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No.AIBSNLOA/CHQ/2010/28

Dated: 24th May 2010

To

Shri Kuldeep Goyal,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi – 110 001

Sub: Anomaly in pay fixation in revised IDA scales for JTOs/JAOs/Assistants etc. with particular reference to JTO Batches 2006 & 2007.

Sir,

This is with reference to our various representations on the above subject and particularly the one addressed to the Hon'ble Minister of Communications & IT on 6.7.2009 with a copy submitted to you (copy enclosed).

2. We are thankful for your sustained efforts in resolving the anomaly in pay fixation in respect of JTO Batch 2005, arising out of the situation wherein JTOs of the same batch happened to be appointed prior to and after 1.1.2007 got their pay fixed differently and consequently drew different pay. The Order issued vide No. 1-14/2009-PAT (BSNL) Dated 16.4.2010 by BSNL has brought some relief at last to the affected Executives.

3. But it is regretted that the discrepancy in respect of subsequent batches of JTOs and equivalent cadres who were appointed after 1.1.2007, but prior to issue of orders of pay revision on 5.3.2009 remains unresolved till date. These officers were drawing more pay even at the minimum of the pre-revised scale viz. 9850-250-14600 scale, than what is being drawn by them after fixation in the minimum of the new E1 scale viz. 16400-40500. This is because that their problems are yet to be addressed and the above stated Order does not care of the same. The above anomaly did not exist in the previous Pay Revisions, since the minimum of the revised scale was always higher than the emoluments drawn by the Executives in the pre-revised scale at that point of time.

4. However, treating the difference as personal pay and providing pay protection will not solve this issue. Even if the proposed E1 A scale with likely starting pay of Rs 18500, which is pending with DOT/DPE for more than a year, is approved, then also these officers will still be drawing lesser pay. Our proposal to have E2 scale (Rs 20600-46500) for these cadres as the

replacement scale on revision of the IDA pay scale may also still be short of the minimum drawn by them in the pre-revised scale in respect of the JTOs and equivalent cadres who were in service prior to implementation of the revised scales.

5. This will result in a huge gap between the pay drawn by the officers in JTO Batch 2005 on one side and the JTO Batches 2006 & 2007 on the other side. The disparity or difference in pay will have a cumulative effect due to the fact that the increments as well as Dearness Allowance are calculated as a percentage of the basic pay, resulting in widening of the gap with time. Also, while the JTOs of Batch 2005 will reach the minimum of the next scale in four years and get the time bound upgradation, the JTOs of Batches 2006 & 2007 will have to wait for six years.

6. Therefore the only possible settlement to this issue will be to follow the principle adopted by the Government of Tamilnadu, which was pointed out in our letter dated 6.7.2009. Initially, the Government of Tamilnadu vide its G.O.234 dated 1.6.2009 had ordered that the pay of the employees appointed as fresh recruits on or after 1.1.2006 were to be fixed at the entry level in the pay band and in those cases where the emoluments in the pre-revised pay scale exceeds the sum of the pay fixed in the revised pay structure and the applicable dearness allowance thereon, the difference was ordered to be allowed as personal pay to be absorbed in future increments in pay. But after representations from various employees' associations, the Govt. of Tamilnadu has revised its decision and has ordered vide its G.O.258 dated 23.6.2009 that the pay of the employees appointed as fresh recruits on or after 1.1.2006 but before 1.6.2009 are to be fixed in the same manner as that of other serving employees. Copy of G.O.258 and relevant page from G.O.234 are enclosed.

7. We therefore request you to kindly bring relief to the affected JTOs & equivalent cadres appointed between 1.1.2007 and 5.3.2009 by getting orders issued similar to the G.O.258 of Govt. of Tamilnadu, in respect of the BSNL Executives

With kind regards,

Encl: As stated

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri A.Raja,
Hon'ble Minister of Communications & IT, GOI,
New Delhi
2. Shri. P.J.Thomas,
Secretary, DoT,
New Delhi
3. Shri Bhaskar Chatterjee,
Secretary, DPE,
New Delhi