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GS/AIGETO/2020/72

Dated 24.07.2020

To,

The Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
BSNL Bhawan, New Delhi.

Subject: Settlement of pay disparity issue of post 2007 JTOs/JAOs who were recruited in pre-revised scale of E1A by initial basic as Rs 22820/- and implementation of E2 scale for all JTOs/JAOs recruited/promoted post 01.01.2007 by adopting E2 scale in JTO and JAO RR in BSNL.

Reference: BSNL HQ letter No. 1-50/2008-PAT (BSNL) dated 05-03-2009

Respected Sir,

We would like to bring to your kind attention once again about the extreme plight of BSNL recruited executives of post 2007 JTOs/JAOs, who were recruited in pre-revised scales of E1A with regard to their pay disparity. The matter of resentment and factual figures were submitted before management through various discussions by this association from time to time. Considering the gravity of this anomaly and situation, the matter is once again made before your good self as a prime matter to be decided on its merits.

JTOs/JAOs of post 2007 BSNL recruited in year 2007, 2008 & 2010, appointed and worked on pre revised scale of 9850-14600 (E1A) till implementation of 2nd PRC in BSNL and many of them continued to work in same scale even up to January 2012. After implementation of 2nd PRC retrospectively from 01.01.2007, initial basic of JTOs of post 2007 were fixed at Rs. 19020 in revised E1-Scale provisionally, as no corresponding scale was given by the DoT against E1A and E2A in the presidential order. As per the notification of their recruitment, justice could have been done only if they would have been placed in the grade with Rs. 22820 as initial basic to compensate their losses and keep them at par with other similarly placed entrants in the grade.

The table below shows the situation of pay loss which the Post 2007 directly recruited Executives are facing as on date in their salary i.e. Basic+DA (approx.) excluding other losses:-

Initial Basic as on April 2009	Basic as on April 2020	DP as on April 2020	DA as on April 2020	DA as on April 2020	Salary (Basic+ DA) on April 2020
In pre-revised scale as initial basic Rs 9850/-	14050/-	7025/-	61160/-	(340.2%)	82235/-
In revised scale as initial basic as Rs. 19020/-	27190/-	0	43694/-	(160.7%)	70884/-
With initial basic as Rs 22820/-	35630/-	0	57257/-	(160.7%)	92887/-
1. Loss in "Basic + IDA" with respect to pre revised i.e. Rs 9850 on April 2020= Rs11351/- 2. Loss in "Basic + IDA" with respect to Rs 22820 on April 2020 = Rs22003/-					(i) = Rs (82235 – 70884) = Rs11351/- (ii) = Rs (92887-70884) = Rs22003/-

As seen from the above table, these executives are facing a huge pay loss vis-à-vis other similarly placed executives. **It can also be seen that, had they not got pay revision and continued in the pre-revised scale then**

also their pay would have been much higher compared to their current pay. In view of the above, we would like to put forth following facts and figures before your kind self for bestowing your sympathetic consideration and positive resolution of the issue.

1. JTOs/JAOs of post 2007 BSNL recruited in year 2007, 2008 & 2010, appointed and worked on pre revised scale of 9850-14600 (E1A) till January 2012. The recruitment notification for 2K7 batch JTO mentioned the scale as pre-revised E1A of Rs. 9850-250-14600/- and for 2K8 batch it was further specified that- "**Pay scale is likely to be revised upwards)**".
2. The very basic motto of Pay Revision in CPSEs is to increase the pay of an executive for the period considering various financial indexes including relief on inflation and to motivate qualified personal to be within the domain of the company for greater productivity. Unfortunately these executives (***in fact only set of executives who were recruited in E1A and did not get any pay revision benefit***) are highly de-motivated after implementation of 2ndPRC retrospectively from 01.01.2007 as their initial basic were fixed at Rs. 19020/-. At the same time, the similarly placed executives were allowed Rs. 22820/- as initial basic pay.
3. It is a fact and normal practice that, if just by extending pay revision, any executive is facing loss in pay at any point of time then it becomes primary duty of organization to take necessary remedial measure to address the disparity by allowing higher pay as initial basic as already done in other organization.
4. If at all, even these executives were placed/ allowed to continue on pre-revised scale without giving pay revision, then also their pay would have been much higher than their current pay.
5. There are many examples where the executives were allowed to continue in old scale/ Pay parity issues were granted favorably to executives in this department itself. The recruitment of all of these three batches (JTOs/JAOs) were made in pre-revised E1A Scale and accordingly they deserve the initial basic pay of Rs. 22820/-. A motivated workforce is greatest asset of a company and this can be ensured only by extending the same yard stick for all level with regard to the basic requirement of an employee i.e. Remuneration, Career progression and Retirement benefits. Your good self is once again requested to do the needful for granting initial basic as Rs.22820/- to these executives at entry level who are facing a huge pay loss by virtue of the Pay revision.

It may be noted that the fixation of initial basic Pay at Rs. 22820/- for JTO/JAO recruited in E1A is a case of pay disparity and thus not at all linked up with the administrative ministry and hence can be processed separately and approved by BSNL Board. The corresponding loss in terms of HRA, Medical Claim, EPF contribution, TA etc are further accumulating it and so we request to take a considerate view as it will be multiplied manifold in future with implementation of next PRC.

We further request to adopt E2 scale for JTO/JAO in the respective Recruitment Rules as BSNL has already approved E2 scales for JTO/JAO. The need is to modify the RRs and extend the benefits of E2 Scale to all JTOs/JAOs who have been recruited/ promoted after 1.1.2007. This will ensure extension of standard pay scale of E2 to all JTOs/JAOs equivalent grade in BSNL to compensate their recurring loss from 1.1.2007 and upgrade the cadre before merger of MTNL, where scale of JTO/JAO are E2. Adopting E2 scale for JTOs/JAOs by modify the RRs will delink it from PO of DoT and pave the way for settlement of long pending issue of settlement of E2 scales within BSNL itself for all JTOs/JAOs recruited/promoted post 1.1.2007.

With warm regards,

Dated: 24.07.2020

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

Copy to:

1. The Director (HR), BSNL Board, New Delhi for kind information.
2. The Director (Fin), BSNL Board, New Delhi for kind information
3. The Sr. GM (Estab) BSNL CO New Delhi for kind information and necessary action please.