



# All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/62

Dated 10.07.2020

To,

Sri P. K. Purwar,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited, New Delhi.

**Subject: Granting of five (5) advance increments in their basic from the date of joining in the cadre on the minimum of the IDA Pay Scale of E1 i.e. Rs.16400-40500 to all post 2010 JTOs/ JAOs including SRD batch JTOs, Directly recruited JTOs, Promoted LICE JTOs, Directly recruited JAOs, Promoted JAOs and GATE JTOs as interim measure till finalization of the E2 Pay scale i.e. 20600-46500 to all the JTOs and JAOs in BSNL- Reg.**

Reference: 1. Our communication bearing number GS/AIGETOA/2020/45 dated 24.06.2020  
2. Our communication bearing number GS/AIGETOA/2020/26 dated 23.04.2020  
3. BSNL Proposal for standard pay scale of E2-E3 dated 06.06.2016 sent to the DoT  
4. BSNL HQ letter No. 1-29/2010-PAT(BSNL) dated 3.01.2012 of AGM(Pers. V)  
5. BSNL HQ letter No. 1-5/2012-PAT (BSNL) dated 20.12.2012 of AGM(Pers. V)

**Respected Sir,**

We would like to draw your kind attention towards the fact that very initial grade of executives i.e. JTO and JAO in BSNL has three different starting basic i.e. Rs 22820/-, Rs 19020/- and Rs 16400/- in the scale of E1 i.e. 16400-40500 spreading a period of time creating severe disparity within same grade.

After strong persuasion by AIGETOA for providing Standard Pay Scales of E2 for JTO/JAO cadre and E3 for SDE/AO cadres and for resolving the pay loss issue of executives who were recruited in Pre-revised Scales of E1A i.e. 9850-250-14600, **BSNL management extended advance increments as an interim measure till implementation of standard Pay Scales E2 for JTO/JAO cadre.** Accordingly, BSNL Board approved to grant five advance increments on the minimum of the revised E1 pay scale of Rs. 16400-40500 to the directly recruited JTOs of 2007 and 2008 batches and directly recruited JAOs passed in 2010 and their initial basic was fixed at Rs.19020/- as referred at #4 and thereafter BSNL Board extended the same to JAO 2010 LICE batch as referred at #5. But the above measure was inadequate to compensate the loss being occurred to them vis-a-vis their pre-revised E1A Scale 9850-250-14600. This loss is still persisting and increasing with each passing day, which needs to be settled further.

On the similar lines, after our consistent persuasions, **the proposal for granting interim relief of five advance increments on the minimum of the revised E1 pay scale of Rs. 16400-40500 was proposed to the new batches of JTO SRD 2010 batch and JAOs 2013 batch and the same was approved by the Management Committee of BSNL.** 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. Thereafter JTO RR 2014 was introduced under influence of some corners despite our strong objections on the issue. Then subsequently LICE JTOs and JAOs were promoted through internal examination as well as GATE JTOs and Direct JAOs were recruited through external examination at E1. **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 is still provisional even after passage of almost 11 years. 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, all these executives need to be extended the interim benefits of five increments as per the approval of Management Committee of BSNL existing in previous cases.**

It is important to note that the best talent are deployed at the initial grade of JTO and JAO through direct recruitment as well as internal promoting but they are being offered lowest revised scale of executive grades of the 2<sup>nd</sup> PRC i.e. E1, Rs. 16400-40500 with starting basic of just Rs 16400/- reasoning them to leave the organisation in many cases. Their loss is depicted in the following table:

Associated Grade	Pre-revised scale		Revised scale proposed by BSNL on 06.06.2016		Current provisional basic associated with these two grades		Difference in initial Basic (Rs)
	E1A	9850-250-14600	E2	20600-46500	E1	16400-40500	
JTO/JAO Eqvlt	E1A	9850-250-14600	E2	20600-46500	E1	16400-40500	4200
SDE/AO Eqvlt	E2A	11875-300-17275	E3	24900-50500	E2	20600-46500	4300

*From above, it is clear that all later batches of JTOs and JAOs either recruited directly or promoted through departmental examination have been placed in initial basic of Rs 16400/- in E1 pay scale, which is inflicting them 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. So, we once again raised the matter for up-gradation of pay scale E1A and E2A with E2 and E3 for JTO/JAO and SDE/AO equivalent as a permanent solution in line with the approval of BSNL Board proposal dated 06.06.2016 and new facts submitted vide our communication as referred at #1 and #2.*

**This is not only loss to these executives in terms of pay but their woes continue at the time of their First Time Bound up-gradation (FTBU) as they qualify for first time bound up-gradation in maximum period of six years due to lower basic of Rs.16400/- (The EPP states that an executive will get its FTPU in 4-6 years subject to touching of next higher scale- Another anomaly).** While many of the batches 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.

It's an extremely grim situation for these youngest lots of executives, who joined the BSNL with a great hope and aspiration. These executives are also facing similar treatment in the BSNL as earlier batches of BSNL recruits have been facing on one account or other. Hence such situation needs to be addressed in BSNL 2.0 as the remaining executives are taking care of all extra work pressure created due to exit of 50% of employees through VRS in BSNL on 31st January, 2020. **These Talented Professionals needs to be retained in BSNL for competing in today's cut throat competitive era and hence their financial wows needs to be taken care of. Hence it is utmost important to implement E1+ 5 increments with initial basic of Rs 19020/- to all remaining batches of JTOs and JAOs in line with the proposal passed by MC and pending at Board as explained above till implementation of E2 scale i.e. Rs 20600-46500 for JTO/ JAO equivalent grade.**

In the light of above facts, figure and circumstances, we request your goodself to kindly issue suitable instruction to process the proposal of granting five advance increments to all remaining batch of JTOs and JAOs either directly recruited or promoted through internal examination i.e. SRD JTOs 2010 batch, LDCE JAOs 2013 batch, Directly Recruited JAOs of 2015, 2018 batch, LDCE JAOs 2016, all batches of LICE JTOs and directly recruited GATE JTOs. Their motivation will be definitely helpful in giving further enhanced output to increase our revenue and improve financial situation of BSNL 2.0.

With warm regards,

Encl. As above

Dated: 10.07.2020

Sd/--  
**[MD. WASI AHMAD]**  
**General Secretary**

Copy for kind information please:

1. All Functional Directors of BSNL Board, BSNL CO, New Delhi.
2. Shri Saurabh Tyagi, Sr.GM (Estt.), BSNL CO, New Delhi.
3. Shri A.M. Gupta, Sr.GM (SR) BSNL CO, New Delhi.