



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED OFFICERS' ASSOCIATION

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No. AIBSNLOA/CHQ/2020/41

Dated: 28<sup>th</sup> July 2020

To

Shri P. K. Purwar Ji,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi-110001

**Subject: Harassment of the Executives, both retired and serving, by Calcutta Telephones, wrongly interpreting BSNL letter No.5-32/2013/Estt.IV dated 22.12.2015 and ordering for recovery of huge amount- reg**

**Ref: Our letter No. AIBSNLOA/CHQ/2020/18 dated 23<sup>rd</sup> June 2020.**

R/Sir,

We had earlier drawn your kind attention, vide our letter cited under reference, towards action of Calcutta Telephones Administration, harassing the executives who were regularized and appointed as JTOs in the year 2008/2009 and also the retired executives of the same category, **by revising downwards and re-fixing their pay/pension by wrongly interpreting the BSNL letter as cited above and ordering recovery of lakhs of rupees after more than 10 years of initial fixation.**

2. Calcutta Telephones has done this, based on the BSNL letter No.5-32/2013/Estt.IV dated 22.12.2015, which was issued as a clarification for fixation of pay and reversion of officiating JTOs before they are sent for Phase-I training, **which is not applicable to the TTAs as on 1.1.2007 but promoted as JTO in the year 2008/2009.**

3. These executives appointed on regular basis as JTO in the year 2008/2009 got their pay fixed in the revised pay scale w.e.f. 1.1.2007 based **on an option allowed at Para 3.6 of BSNL No.1-16/2010-PAT(BSNL) dated 7.5.2010, for fixation in revised pay scale from the date of promotion after 1.1.2007.** Para 3.6 of the said order provided 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 option under this shall be exercised in writing in the form as per Annexure-11 so as to reach the authority within a period of three months from the date of issue of this order." These JTOs of 2008/2009, who were TTAs as on 01.01.2007, opted for this provision of the Order to get their pay fixed in their revised pay scales only after 01.01.2007.

4. **The said order BSNL No.1-16/2010-PAT(BSNL) dated 7.5.2010, based on which the pay of these TTAs and other non-executives were fixed in the revised scale on the date of their regular promotion as JTO, has neither been withdrawn nor has been superseded till date.**

  
28/7/2020

5. Therefore, the action of Calcutta Telephones in revising and re-fixing their pay as per BSNL clarification vide letter dated 22.12.2015, is completely irregular and improper. **This action has practically negated the option, that was allowed in BSNL Office Order dated 07.05.2010, at least in respect to these executives, who were non-executives at that point of time.** *This has resulted in unwarranted harassment to the TTAs promoted and appointed as JTO on regular basis, much after 01.01.2007, in the year 2008/2009, as their pay has been reduced by several increments and very huge amount running to several lakhs of rupees has been proposed to be recovered. Many retired executives falling in this category are also affected by the decision of the Calcutta Telephones and recovery has been made from the leave encashment and ex-gratia of VRS retirees.*

6. We, therefore, request you to kindly cause necessary instructions to Calcutta Telephones, pointing out their wrong interpretation of the order dated 22.12.2015, to immediately withdraw its erroneous orders for revision and refixation of pay of JTOs regularized in the year 2008/2009 and also to refund the recovered amount to the affected VRS retirees.

With kind regards,

Yours sincerely,

  
(Rakesh Sethi) 28/7/2020  
General Secretary

Copy to : 1. Shri Arvind Vanderkar,  
Director (HR), BSNL  
2. Shri Saurabh Tyagi,  
General Manager (Estt), BSNL CO  
3. Shri Biswajit Paul,  
Chief General Manager, CTD