

# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION



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**DATED: 01.10.2014**

**To**

**The GM (Estt),  
BSNL Corporate Office,  
NEW DELHI-110001**

**Subject: Anomaly in pay fixation of a group of departmental JTOs of LICE-2013-  
Request for Protection of last pay drawn in the case of officiating JTOs who  
passed LICE-2013 and posted as regular JTOs-**

**Sir,**

A good number of departmental candidates have passed out the JTO-LICE-2013 and posted as regular JTOs through the country after taking the pre-appointment trainings at various training centers. All of them do not belong to the same category. a good number of candidates belonging to a group of **“screening test qualified and phase-I (JTO) training passed officiating JTOs”**. They have been working as officiating JTOs from the last 8 or 9 years with entitlement for FR (22) (1) (a) (i) fixation of pay in JTO's scale.

In the screening test held in the year 2000 as per JTO RR of 1996, nearly 6000 TTAs were qualified throughout the country. BSNL Board, in its meeting held on 30-3-2001, took a policy decision in the larger interest of the company and the employees, to approve training and recruitment as JTO to all these TTAs who have qualified in the screening test but could not be sent for training due to non-availability of vacancies in departmental quota.

This was to be done by diverting 500 posts per year posts from DR quota to Departmental quota in a phased manner. Accordingly all such officials were subsequently given Phase-I training to the cadre of JTO as per syllabus of the BSNL JTOs prescribed in 2001 RR. 3500 posts were filled-up in this manner up to the year 2007. The posting to the remaining candidates could not be given due to litigations originated by that time in the High Court of Haryana against diversion of DR quota. However BSNL restored / reverted back all the diverted DR posts and regularized the posting of 3500 candidates already done, by creating equal number of supernumerary posts. The remaining 2500 qualified candidates are still continuing as officiating JTOs in various parts of the country. This officiating arrangement is still continuing as per the special directive of the competitive authority. For absorbing all of them as regular JTOs, the management committee amended the JTO-RR recently and this new RR-2014 is waiting for the formal approval of the Board. As this regularization process is progressing in a very slow pace, many of them (officiating as JTOs) participated in the JTO LICE-2013 and came out successful in the LICE also.

This is the back history of the officiating JTOs who underwent pre-appointment training process twice and now finally posted as regular JTOs through LICE- 2013. In fact they ought to have been exempted from undergoing another pre-appointment (Phase-1) training as they had already undergone this as per the same JTO-2001 RR. But they were sent for the same training second time also on certain technical grounds related to fixation of inter-se seniority etc.

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However, in the matter of fixation of pay in the JTO regular posting they should have been treated separately. Pay fixation should have been ordered in such a way that the pay they were last drawing while officiating as JTO in the pay scale of JTO is protected. **[The Fundamental Rules applicable in such cases stipulate that “on re-appointment to the same post held earlier / to the post with same or identical time-scale of the post held earlier, the pay will be fixed under FR-22-(1)-(a)-(i) or FR-22-(1)-(a)-(ii) as the case may be, subject to the condition that, the pay so fixed shall not be less than the pay he drew on the last occasion.”**

Unfortunately this aspect has not been considered while issuing guidelines for pay-fixation by the field units in their case particularly by Kerala Circle. It appears that a common order has been issued for both the ordinary Group-C officials and officiating JTOs who came out successful in the LICE. The erroneous order thus issued **has resulted in a considerably huge reduction in pay fixed and drawn on regular promotion for this group compared to the last pay drawn by them.**

It is also noticed that they were reverted to their substantive cadre of TTA just before relieving for Phase-1 training and from there sent for posting directly. In fact they should have been sent back to the officiating post on completion of training, for making further posting from there only. Now it is learnt that in the guise of this technical reversion done prior to sending for training, all were considered at par with TTAs and fixation was done from TTA scale for all including the officiating JTOs also without allowing the eligible protection of pay. We do not know whether it was done purposefully or not.

**It is further worth mentioning that the first 3500 screening test passed and Phase-1 trained candidates, who became regular JTOs earlier in supernumerary posts, got their last pay protected along with the increments they earned during the officiating period. The remaining officiating JTOs now got regular posting, are also to be considered at par with the earlier group in the matter of protection of pay.**

We therefore make an earnest request that, the case of pay fixation all officiating JTOs now posted as regular JTOs may please be reviewed and protection of pay should be allowed.

Thanking you sir,

Yours sincerely

Sd/-  
**(Prahlad Rai)**  
**General Secretary**