pay scale of Rs 9850-2500-14600	Rs. 10100/-
Basic pay fixed on 1.1.2007 in TTA cadre in the scale of pay of Rs 13600-25420	8300*1.688*1.3=18220/- (Actual) 8300* [✓] 1.782*1.3=19230/- (Notional) [✓] Note :Instructions of letter no.1-16/2010-PAT(BSNL) dated 10.6.2013 may be seen
Officiating pay fixed on 1.1.2007 in the JTO cadre in the scale of pay of Rs.16400-40500	18220+546.60(3%of18220)=18770(Actual) 19230+576.90(3%of19230)=19810(Notional) Note :Instructions of letter no.1-16/2010-PAT(BSNL) dated 10.6.2013 may be seen

4. This clarification for fixation of pay and reversion of officiating JTO's before they are sent for Phase-I training super cedes all earlier instructions issued (including instruction issued vide letter no.5-20/2015/Estt-IV/RR2014 dated Nov.20,2015) on these subjects.

This issues with the approval of competent authority.

A.K. Singh
22/12/15
(A.K. Singh)

Asstt. General Manager (Estt-IV)
Phone No.23734152,
Fax No: 23734051