

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**



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No. AIBSNLEA/CHQ/Director (HR) /2018

Dated-17.04.2018

To,

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

Subject Settlement of pay fixation as well as payment of arrears in respect of JAO 2010 batch – our request regarding.

Reference: 1. 1-18/2010-PAT (BSNL) dated 07.05.2010
2. 1-37/2010-PAT (BSNL) dated 18.05.2011
3. 1-5/2012-PAT (BSNL) dated 20.12.2012
4. 7-4/2010-SEA-BSNL (Pt.I) dated 24.07.2015

Respected Madam,

On the subject cited above, we would like to draw your kind attention towards the fact that 2nd Pay Revision orders for Non-Executives in BSNL were issued on 07.05.2010, but it was affected from 01.01.2007. By this time, some of the Non-executives promoted to Executive as JAO (2010 Batch).

As per the para 3.6 of the referred letter No. 1 above, it is stated that Non-executive can opt for revision of pay on or after 1.1.2007 or from the date of promotion after 1.1.2007 or from the D.N.I in the existing scale. Accordingly option was exercised by them. At that time to get some pay benefit, they have surrendered their non-executive period (near about three & half years) arrear pay & allowances benefit.

As per the referred letter No. 2 above, after completion of one year of order dated 7.5.2010 BSNL Corporate office issued a clarification stating that Non-Executives, who got promotion/financial up-gradation under ACP scheme from Non-Executive grade to Executive grade between the period from 1.1.2007 to 7.5.2010 may be allowed to exercise option. But in this case JAO-2010 batch got promotion under 40% LDCE quota not by ACP scheme.

As per the referred letter No. 3 above, it has been decided by BSNL Board to fix the pay of JAO 2010 batch (at par with directly recruited JTO /JAO) Rs. 19020/ by granting maximum 5 advance increments.

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But, as per the referred letter No. 4 above, finally after lapse of five & half years BSNL Corporate Office issued clarification vide order No. 7-4/2010 –SEA BSNL (PT-1) dated 24.07.2015 by superseding earlier clarification dated 18.5.2011 wherein option was allowed from the date of promotion as one time dispensation, but no arrear would be paid due to financial constraints of BSNL and pay revision would be prospective, i.e. from the date of issue of the order (24.7.2015). By this order, JAO of 2010 batch are being deprived of pay revision benefit for almost eight & half years.

On scrutiny of the above mentioned orders, it is clear to understand that BSNL CO in the matter of pay fixation issue of 2010 batch was in dilemma and surprisingly from 2010 to 2015 several orders were issued for single reason.

Madam, it is very much unfortunate and matter of concern that the surrender of Non-Executive pay revision benefit took effect from 1.1.2007 (referred order no. 1 & 2) but at the time of allowing some benefit (in order no 4) it made prospective i.e. from 24.7.2015. Thus, the 2010 JAO batch are being deprived of pay revision benefit as Non-Executive as well as Executive (JAO) status. Thus the JAOs of 2010 batch are facing huge loss due to deduction of arrear pay amount guided by different conflicting order issued time to time.

Under these circumstances, in spite of financial constraints of BSNL, we have no other way but to request you to allow the actual arrear benefit from the date of their promotion, instead of prospective pay benefit as a final disposal on one time dispensation basis to remove all the anomalies from unit and circle to circle and the JAOs would motivate themselves for the growth of BSNL.

It is requested to kindly consider the above case sympathetically at the earliest.

Thanking You Madam,

Encl: - As above

Yours Sincerely,
-sd-
(Prahlad Rai)
General Secretary

Copy to-

1. The GM (FP), BSNL C.O., New Delhi-110001