



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS
NEW DELHI**

President
P. VENUGOPAL
Ph. 9868283969 (M)

Financial Secretary
B. RAVINDRANATH
Ph. 9868101880 (M)

General Secretary
PRAHLAD RAI
Ph. 09868278222 (M)

No. AIBSNLEA/CHQ/DIR(HR)/2012

DATED 20.01.2012

To
Shri A.N. Rai
Director (HR)
BSNL, New Delhi

Sub: Request for fixation in Pre-revised Pay scale of Rs.Rs.9850-14600 at Rs.21620/- under Fitment Method-Case of JTOs/JAOs(Deptl).

Ref: Letter Nos.1-16/2010-PAT dated 07/05/2010, 1-37/2010-PAT dated 18/05/2011 & 1-29/2010-PAT (BSNL) dated 3.01.2012

Respected Sir

Kindly refer to the letters cited above. In this regard I wish to bring following for your benign consideration and early settlement. As for as BSNL is concerned we are still following Central Government Rules, since we are not having a separate set of Rules with regard to Pay Fixation, Establishment, Leave and Pension.

Consequent on the issuance of letters dated 23-06-2010 REF(3),18-05-2011 REF: (4),19-08-2011 Ref:(5)and 03-01-2012 REF: (6) the following anomalies crept in among the promotive streams of JTOs/JAOs and it is requested to consider the following to settle the anomalies within the ambit of rules/orders on the subject.

The promotive stream of JAOs for whom results have been declared on 19-03-2010 but appointed in Batches on completion of I phase training from June 2010 onwards. Now as per letter dated 03-01-2012 Five advance increments on the minimum of the revised pay scale of Rs. 16400-40500 (E-1 Scale) was granted for JAOs in respect of whom result declared in April,2010 on the date of their joining the service.

(A) Hence the promotive stream of JAOs for whom results have been declared on 19-03-2010 may be allowed any one of the options mentioned below.

- 1) Allowed to revise and extend option to have their pay fixed on the date of promotion in which case their pay will be fixed in Rs.21620/ as in the case of JTOs/JAOs recruited before 01-01-2007 and got appointed after 01-01-2007.(These officials entered in the department on or after the year 2000.)

OR

2) May be Allowed Five advance increments as in the case of JTOs/JAOs for whom results have been declared in April,2010.

But allowing option is not only beneficial to the JTOs/JAOs but also as per existing rules on the subject and DOT cannot raise any objection in this matter. Since more than Rs. 1 lakh will be recovered from the official towards arrears paid upto the date of promotion BSNL will have no financial burden on account of option (2)

(B) The Internal candidates recruited against direct JTOs/JTOs Quota for whom the results have been declared before 07-05-2010 but they have been denied to exercise option to have their fixed on the date of promotion.

1) They may be allowed to exercise option to have their pay fixed on the date of promotion as per letter dated 18-05-2011(REF: (4). (There is no specific mention in the letter that this order is not applicable to Internal Candidates recruited against departmental JTOs/JAOs quota. In spite of clear orders their case is not settled so far.) Hence a clarificatory order for letter dated 18-05-2011(Ref: (4) i.e. it is applicable to Internal candidates recruited against direct JTOs/JAOs Quota would suffice. In such case they will draw Rs. 21620/= on the date of promotion and arrears if any paid(from 01-01-2007 upto the date of promotion since they continue to draw the same pay in the pre-revised scale) will be recovered/adjusted.

OR

2) As per para (4) of Letter Dated 23-06-2010” The officials appointed as departmental JTOs/JAOs are entitled for benefits of past service, if otherwise admissible under rules, for fixation of pay in the post of departmental JTOs/JAOs, treating the resignation as a technical formality. The pay fixed under FR 27.....” . This would have been beneficial in the normal circumstances. Here in this case option (1) is more beneficial.

The very purpose of the order dated 23-06-2010 is to protect the benefits of past service, fixation of pay admissible under rules. Since these Departmental outsiders are benefited only by exercising option(as stated in PARA 1) since they have crossed the basic pay of minimum+ 5 increments(Rs. 18900).

(C) In respect of JTOs/JAOs who have already crossed the pay of Rs.18900 and above they will not be benefited by grant of 5 advance increments. Those who have crossed Rs.21620 /= will not be benefited either by option or by grant of advance increments.

They may be granted Five advance increments on their actual basic pay as on the date of promotion instead on the minimum of the revised pay scale of Rs. 16400-40500 which will put to rest all anomalies/discrimination among Directly recruited JTOs/JAOs/Departmental JTOsJAOs.

We would therefore request you to kindly bring uniformity in the pay scale among similar cadres in BSNL.

With kind regards,

Encl: As above

Copy to: The.GM(Estt), BSNL, CO, New Delhi

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

SHRI A.SURESHKUMAR, JAO

DOA AS
TOA 01-04-2000
DOA AS SR TOA 04-01-2002
JAO-DEPTL 40% QUOTA 07-12-2010

SMT S.DEIVANAI, JAO

DOA AS
TOA 12-04-2000
DOA AS SR TOA 22/3/2004
JAO-DEPTL 40% QUOTA 08-09-2010

FIXATION AS PER 2 PRC - 1/1/2007

PERIOD	DESGN	BASIC PAY
01-01-2007	SR TOA	13920
04-01-2007	SR TOA	14340
04-01-2008	SR TOA	14780
04-01-2009	SR TOA	15230
04-01-2010	SR TOA	15690
07-12-2010	JAO	16400

FIXATION AS PER 2 PRC - 1/1/2007

PERIOD	DESGN	BASIC PAY
01-01-2007	SR TOA	13220
03-01-2007	SR TOA	13620
03-01-2008	SR TOA	14030
03-01-2009	SR TOA	14460
03-01-2010	SR TOA	14900
08-09-2010	JAO	16400

**FIXATION, IF FIVE ADVANCE INCREMENTS
ALLOWED VIDE BSNL HQ NO. 1-29/2010-
PAT(BSNL) DT 3/1/2012**

07-12-2010 18900
(Minimum Rs. 16400+ 5 Adv. Increments)

**FIXATION, IF FIVE ADVANCE INCREMENTS
ALLOWED VIDE BSNL HQ NO. 1-29/2010-
PAT(BSNL) DT 3/1/2012**

08-09-2010 18900
(Minimum Rs. 16400+ 5 Adv. Increments)

HIKE IN B.PAY 3210

HIKE IN B.PAY 4000

**FIXATION, IF EXERCISED OPTION W.E.F.
12/7/2010**

PERIOD	DESGN	BASIC PAY
01-01-2007	SR TOA	PRE-REVISED-6340
04-01-2007	SR TOA	PRE-REVISED-6500
04-01-2008	SR TOA	PRE-REVISED-6660
04-01-2009	SR TOA	PRE-REVISED-6820
04-01-2010	SR TOA	PRE-REVISED-6980
12/7/2010 AS JAO	FITMENT EQUAL TO 9850-	REVISED --21620

**FIXATION, IF EXERCISED OPTION W.E.F.
9/8/2010**

PERIOD	DESGN	BASIC PAY
01-01-2007	SR TOA	PRE-REVISED-6020
04-01-2007	SR TOA	PRE-REVISED-6180
04-01-2008	SR TOA	PRE-REVISED-6340
04-01-2009	SR TOA	PRE-REVISED-6500
04-01-2010	SR TOA	PRE-REVISED-6660
9/8/2010 AS JAO	FITMENT EQUAL TO 9850-	REVISED --21620

**BUT, ARREARS
ALREADY DRAWN TO
BE REMITTED**

105040

**BUT, ARREARS ALREADY
DRAWN TO BE REMITTED**

100040