



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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**No. AIBSNLEA/CHQ/CMD/2017**

**DATED: 09.03.2017**

To,

**The Director (HR),  
BSNL Board,  
New Delhi -110 001**

**Subject:** Discrimination in the pay fixation of erstwhile officiating JTOs w.e.f. 01-01-2007

- Reference**
1. Pay fixation memo with FR 22(1) (a) 1 dtd 24/12/2005 for 01/08/2005
  2. Pay fixation memo of 2nd IDA Revision wef 01-01-2007
  3. Letter No-3-32/2013/Estt-IV dated 22-12-2015
  4. No-1-14/2009-PAT (BSNL) dated 16-04-2010
  5. No-1-29/2010-PAT (BSNL) dated 03-01-2012
  6. No-1-14/2009-PAT (BSNL) dated 09-12-2013

**Respected Madam,**

On the subject and reference cited above, we submit the following points for your kind attention and favorable action.

After completion of JTO Phase -1 training, TTAs were posted as officiating JTOs on 01-08-2005. As per Reference-(1) and according to 1<sup>st</sup> IDA Pay revision FR 22 (1) (a) 1 based pay was fixed in the minimum stage RS 9850/-. As on 01-08-2006, after earning of one increment in JTO cadre, the basic pay became Rs. 10100/-. According to 2<sup>nd</sup> IDA Pay revision pay of the officials was fixed to Rs. 22170/- as per Reference-(2) w.e.f. 01-01-2007. As per Reference-(3) BSNL Corporate Office instructed that pay already fixed Rs 22170 to be re fixed to Rs.18770 (Reduction in basic is Rs. 3400). It may kindly be noted that the above mentioned officials were in the select panel of 2005 and so their pay was fixed at Rs. 9850/- w.e.f. 01-08-2005.

As per the Reference-(4), a JTO Recruited from outside in the year 2005 and joined in department after 01-01-2007 his pay was fixed at Rs. 21620/- with 68.8% fitment. It means that E1-A Pay scale was not finalized for them in 2<sup>nd</sup> IDA Pay revision. So minimum of pay was taken as Rs. 21620/- in 68.8% fitment. After that as per Reference-(5) JTOs appointed during 2007 and 2008 their pay was fixed in 16400-40500 scale with 5 advance increments (at Rs 18860/-). From this, it is very clear that minimum basic pay of JTO is not Rs 16400/-. But Reference-(3) stated that the

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Officiating JTOs holding one increment and reached Rs 10100/- to be fixed at Rs. 18770/- only. In Reference-(6) again, it was clarified that 2005 batch outsider JTO joined after 01-01-2007 the initial pay given Rs 22840/- with 78.2% fitment. So the minimum stage is now increased to Rs. 22840/-. On the other hand, in the case of officiating JTOs of the same 2005 year batch, it is restricted to Rs-19870/- only. (Difference in basic is thus Rs. 3030/-).

Hence, it is requested to kindly intervene in the matter to correct this distinct discrimination of pay fixation of officiating JTOs vis-a- vis DR JTOs of the same batch i.e. of the year 2005 and avoid the recovery of lakhs of rupees from their 11 years of JTO officiating service.

With Kind Regards,

Yours Sincerely  
-sd-  
**(PRAHLAD RAI)**  
**General Secretary**

**Copy for kind information to:**

1. The PGM (Estt), BSNL Corporate Office, New Delhi - 110001.