



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
OFFICERS' ASSOCIATION**

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No. AIBSNLOA/CHQ/2017/ 09

Dated: 23<sup>rd</sup> January 2017

To  
Smt. Arundhati Panda,  
Principal General Manager (PF-II) &  
Chairman,  
Committee on Pay parity of post-2007 Executives.

**Subject: AIBSNLOA's views on the issue deliberated by the Committee – reg**

**Ref: BSNL CO No.BSNL/7-13/SR/2016 dated 12.1.2017**

Madam,

With reference to the letter cited above, we are herewith submitting the views of AIBSNLOA to the committee under your Chairmanship, for considering the demand of pay parity of post-2007 recruited Executives with that of pre-2007 appointed Executives.

With regards,

Yours sincerely,

  
(Rakesh Sethi)

General Secretary

Copy to : Members and Convenor of the Committee.



**BRIEF NOTE SUBMITTED BY AIBSNLOA  
ON THE DEMAND OF PARITY OF PAY OF POST-2007 RECRUITED EXECUTIVES  
WITH EXECUTIVES APPOINTED PRIOR TO 2007**

1. Direct Recruitment to JTO grade was done in the years 2005, 2007, 2008.
2. According to the advertisement for recruitment, all these batches were recruited in the pre-revised pay scale of Rs.9850-250-14600 (E1 A) and appointed at the minimum of the scale - Rs.9850/- **The difference in basic pay of 2005 recruits vis-à-vis 2007 and 2008 recruits was then only the difference in increment earned after appointment.**
3. BSNL issued orders for revision of pay scales as per recommendations of Second Pay Revision Committee on 5.3.2009 wherein it was mentioned that equivalent to E1 A and E2 A pay scales will be announced later. Till such time these Executives were granted only revised E1 scale of Rs.16400-40500.
4. This created an anomaly within the 2005 recruits, wherein those appointed prior to 1.1.2007 had the 30% fitment benefit with 68.8% IDA added to the basic pay as on 30.12.2006 but those appointed after 1.1.2007 were fixed at Rs.16400/-, the minimum of revised E1 scale, w.e.f.1.1.2007.
5. AIBSNLOA then took up the issue referring to G.O.258 dated 23.6.2009 of Government of Tamilnadu which provided that the pay of the employees appointed as fresh recruits on or after 1.1.2006 [date of effect of pay revision for Tamilnadu Government employees] are to be fixed in the same manner as that of other serving employees.
6. On 16.4.2010, BSNL communicated the approval of the BSNL Board for the proposal that the pay of all the JTOs of 2005 batch who joined after 1.1.2007 may be fixed at Rs.21620/- on date of joining the post of JTO as a special case in order to remove the disparity of pay between those JTOs of 2005 batch who joined before 1.1.2007 and those who joined after 1.1.2007. **The order mentioned that this special dispensation will not be extended to JTOs of subsequent years. This resulted in a wide gap between the pay drawn by JTOs of 2005 batch and 2007 & 2008 batches. There was even reduction in pay drawn before revision of pay.**
7. On 15.2.2011 BSNL clarified that the Personal Pay may be allowed on the date of appointment to such JTOs of 2007 & 2008 batch who have been appointed on or after 01.01 .2007 but before 05.03.2009 (the date of notification of the revised scales) and this personal pay will be absorbed in future increase of pay. But the pay of those JTOs, whose date of appointment was 05.03.2009 or later, was to be provisionally fixed at minimum of the revised E1 scale (i.e. Rs. 16400-40500) till the finalization of revised E1A scale. **This again created anomaly in pay drawn for the JTOs within the same recruiting year.**
8. BSNL issued orders on 3.1.2012 conveying the approval of The Board of Directors for the proposal for grant of 5 (five) advance increments on the minimum of the revised pay scale of Rs. 16400-40500 (E-1 Scale) be given to

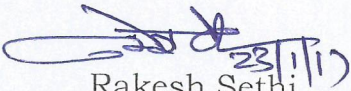




directly recruited JTOs of 2007 & 2008 batch and JAOs in respect of whom result declared in April 2010 on the date of their joining the service. The Board of Directors has further approved that in case revised E -1A pay scale is approved by the Government subsequently, the same may be extended to these JTOs & JAOs and accordingly their pay may be regulated in the revised E -1A pay scale. An undertaking in this regard was obtained from the officers. **Thus the minimum pay was revised from 16400 to 19020, but yet the difference between batch 2005 on one side and the batches 2007 & 2008 on the other side continued to be Rs.2600.**

9. Based on DoT's approval, BSNL issued orders on 10.6.2013 for revising the pay of Executives w.e.f. 1.1.2007 with IDA 78.2% instead of 68.8%. This resulted in Rs.9850 of pre-revised E1A scale being revised as **Rs.22820** of revised E1 scale. **This has resulted in the gap between the pay of 2005 batch and 2007 & 2008 batches further widening.**
10. Even if E1 pay scale is replaced by E2 scale, the gap will continue. This is the reason behind the heartburn and frustration among the JTOs of 2007 & 2008 batches and JAOs in respect of whom result was declared in April 2010 and hence the demand to fix their minimum pay on the date of appointment at Rs.22820.
11. It is very important to note that all these Executives were recruited with the offer of pay scale of 9850-250-14600. Persons appointed in the same pay scale within a gap of a few years can have difference in basic pay based on their length of service from the date of their appointment. **This can be only to the extent of annual increments earned.**
12. Whatever rules have been applied to fix the pay of these Executives, do not justify such a vast difference in pay, simply because of fixation in revised pay scales at different points of time within the time frame of one or two years. Such a situation would not have been anticipated while framing of the FR.
13. BSNL has resolved such anomalies in the past by constituting committees and approving the recommendations of the committee.

**We therefore request that the committee recommend grant of Rs.22820/- as minimum pay for all the Executives recruited and appointed after 1.1.2007.**

  
Rakesh Sethi  
General Secretary  
AIBSNLOA  
