



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2020/118

Dated 14.10.2020

To,

Shri Arvind Vadnerker Ji,
Director (HR), BSNL Board,
BSNL Corporate Office, New Delhi

Subject: Extension of five (5) advance increments as an interim measure in the basic from the date of joining to the Post 2010 recruited/promoted JTOs/JAOs including SRD batch JTOs, Directly Recruited JTOs, Promoted LICE JTOs, Promoted JAOs, Directly recruited JAOs & GATE JTOs, who got recruited on minimum of IDA Pay Scale of E1 i.e. Rs.16400-40500, till incorporation of E2 Scale (Rs. 20600-46500) to the JTO and JAO Grade – Our submissions thereof as per discussion held in Formal Agenda Meeting with Recognized Representative Association i.e. AIGETOA on 15-09-2020.

Reference:

1. Our letter number GS/AIGETOA/2020/45 dated 24.06.2020
2. Our letter number GS/AIGETOA/2020/62 Dated 10.07.2020
3. Our letter number GS/AIGETOA/2020/86 dated 13.08.2020
4. BSNL Proposal for standard pay scale of E2-E3 dated 06.06.2016 sent to the DoT
5. Letter No.1-13/2015-PAT(BSNL)dated 3.4.2017
6. Minutes of meeting issued by SR Cell for the meeting held on 15/09/2020.

Respected Sir,

This is in reference to explain the agony faced by youngest and most vibrant employees recruited in JTO and JAO Grade by BSNL in the IDA Pay scale of E1 i.e. 16400-40500 after 01.01.2010. Our association has time and again brought their plight in-front of BSNL management through several communications and the most recent communication vide letter mentioned in reference #1 to #3 above. The matter of their lower pay was discussed in length in the recently held Formal Agenda Meeting of the recognized representative association, AIGETOA with the management under your esteemed chairmanship on 15-09-2020 and it was agreed that the issue will be represented afresh by the association to get it examined by formation of the committee on the subject. In this regard we would like to submit following facts for your kind consideration to form a committee to examine the case and extend due benefits to respective cadre.

CASE DETAILS:

The same issue was raised by the association in the Agenda meeting held with AIGETOA as majority association (Minutes of meeting cited under reference #6 above) before the Director (HR) and facts were deliberated at length and it is assured by the Dir (HR) that this matter will be looked into on receipt of detailed note from AIGETOA as majority association. Hence, we are here in once again producing the facts for your kind consideration and requesting to extend legitimate right of E1+5 increments to the deprived young recruits/ promoted JTOs/JAOs (recruited post 2010 onwards) till finalization of E2 from DOT:

1. All JTOs and JAOs post 2010 whether directly recruited or promoted through departmental examination are placed in initial basic of Rs 16400/- i.e. in E1 pay scale. Accordingly, they are getting a lesser pay in basic of Rs 4200/- vis-a-vis proposed approval of BSNL Board of E2 scale i.e. Rs 20600-46500 as referred at #3. This loss is totaling to the tune of Rs 10,000/-, if IDA and other allowances are added.

Associated Grade	Pre-revised scale		Revised scale proposed by BSNL on 06.06.2016		Current basic associated with these two grades		Difference in Basic (Rs)
JTO/JAO Eqvlt	E1A	9850-250-14600	E2	20600-46500	E1	16400-40500	4200

2. Post 2010 LICE JTOs and JAOs who were promoted through internal examination as well as GATE JTOs and Direct recruit JAOs, who were recruited through external examination at E1 is blatant violation of JTO RR 2014 and JAO RR 2001. These recruitments took place with Notification of E1 as grade for JTO/JAO, despite the fact that the actual scales for JTO/JAO grade in BSNL was/is still provisional even after passage of almost 14 years since implementation of 2nd PRC w.e.f. 01.01.2007. Prior to 2nd PRC the pay scale of JTO/JAO was E1A. It is pertinent to mention that, JAO RR 2001 are still applicable for all recruitments made by BSNL for JAO cadre and the pay scale specified for that was/is E1A. Though BSNL tried to degrade JTO pay scale at E1 from E1A earlier in 2014 by bringing JTO RR 2014 but the same has been stayed by the Ernakulum CAT, Hence recruitment of JTO/JAO at E1 Scale is contrary to the BSNL Board decision where E1A was upgraded to E2 in 2016. So, it is very much true that all these JTOs/JAOs were recruited in provisional scales and hence deserve finality in the form of E2 scale as has been approved by BSNL Board. Since the notification of E2 scale is yet to take place from DOT, all these executives need to be extended the interim benefits of five increments on E1 as per the approval of Management Committee of BSNL existing in previous cases.
3. The proposal for granting interim relief of five advance increments on the minimum of the revised E1 pay scale of Rs. 16400-40500 was approved by the Management Committee of BSNL after strong and consistent persuasion by AIGETOA for providing interim relief of E1+5 to JTO SRD 2010 batch and JAO departmental 2013 batch till the Standard Pay Scales of E2 for JTO/JAO cadre is finalized. This approval has been kept pending at BSNL Board for the past so many years on the pretext of implementation of HR plan which is yet to take its final shape even after four years.
4. It is pertinent to mention that up-gradation of pay scale E1A with E2 for JTO/JAO is only a permanent solution which is also in line with the approval of BSNL Board proposal dated 06.06.2016 and reply to the DOT presidential order dated 03.04.2017 vide letter as referred in #5. Presidential Order for implementation of E2 for JTO/JAO and E3 for SDE/AO as per 2nd PRC are yet to be received from DOT even after repeated reminder given by BSNL from time to time. Due to non-receiving of Presidential Order from DOT, JTOs and JAOS whether directly recruited or promoted post 2010 are drawing a basic pay less than of Rs. 4200 (approx.) per month and total accumulative loss is Rs. 10000 (approx.) per month.
5. E1A scale was also earlier granted to the executives appointed or promoted after implementation of 2nd PRC (w.e.f. 01.01.2007) in BSNL from year 2007 to 2010 viz. JTO 2007 batch, JTO 2008 batch, JAO 2010 batch (DR + departmental) whereas executives recruited/ promoted post 2010 are getting initial basic scale of E1 (16400-40500). It is also submitted that out of 30000 (approx.) executives (post VRS) working in BSNL, 25000 executives (approx.) were recruited /promoted as JTO/JAO at E1A Scale whereas 5000 executives (approx.) recruit/promoted post 2010 are getting E1 Scale. This discrimination enhances the heart burn among young executives and resultantly de-motivation

among them is increasing day by day. Moreover, they don't want to own BSNL instead they prefer to quit BSNL. Extension of E1+ 5 increment to them will definitely boost their morale and check on exodus rate as well as their devotion towards BSNL will enhance the growth of BSNL.

6. There is not only loss to these executives in terms of pay but their woes gets added at the time of First Time Bound up-gradation (FTBU) because they qualify for first time bound up-gradation in maximum period of six years due to lower basic of Rs.16400/- (EPP states that an executive will get its FTPU in 4-6 years subject to touching of next higher scale- An Another anomaly to be solved as mentioned in our agenda letter). While many of the batches of JTO/JAO (promoted category) have qualified for minimum period of four years for first time bound up-gradation due to higher initial basic in JTO/JAO grade but these executives are getting it in six years, inflicting another loss to them.
7. BSNL 2.0 i.e. after implementation of VRS on 31st January 2020 the burden on these young shoulders has increased many folds due to the exit of 50% of employees through VRS and they are taking good care of the extra work load in a hope that BSNL management will deem their plight on day or the other. These Talented Professionals needs to be retained in BSNL for competing in today's cut throat competitive era and hence their financial woes needs to be taken care of and for this least management can do is extend E1+ 5 increments in initial basic of Rs 16400/- to make it Rs19020/- considering the fact that BSNL management has in principal agreed that JTO/JAO cadre belongs to E2 scale, as is evident from the letter referred vide #4 and #5above. Hence till implementation of E2 scale i.e. Rs 20600-46500 for JTO/ JAO equivalent grade, an interim relief E1+5 will give them added boost and in turn will increase revenue & improve financial situation of BSNL.
8. Sir as you are aware of the fact that these JTOs possessing B.Tech, M.Tech degree, Diploma and were recruited through GATE exam and similarly JAOs are possessing degree of CA, CMA, CS, M.Com and recruited through All India competitive exam. These young executives are very important segment for BSNL by way of working in the field and as an interface to the customer. Sir, the young and most vibrant group must be given more energy but reverse it happening because of non settlement of E2 for JTOs and JAOs.

Therefore in the lights of above facts, figures and attachments, we would like to request once again that a Committee may kindly be formed to give an opportunity for us to represent the case with our detail inputs and status of facts to examine the case of extending E1+5 advance increments on the initial basic of the pay of these JTOs/JAOs recruited/promoted after post 2010 to render justice to these deprived executives.

Encl: As above

With warm regards,

Dated: 14.10.2020

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**[MD.WASI AHMAD]
General Secretary**

Copy to:

1. The CMD BSNL for kind information please.
2. The Sr. GM (Establishment), BSNL CO, New Delhi for kind information and N/A Please.
3. The Sr. General Manager (SR), BSNL CO, New Delhi for kind information and N/A Please.