



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

**CENTRAL HEAD QUARTER
AD-87 B, PITAMPURA, Delhi-110034**

**PRESIDENT
P. RAMACHANDRAN
MOBILE: 9444903777**

**FINANCIAL SECRETARY
V. K. SHARMA
MOBILE: 9868174965**

**GENERAL SECRETARY
RAKESH SETHI
MOBILE: 9868210449**

No. AIBSNLOA/CHQ/2020/44

Dated: 19th August 2020

To

Shri P. K. Purwar Ji,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi-110001.

Subject: Harassment of the Executives, both retired and serving, by Calcutta Telephones, wrongly interpreting BSNL letter No.5-32/2013/Estt.IV dated 22.12.2015 and ordering for recovery of huge amount- regarding

**Ref: 1. Our letter No. AIBSNLOA/CHQ/2020/18 dated 23rd June 2020.
2. Our letter No. AIBSNLOA/CHQ/2020/41 dated 28th July 2020.**

R/Sir,

We had earlier drawn your kind attention, vide our letters cited under reference, towards action of Calcutta Telephones Administration, harassing the executives who were regularized and appointed as JTOs in the year 2008/2009 and also the retired executives of the same category, **by revising downwards and re-fixing their pay/pension by wrongly interpreting the BSNL letter as cited above and ordering recovery of lakhs of rupees after more than 10 years of initial fixation.**

2. In our letter we had raised two important arguments, questioning the wrong action of Calcutta Telephones. Factually, the BSNL letter No. 5-32/2013/Estt.IV dated 22.12.2015, pertains to the issue of fixation of Pay of officiating JTOs under FR 22 1(a) (i) and reversion before sending them for Phase I training. **This Order clearly mentioned at serial No. 1 regarding reversion of officiating JTOs under new scheme and syllabus. The Orders, nowhere, speaks of about reversion of officiating JTOs under the Old scheme and syllabus as per pre-revised Recruitment Rules of 2001. The affected executives who were promoted as JTO in the years 2008/2009 are covered under JTO RR 2001.**

3. These Executives, who were in the cadre of TTAs as non-executives at the time of revision of pay scales of non-executives w.e.f. 1.1.2007 but officiating as JTOs, were offered an option vide Para 3.6 of BSNL Corporate Office Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010 as **"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.** The option under this shall be exercised in writing in the form as per Annexure-II so as to reach the authority within a period of three months from the date of issue of this Order. This option was available only to those non-executives who got promotion/financial upgradation between 1.1.2007 i.e. the date


19/8/2020



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of effect of revised pay scales and 07.05.2010 i.e. the date of issue of orders for pay revision for non-executives.


4. The above stated option, as mentioned at Para 2.3 above, offered to the non-executives vide Corporate Office Order dated 07.05.2010, has neither been withdrawn/modified nor superseded at any point of time.

5. Therefore, the action of Calcutta Telephones in revising and re-fixing their pay as per BSNL clarification vide letter dated 22.12.2015, is completely irregular and improper. **This action has practically negated the option, that was allowed in BSNL Office Order dated 07.05.2010, at least in respect to these executives, who were non-executives at that point of time.** *This has resulted in unwarranted harassment to the TTAs promoted and appointed as JTO on regular basis, much after 01.01.2007, in the year 2008/2009, as their pay has been reduced by several increments and very huge amount running to several lakhs of rupees has been proposed to be recovered. Many retired executives falling in this category are also affected by the decision of the Calcutta Telephones and recovery has been made from the leave encashment and ex-gratia of VRS retirees.*

6. We, therefore, once again request you to kindly cause necessary instructions/clarifications to Calcutta Telephones, pointing out their wrong interpretation of the order dated 22.12.2015, to immediately withdraw its erroneous orders for revision and re-fixation of pay of JTOs regularized in the years 2008/2009 and also to refund the recovered amount to the affected VRS retirees.

With kind regards,

Yours sincerely,


(Rakesh Sethi) 19/8/2020
General Secretary

Copy to : 1. Shri Arvind Vanderkar,
Director (HR), BSNL
2. Shri Saurabh Tyagi,
General Manager (Estt), BSNL CO
3. Shri Biswajit Paul,
Chief General Manager, CTD