

FEDERATION OF BSNL EXECUTIVES' ASSOCIATIONS

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No. FBEA/Conn/2016/4

Dated 4th Oct. 2016

To,

Smt. Sujata T Ray
Director (HR) - BSNL Board,
BSNL, Corporate Office
New Delhi.

Subject: Pay Parity issue of Direct Recruited JTO/ JAOs of BSNL recruited after 01.01.2007 in the light of 2nd PRC – Regarding.

Respected Madam,

With deep regards for your kind self, "Federation of BSNL Executive Associations (FBEA)" wish to congratulate your benevolent endeavor as HR Head of this company for making a leap towards focusing, addressing & resolving all HR issues amicably. FBEA would like to submit some relevant facts & findings further before your esteemed self about the above referred issue. The submission is as follows:

1. As your good self is aware that JTOs Batches of 2007 & 2008 were recruited and appointed as on pre-revised scale of 9850-14600/ (E1A) in year 2009 and 2010 same as that of JTO batch of 2005 on the same pay scale i.e. E1A. In effect JTOs of 2007 and 2008 batches were similarly placed with JTOs of 2005 batch and difference in basic between 2005 batch and 2007 batch was only of 2 increments only as per the seniority of former than latter. But suddenly after Pay Revision (retrospectively), this difference drastically jumped to 8 increments. This all happened due to the incorrect interpretation & adherence to FR-22 with respect to 2nd PRC in the case of only DR JTOs batches of 2007 & 2008.

2. The SEA section of BSNL has already extended the benefits of 2nd PRC to the JAOs promoted in the year 2015 itself. With reference to Note sheet, F.No.7-4/2010-SEA (pt-1) of SEA section through which non-executives, promoted as JAOs after 07.05.2010 were given the option to choose revised scale from the date of promotion. As, it is precisely written in point 6, that recommendation is made due to the points mentioned in under point 5, which precisely says that there is no restriction of any date either in 2nd PRC for the Executives dated 05.03.2009 and Clarification dated 31.03.2009, which is more aptly & appropriately applicable to JTO batches of 2007 & 2008 than that of these promoted JAOs in year 2015.

3. BSNL management in its various replies on this issue always took pretext of FR-22, whereas FR-22 is no way binding for BSNL. Recent BSNL CO letter vide no.252-15/2016-Est. III dated 29.09.2016, does not leave any further doubt as wherein it is again reiterated with firm averment that DOPT instructions are meant for Central Government Employees and Post and not applicable in BSNL unless it is adopted in

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BSNL. Therefore reliance on FR-22 for the disadvantageous Pay Fixation of JTOs of 2007 and 2008 batches is beyond intellect as BSNL is always open to distant itself from DOPT instructions / FR-22 as and when required in the interest of the Company and its work force and same spirit should be adhered in our case. Moreover, BSNL has already set aside FR-22 for the pay fixation of JTOs of 2005 batch appointed after 01.01.2007. Our association just wishes same yardstick & kind as judiciously taken for 2005 batch and for the promoted JAOs in year 2015 itself.

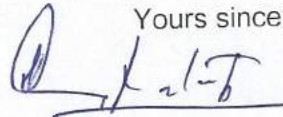
In effect, in the light of above facts arising out from the report of committee of SEA section on mentioned note sheet, precise observation of 2nd PRC recommendation in the committee of SEA section, Your honor is requested to take personal cognizance of this issue & resolve the same to inculcate energy & motivation in our young worth Executives at the earliest.

With Regards,

Yours sincerely,



Rakesh Sethi
GS, AIBSNLOA



Rana Pratap
GS, BEA of BSNL

sd.

NJP Shilohu Rao
GS, TSOA



Manoj Singh
GS, AITEEA

04/10/2016

Encl - As above.

- Copy to:
1. Shri Anupam Shrivastava ji, CMD BSNL.
 2. Ms Madhu Arora, GM (Estb.), BSNL CO
 3. Shri A.M. Gupta, GM(SR). BSNL CO
 4. PS to MOC, Sanchar Bhawan.



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No. 252-15/2016-Estt. III

Dated : 29.09.2016.

To

All Heads of Circles, Metro Districts &
Administrative Units, BSNL.

Sub: Applicability of Consolidated instructions on Technical Resignation and Lien of DoPT to BSNL Employees –
reg.

Sir,

The undersigned is directed to say that queries are being received from field units/employees regarding the applicability of the Consolidated instructions on Technical Resignation and Lien circulated vide DoPT OM No.28020/1/2010-Estt(C) dated 26.12.2013 to BSNL Employees.

In this regard, it is clarified that the DoPT instructions are meant for Central Government employees and posts and not applicable in BSNL unless it is adopted in BSNL. DoPT has also clarified that its instructions are not suo moto applicable to the employees working under the BSNL.

Yours faithfully,

(Zanal Zachariah)
Asstt. General Manager(Estt. III)
Tel:011-23310401

Copy to the DGM(HR/Admn), O/o CGM, BSNL Rajasthan Circle, w.r.t. Lr. No.STA/8-8/Sirohi/2014/64 dated 26.07.2016 with the clarification that the case of Shri. Pankaj Kumar Kansara, Ex TTA for re-appointment in BSNL cannot be considered as he was directly recruited by BSNL in the year 2008.

Asstt. General Manager(Estt. III)

BSNLCO
(SEA Section)

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SUB: Issue regarding pay fixation arising out of Non-Executives' Wage revision orders dated 7.5.2010 and 18.5.2011 - Allowing option for revision of pay from the date of promotion in the grade of JAO (Dep't) (40% quota) 2010 Batch - Recommendation of the committee

The matter relates to consideration on recommendation of the Committee formed to address the issue of pay fixation of JAO (Dep't) (40% quota) 2010 Batch arising out of Non-executives' 3rd Wage Revision orders dated 7.5.2010 & clarification dtd 18.5.2011 and to consider the revision of pay from the date of their promotion in the grade of JAO after 7.5.2010 and accordingly allow to change/revise their option.

2. It may be recalled that as per para 3.6 of Wage Revision of Non-Executives orders dated 07.05.2010 an option can be exercised for revision of pay as per filment method either from - 01.01.2007, DNI or the date of promotion after 01.01.2007. However, vide letter dated 18.05.2011, it was clarified that those who got promotion from Non-executive 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 pay revision orders, may be allowed to exercise the option for fixation of pay in the revised pay from the date of their promotion.

3. The Service Associations/ aggrieved executives have represented the issue time & again and raised the matter at various forums for settlement citing grounds - there has been reduction in pay after clarification letter dated 18.5.2011 i.e. such JAOs who have opted for revision of their pay from the date of promotion in the grade of JAO, it took long 5 years to complete the whole process of recruitment/examination before the issuance of wage revision orders dated 7.5.2010, such JAOs have successfully qualified the JAO (PI-I) exam which was held in Jan 2010 and waiting for their training etc.

4. To examine the whole issue of these JAOs, with the approval of the Director (HR) vide note dt 15/11/10, the committee was constituted vide letter dated 28.10.2010 and further extended through orders dated 10.06.2013. Now, the committee vide dated 28.08.2015 has submitted its report, the same may kindly be seen at 'F/A'.

5. The main observations of the committee are submitted below.

a) As per the filment table, the corresponding to pre-revised pay of Rs. 6850-250-14500 in revised IDA Payscale of Rs. 16400-40500 is Rs. 21,820/-, the same has been revised to Rs. 22,820/- after merger of IDA 78.2% vide Order No. 1-16/2010-PAT dated 10.6.2013.

b) That after issuance of Wage Revision orders for Non-executives dated 7.5.2010, and as per the option exercised, the pay of many JAOs in Circle like Chennai Telephones, Gujarat, Orissa, Punjab, H.P., WTP, NTR, M.P., Kerala, Calcutta Telephones, W.E. etc. were fixed as per filment. However after clarification dtd 18.5.2011, the pay of such JAOs got reduced by Rs. 2600/-.

c) The Committee observed that there has been no such restriction of any date either in 2nd PBC for Executives dated 5.3.2009 and clarification dated 31.3.2009, or in recommendation of Wage Revision Committee for Non-executives.

d) That the benefit of filment has also been extended to such employees of CSS cadre who have been promoted to the grade of Asslt. Managers and joined after 7.5.2010.