



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED OFFICERS' ASSOCIATION

CENTRAL HEAD QUARTER  
AD-87 B, PITAMPURA, Delhi-110034

PRESIDENT  
P. RAMACHANDRAN  
MOBILE: 9444903777

FINANCIAL SECRETARY  
V. K. SHARMA  
MOBILE: 9868174965

GENERAL SECRETARY  
RAKESH SETHI  
MOBILE: 9868210449

No. AIBSNLOA/CHQ/2020/45

Dated: 10<sup>th</sup> November 2020  
12<sup>th</sup>

To

Shri Suresh Kumar Gupta,  
Director (Finance),  
Bharat Sanchar Nigam Limited,  
New Delhi.

**Sub: Irrational act by CTD administration in refusing to implement BSNL clarification on Pay fixation of officiating JTOs who were promoted in the year 2008 and opted for Pay fixation in revised scale from the date of their promotion as regular JTO - regarding**

R/Sir,

With deep anguish, we are compelled to bring to your kind notice the irrational and adamant act by CTD administration, resulting in the wrong refixation of pay of officiating JTOs who were promoted as regular JTO in the year 2008 and consequent recovery from their pay, lakhs of rupees as an overpayment.

2. Following issue of BSNL orders vide No. 1-16/2010-PAT(BSNL) dated 07.05.2010 revising the pay scales of non-executives w.e.f. 01.01.2007, which provided under Para 3.6, that **"The non-executives can opt for the revision of pay on 01.01.2007, or from the date of promotion after 01.01.2007, or from the date of next increment in the existing scale"**, the JTOs who were officiating as JTO on 1.1.2007 and were promoted as regular JTO in the year 2008/2009 opted for fixation of their pay in the revised scale from the date of their promotion as JTO. **Their pay was also then rightly fixed accordingly.**

3. BSNL vide its order No.1-37/2010-PAT(BSNL) dated 18.05.2011, had further clarified that "the Non-executives who got promotion/financial upgradation under ACP scheme from **Non-executive grade to Executive grade between the period 1.1.2007 i.e. the date of revision of IDA pay scales and 7.5.2010 i.e. the date of issuance of Office Order No. 1-16/2010-PAT(BSNL) dated 07.05.2010** may be allowed to exercise option for fixation of pay in the revised pay from the date of their promotion/financial upgradation under ACP scheme."

4. But in January 2020, after more than 10 years of the initial fixation, CTD BSNL refixed their pay in revised pay scales as on 1.1.2007, based on another **BSNL order No. 5-32/2013/Estt.IV dated 22.12.2015**, pertains to the issue of fixation of Pay of officiating JTOs under FR 22 1(a) (i) and reversion before sending them for Phase I training. This resulted in downward revision of their pay w.e.f. 1.1.2007 and consequently a situation for recovery of overpayment, running to lakhs of rupees.

  
12/11/20



5. Aggrieved by this unprecedented wrong action by CTD administration, we took up the issue with CMD vide our letters dated 23.6.2020, 28.7.2020 and 19.8.2020. Meanwhile CTD BSNL sent a letter dated 22.6.2020 to BSNL CO seeking clarification on 3 points. BSNL CO has issued the following clarifications for all the three points vide its letter No.BSNLCO-A/16(27)/12/2020-ESTAB dated 28<sup>th</sup> October 2020 **[COPY ENCLOSED]**

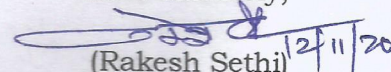
Sl.No	Queries	Reply
a)	Whether the order no.3-32/2013/Estt-IV dated 22.12.2015 is applicable to the officiating JTOs who were regularized as JTO after 01.01.2007 or not	Yes
b)	Whether option vide para 3.6 of letter no.1-16/2010-PAT (BSNL) dated 07.05.2010 & letter no. 1-37/2010-PAT (BSNL) dated 18.05.2011 is applicable for these JTOs are not	Applicable, if the officials were promoted during the period 01.01.2007 to 07.05.2010.
c)	Whether pay protection as per FR-26(c)(i) read with D.G P&T instruction vide (2) 2 of FR 26 is applicable or not	Yes. FR 26(c)(i) deals with the provisions for counting of period of service rendered in a higher post on officiating or on a temporary basis for the purpose of grant of increment in the substantive cadre.

6. But CTD administration reportedly insists that refixation was done as per BSNL order dated 22.12.2015 as clarified under a) and therefore, there is no need to change it and that now recovery will be ordered. Our Circle Association met PGM (F) on 9.11.2020 and **explained to her that clarification under a) is applicable only for those who were promoted after 07.05.2010 and clarifications under b) and c) are applicable for those who were promoted during the period 01.01.2007 to 07.05.2010.** Our State Secretary also handover a letter to PGM(F), CTD, and now the same has been forwarded to BSNL CO by PGM(F), CTD. (Copy enclosed)

7. We, therefore, request you to intervene immediately, to direct CTD administration to stop recovery on this count immediately and to revise the pay fixation as per the option provided under Para 3.6 of BSNL order No. 1-16/2010-PAT (BSNL) dated 07.05.2010, to these affected executives who were all promoted in the year 2008 as regular JTO and thus put an end to the harassment met out to these executives.

With regards,

Yours sincerely,

  
(Rakesh Sethi) 12/11/20  
General Secretary

Encl: As stated

Copy to: 1. Shri Saurabh Tyagi, Principal General Manager (Estt), BSNL CO  
2. Shri Biswajit Paul, Chief General Manager, CTD