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BHARAT SANCHAR NIGAM LIMITED  
OFFICERS' ASSOCIATION**

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No.AIBSNLOA/CHQ/2018/02

Dated: 2<sup>nd</sup> February 2018

To

Ms. Sujata Ray,  
Director (HR),  
Bharat Sanchar Nigam Limited,  
New Delhi

**Subject: Extension of benefits to departmental officials selected against Direct Recruit JTO Quota who had applied through proper channel – option for fixation of pay in revised scale on date of promotion-regarding**

Ref: Our letter No.AIBSNLOA/CHQ/2017/33 dated 16<sup>th</sup> August 2017

R/Madam,

This is in continuation of our letter cited under reference [copy enclosed] wherein we had drawn your kind attention towards a long pending issue relating to TTAs selected against DR JTO Quota who had applied through proper channel as Departmental Outsider and have been denied the benefit of option for pay fixation in revised IDA pay scale on the date of their promotion as JTO.

2. In the above cited letter, we had drawn attention to the fact that **Council of Scientific and Industrial Research (CSIR)**, an autonomous body operating through Societies Registration Act 1860 under Ministry of Science & Technology, in its circular No.1/68/83-Finance, dated, the 24th January 1992, has conveyed the clarification by Department of Expenditure thus: "Certain cases of wrong fixation of pay of serving Scientists on their selection against an advertised post have come to the notice of CSIR. In this regard clarification was sought from the Ministry of Finance, **Department of Expenditure who have since clarified as follows:**

***"When a serving employee applies for higher post through proper channel in response to an advertisement, his appointment to the post applied for cannot be treated as an initial appointment. In such cases the pay is fixed either under normal rules or as recommended by the Selection Committee. Both the benefits cannot be given at a time. If the recommendation of the Committee is to fix the pay under normal rules, the benefit of FR 22(C) is admissible, if the selected employee was holding the lower post. In case the Selection Committee recommends advance increments, in that case, neither pay protection is admissible nor benefit of FR 22(C) is admissible and instead only advance increments with reference to the minimum of the scale of post are admissible. This process is adopted even in cases where advance increment(s) are recommended by UPSC....."***  
[Para 22.5.23 of Pay Fixation document of CSIR vide CSIR D.O. No. 1/68/83-Finance, dated, the 24th January, 1992 – link: <http://www.csir.res.in/document/pay-fixation/>]

2/2/18



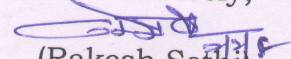
3. We are herewith providing the copy of the said Department of Expenditure clarification referred to in CSIR circular mentioned in the previous para.

4. A large number of TTAs promoted as Departmental Outsider to JTO grade has been affected by the clarification issued vide BSNL letter No.1-07/2012-PAT (BSNL) dated 28.3.2012 resulting in frustration and heartburn.

5. We therefore request that the issue may be re-examined and the clarification issued vide BSNL letter No.1-07/2012-PAT (BSNL) dated 28.3.2012 may be withdrawn, so that the major discrimination against departmental outsider is removed.

With kind regards,

Yours sincerely,

  
(Rakesh Sethi)

General Secretary

Encl: As stated

Copy to: 1. Shri Saurabh Tyagi,  
General Manager (Estt), BSNL CO ND-1

2. Shri A.M. Gupta,  
General Manager (SR)), BSNL CO ND-1