

# FEDERATION OF BSNL EXECUTIVES' ASSOCIATIONS

No. FBEA/Corrn/2016/4

Dated 4<sup>th</sup> Oct. 2016

To,

Smt. Sujata T Ray  
Director (HR) - BSNL Board,  
BSNL, Corporate Office  
New Delhi.

Subject: Pay Parity issue of Direct Recruited JTO/ JAOs of BSNL recruited after 01.01.2007 in the light of 2<sup>nd</sup> PRC – Regarding.

Respected Madam,

With deep regards for your kind self, "Federation of BSNL Executive Associations (FBEA)" wish to congratulate your benevolent endeavor as HR Head of this company for making a leap towards focusing, addressing & resolving all HR issues amicably. FBEA would like to submit some relevant facts & findings further before your esteemed self about the above referred issue. The submission is as follows:

1. As your good self is aware that JTOs Batches of 2007 & 2008 were recruited and appointed as on pre-revised scale of 9850-14600/ (E1A) in year 2009 and 2010 same as that of JTO batch of 2005 on the same pay scale i.e. E1A. In effect JTOs of 2007 and 2008 batches were similarly placed with JTOs of 2005 batch and difference in basic between 2005 batch and 2007 batch was only of 2 increments only as per the seniority of former than latter. But suddenly after Pay Revision (retrospectively), this difference drastically jumped to 8 increments. This all happened due to the incorrect interpretation & adherence to FR-22 with respect to 2<sup>nd</sup> PRC in the case of only DR JTOs batches of 2007 & 2008.
2. The SEA section of BSNL has already extended the benefits of 2<sup>nd</sup> PRC to the JAOs promoted in the year 2015 itself. With reference to Note sheet, F.No.7-4/2010-SEA (pt-1) of SEA section through which non-executives, promoted as JAOs after 07.05.2010 were given the option to choose revised scale from the date of promotion. As, it is precisely written in point 6, that recommendation is made due to the points mentioned in under point 5, which precisely says that there is no restriction of any date either in 2<sup>nd</sup> PRC for the Executives dated 05.03.2009 and Clarification dated 31.03.2009, which is more aptly & appropriately applicable to JTO batches of 2007 & 2008 than that of these promoted JAOs in year 2015.
3. BSNL management in its various replies on this issue always took pretext of FR-22, whereas FR-22 is no way binding for BSNL. Recent BSNL CO letter vide no.252-15/2016-Est. III dated 29.09.2016, does not leave any further doubt as wherein it is again reiterated with firm averment that DOPT instructions are meant for Central Government Employees and Post and not applicable in BSNL unless it is adopted in

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BSNL. Therefore reliance on FR-22 for the disadvantageous Pay Fixation of JTOs of 2007 and 2008 batches is beyond intellect as BSNL is always open to distant itself from DOPT instructions / FR-22 as and when required in the interest of the Company and its work force and same spirit should be adhered in our case. Moreover, BSNL has already set aside FR-22 for the pay fixation of JTOs of 2005 batch appointed after 01.01.2007. Our association just wishes same yardstick & kind as judiciously taken for 2005 batch and for the promoted JAOs in year 2015 itself.

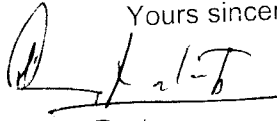
In effect, in the light of above facts arising out from the report of committee of SEA section on mentioned note sheet, precise observation of 2<sup>nd</sup> PRC recommendation in the committee of SEA section. Your honor is requested to take personal cognizance of this issue & resolve the same to inculcate energy & motivation in our young worth Executives at the earliest.

With Regards,

Yours sincerely,



Rakesh Sethi  
GS, AIBSNLOA



Rana Pratap  
GS, BEA of BSNL

sd.

NJP Shilohu Rao  
GS, TSOA



Manoj Singh  
GS, AITEEA

24/10/2016

Encl - As above.

- Copy to:
1. Shri Anupam Shrivastava ji, CMD BSNL.
  2. Ms Madhu Arora, GM (Estb.), BSNL CO
  3. Shri A.M. Gupta, GM(SR). BSNL CO
  4. PS to MOC, Sanchar Bhawan.