 BHARAT SANCHAR NIGAM LTD	BHARAT SANCHAR NIGAM LIMITED (A Government of India Enterprise) CORPORATE OFFICE Personnel Branch 4 th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001
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No. BSNLCO-PRII/11(24)/14/2020-PERS1

Dated: 28 .08.2020

To

All Heads of Telecom Circles/Distt.
& Other Admn. Units, BSNL

Subject: Issues related to allowing option for revision of pay to JAO (Deptl.) 2010 Batch (10% quota) and pay fixation methodology as per the order No. 7-4/2010-SEA-BSNL (Pt.I) dated 24.07.2015-regarding.

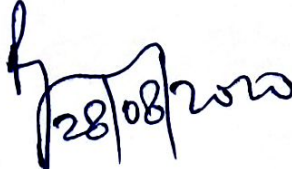
The undersigned is directed to say that references have been received in this office on the matter of allowing option to such Non-executives who had qualified JAO (Deptl) (10% quota) 2010 exam at par with JAO (Deptl.) (40% quota) Batch-2010 from the date of promotion to the grade of JAO and on the methodology of pay fixation as allowed to JAOs (Deptl) -2010 Batch (40% quota) as per the order dated 24.07.2015 for quite sometimes. On pursuing the case, it has been observed that there is inconsistency in fixation of pay of JAO (Deptl.) (40% quota) Batch-2010 as per order dated 24.07.2015. Accordingly, a committee was formed to examine these issues.

2. In this regard, on the basis of recommendation of the committee, competent authority has decided:

i) That there has been no distinction between JAO (Deptl)-2010 Batch 10% and 40% quotas with respect to their joining from Non-executive to JAO grade. In order to maintain parity, JAO (Deptl.) 2010 batch (10% quota) may be allowed to exercise option for revision of the pay from the date of their promotion in JAO grade in terms of this office order dated 24.07.2015. The other terms and conditions of the order dated 24.07.2015 shall remain unchanged.

ii). Any change from the earlier option shall be exercised within a period of one month from the issuance of this letter.

3. Further, the methodology of pay fixation on exercising options with regards to this office order dated 24.07.2015, it should be ensured that the instructions contained in Non-Executive Wage revision order dated 07.05.2010 and order dated 24.07.2015, which are self-explanatory, to be followed. The same is reiterated below:


28/08/2020

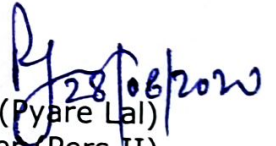
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Fixation of pay in the revised pay scale w.e.f. 01.01.2007 (No option case)		Fixation of pay in the revised pay scale from the date of promotion as per the option exercised.	
Date/ Period	Remarks	Date/ Period	Remarks
From 01.01.2007	Pay to be fixed in revised pay scale of Non-executive grade.	01.01.2007 to the date of promotion	Pay to be fixed in existing pre-revised pay scale of Non-executive grade.
On the date of promotion	Pay is to be fixed from revised pay scale of Non-Executive to revised pay scale of Executive pay scale	On the date of promotion	Pay is fixed in pre-revised scale of Executive grade and then re-fixed in revised pay scale as per the option exercised

The above instructions may be complied to and brought to the notice of all concerned for taking further necessary action.

Assistant General Manager (Pers.II)


(Pyare Lal)

Copy to:

1. PPS/PS to all Directors, BSNL Board.
2. PS to PGMs(Pers)/ Sr. GM(Estt.), BSNL CO
3. DGM(Pers-JM), BSNLCO.
4. BSNL Intranet