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No.AIBSNLOA/CHQ/2009/57

Dated: 6<sup>th</sup> November 2009

To

Shri.P.J.Thomas,  
Secretary,  
Dept. of Telecommunications,  
New Delhi – 110 001

**Sub: Anomaly in pay fixation in revised IDA scales for JTOs/JAOs/Assistants and equivalent cadres consequent to Revision of IDA pay scales of BSNL Executives – request for intervention.**

Sir,

We seek your kind attention to the plight of a sizeable section of JTOs/JAOs/Assistants and equivalent cadres of BSNL, who are yet to get the benefit of revision of IDA pay scales, while all other BSNL Executives not only got their IDA pay scales revised but also received the second installment of balance 60% of arrears of on account of pay scale revision.

2. In BSNL, a peculiar anomaly exists in pay fixation in revised IDA scales for JTOs/JAOs/Assistants and equivalent cadres, after revision of IDA pay scales of BSNL Executives. We have come across a number of cases, wherein persons who have been appointed or promoted to JTO/JAO/Assistants and equivalent cadres after 1.1.2007 and were drawing minimum of the pre-revised scale Rs.9850-250-14600, now get reduced emoluments on fixation of their pay at the minimum of the revised IDA scale of Rs.16400-40500. They would have drawn Rs.17553/- in the pre-revised scale, but now on re-fixation of their pay in the revised IDA pay scale (E-1 grade) they would draw only Rs.16400/-. This also resulted in seniors getting less than the juniors in case of 2005 batch JTOs and some Executives in Assistants grade, since appointment on completion of training was on different dates prior to and after 1.1.2007.

4. This 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.

5. Now, only E1 scale has been allowed to these Executives provisionally, pending clearance of E1 A scale by the DPE. This proposal is also against the Orders issued by DPE vide its No. 2(70)/08-DPE(WC)-GLVII/09 dated 02.04.2009 (vide Para 2.vi) where in the Administrative Ministries and others have been advised not to propose

any intermediary pay scale. The DPE has further instructed to correct the existing aberrations, if any. We have already requested the BSNL Management/DOT to consider grant of E2 scale to these Executives so as to attract and retain highly qualified Executives in BSNL and also to comply with the instructions issued by DPE as stated above, which could be accomplished without any extra expenditure.

6. But, even in case E2 scale is granted, those who had been promoted or appointed to JTO/JAO/Assistant and equivalent cadres after 1.1.2007 will still draw lesser pay and the anomaly will continue.

7. While every one was in a fix not knowing how to resolve this issue, the State Government of Tamilnadu has come out with a solution in a similar situation faced by the Tamilnadu State Government employees on implementation of VI CPC recommendations, bringing relief to those who had been recruited or promoted after 1.1.2006.

8. 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 are 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 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.

9. We therefore request you to kindly intervene and advise CMD BSNL to bring relief to the affected Executives by getting orders issued similar to the G.O.258 of Govt. of Tamilnadu, in respect of the BSNL Executives.

With kind regards,

Yours sincerely,



(V.P.Arya)  
General Secretary

Encl: As stated

Copy to:

Shri Bhaskar Chatterjee,  
Secretary,  
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New Delhi.