



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/2020/01

Dated: 22nd February 2020

To

The Chief General Manager,
Calcutta Telephones District,
Kolkata.

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.
 3. Our letter No. AIBSNLOA/CHQ/2020/44 dated 19th Aug 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 of effect of revised

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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. Now, BSNL Corporate Office once again clarified vide letter no 5-21/2021/ESTT-IV/CPGRAMS/240/9 dated 16/02/2021 to CTD in reply of CPGRAMS docket no DOPWW/E/2020/24019 wherein it is mentioned **"the method of pay fixation made by CTD is not correct in para 3 of the letter"**.

6. Para 4 of above mentioned letter clearly stated the following methodology that
"In case of exercise of option for fixation of pay from the date of promotion /up gradation the employee will continue to draw pay in the pre-revised pay till the date of his promotion / Up gradation. On the date of promotion the pay in the promoted post will be fixed under FR22(1)(a)(1) and thereafter the pay in the promoted post may be revised in terms of fitment formula as per para 2 of this office order no I-50/2008-PAT (BSNL) dated 05/03/2009".

7. Further, vide Para 5 of the said letter, BSNL Corporate Office has also requested to CTD to **provide the details as to how CTD has done the fixation in the above case to enable BSNL CO to examine the case further**. The same has already been requested by our State Secretary to CTD administration several times to send a sample copy of pay fixation to corporate office.

8. But, It is very unfortunate that in spite of our several requests through our State Secretary and by CHQ some officers of CTD administration and their vindictive attitude reportedly insisted that wrong fixation as a result many innocent executives (both vrs and serving) are suffering till date. We therefore requested to take personal intervention in this regards so that guide line should follow for fixation of pay of officiating JTOs' who promoted on 12/02/2008.

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 refixation of pay of JTOs regularized in the years 2008/2009 and also to refund the recovered amount to the affected executives.

With kind regards,

Yours sincerely,


General Secretary
AIBSNLOA
22/2/21

Copy to : 1. Shri Arvind Vanderkar,
Director (HR), BSNL
2. Shri Saurabh Tyagi,
Sr. General Manager (Estt), BSNL CO