



# ALLINDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/DIR(HR)/2020

Dated 16.06.2020

To  
The Director (HR),  
BSNL Board  
New Delhi- 110001

**Sub: Fixation of pay of erstwhile Offtg. JTOs of Calcutta Telephone District who were regularized in 2008.**

**Ref: 1) CS, AIBSNLEA, Calcutta Telephones Lr.No. AIBSNLEA/CGMCTD/2020-2021/Dated 08/06/2020 addressed to CGM, CTD.  
2) BSNL CO.Lr No: 3-32/2013/Estt-IV, Dated 22 December 2015**

**Respected Sir,**

Kindly find enclosed herewith a letter received from Circle Secretary, AIBSNLEA, Calcutta Telephones regarding the Fixation of pay of erstwhile Offtg. JTOs of Calcutta Telephones who were regularized in 2008, which is self explanatory. The brief history of the case is detailed below.

The successful candidates of screening test held in 1995 and 2000 has undergone JTO Phase I training from TTA cadre were allowed to officiate to the JTO grade in CTD as per the Orders of Competent Authority since 2004. Subsequently first two groups (according to seniority) were regularized in 2006 and 2008 (both groups passed in 1995), though there was another group (last group) continued as officiating JTOs and awaiting for regularization.

Then a bottleneck arose regarding vacancy of JTO Post and after several discussions with various Unions and Associations, finally JTO RR 2014 came into existence with a new syllabus for Phase-I and other consecutive trainings. As per this rule, rest of the Offtg. JTOs (or last group of Offtg. JTOs) were reverted to their parent cadre TTA before they were sent to Phase-I training (Second time) and after completion of successful training they were absorbed as Regular JTO in 2016.

The last group (who were regularized in 2016) was officiating as JTO from 2004, and was sent for Phase I training for the second time according to New JTO RR 2014. The last group (who were regularized in 2016) was reverted to their parent cadre TTA (as they were Offtg. JTO) before sending them Second time Phase-I training. The events "reversion" and go through "Second time Phase-I training" was unique, only for last group who were regularized in 2016. The other two groups who were regularized in 2006 & 2008 never go through second time Phase-I training.

**Now the question has aroused how the Letter no : 3-32/2013/Estt-IV, Dated 22 December,2015 may be applicable to those JTOs who were posted as Regular JTO in 2008 as per JTO RR 2001.**

After being regularized in the year 2008, the JTOs opted for their pay revision from the date of promotion (i.e. 12th Feb 2008) w.r.to the para 3.6 of BSNL CO Lr.No. 1-16/2010-PAT(BSNL) dated 07/05/2010(Non-Executive Pay Revision) and subsequent BSNL CO clarification Lr. No 1-37/2010-PAT(BSNL) dated 18/05/2011 within stipulated time after observing all the Dept. and Fundamental Rules and they had forego 13 months **Pay revision arrears to get this fitment.**

**But we are constrained to bring to your kind notice that the above mentioned letter of BSNL CO cited under ref(2) is being wrongly implemented to the erstwhile JTO (Offtg) candidates regularised in Feb 2008 in Calcutta Telephones. It is totally illogical to fix the revised pay from 01/01/2007 again in respect of JTOs regularized in 2008.**

**It is very clear that the spirit of the above mentioned letter of dated 22/12/2015 is to cope up with the fixation procedure of the JTOs' who are regularized in 2016, the last group as per JTO RR 2014. "JTO Phase - I training under new scheme and syllabus" mentioned in point no. 1 and "To revert officiating JTO's before they are sent for Phase I training" mentioned in point no. 2 and the Subject itself of the said letter dated 22/12/2015 are totally irrelevant for JTOs' regularized in 2008.**

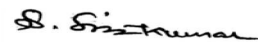
To our dismay, some of the sections of CTD unnecessarily causing trouble and producing confusion by trying to implement the said Letter No: 3-32/2013/Estt-IV, Dated 22 December, 2015 for fixation of pay of JTOs who were regularized in 2008 forcefully causing woe and harassments to this group of JTOs which is totally undesirable. **Some of this JTOs who were regularized in 2008 opted for VRS also being penalized by down grading their pay and pension. Further all of them have to undergo of recovery of hefty sum to the tune of Lakhs of Rupees.**

In view of the foregoing facts, we would request your good self to kindly intervene in the matter and cause to issue necessary instructions to the Officer concern for immediate issuance of clarification to the CGM, Calcutta Telephones in this regard so as to regularize the Pay fixation of the JTOs regularized in 2008 and save them from the loss of their legitimate Pay.

With kind regards,

Encls: As above

Yours sincerely,



**(S.Sivakumar)  
General Secretary**

**Copy for kind information and necessary action to:**

- 1. Shri Shri Saurabh Tyagi, Sr.GM(Estt), BSNL CO, New Delhi -110001**
- 2. Shri A.M. Gupta, GM (SR) BSNL CO, New Delhi-110001.**