



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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To

Sh. R. K. Goyal,

GM (Estt), BSNLCO, New Delhi.

Subject: Comments/suggestions on draft JTO RR 2014-Reg

Ref: No 5-32/2013-Pers-IV dated 17th January 2014

Respected Sir,

At the outset, it strongly appears that the recent exercise to amend the JTO(T) RR-2001 and the specific nature of amendments therein, has been taken solely for the purpose to make a way for absorption of So-called Screening Qualified & Ph-1 trained Officiating JTOs in BSNL.

The very purpose & reason for amending the RR of any cadre is to adapt to changed technical scenario & challenges of the new work environment, however the proposed amendment in JTO (T) RR-2001 has sadly fallen too short of these goals.

It also seems that an attempt is made to somehow make everyone eligible by downgrading the Educational Qualifications from the RR of 2001 compromising the interest and need of the company. There is nothing obviously wrong about it to assure the career progression of existing executives, but the attempt to include B.Sc. along with Diploma for Internal candidates is far away from the realities of the New Technology environment in BSNL.

Considering the strategic importance and followed by fifth CPC recommendation JTO (T) cadre was upgraded in 1999 from Group-C to Group-B in DoT. BSNL has framed JTO RR-2001 wherein it has been made mandatory to have minimum professional qualification of degree in engineering for direct recruitment and recruited through open All India Competition exactly as recommended by first PRC for MT recruitment in CPSEs for the management succession plan. Now dilution in JTORR-2001 by adding non-professional qualification for direct recruitment and downgrading the pay scale from E2/E1A to E1 (Direct recruits GE-JTOs are supposed to be at E2 from the inception of BSNL as

of MTNL) and implementing the same with retrospective effect is nothing but the vested interest of the management to create space for another direct recruitment of professionally qualified executives on the cost of already recruited professionally qualified executives.

This draft Pay-Scale proposal of E1 in place of E1A/E2 is a sheer degradation of this Cadre who has established its importance in the Communication Revolution in our country. This proposal also goes against the already notified & committed Pay-Scale of E1A+pension=E2 since 01-10-2000 & very much a part of the agreement of Absorption.

In-fact, under the current recommendations & compulsions of 2nd PRC followed in BSNL the Pay-Scale of JTO (T) must be E2. This mischievous proposal certainly downgrades the cadre & its persistent demands & justifications to have its First promotion to Gr. A (5400 Grade Pay in VI CPC & its equivalent E3 in BSNL IDA Scales) from JTO Gr "B" (eqvt. to 4600 Grade Pay in VI CPC) as already recommended by VI CPC (Junior Telecom Officer (General Central Service, Group 'B' Gazetted, Non-Ministerial, Pay-Scale 9300-34800 Grade Pay - 4600) and implemented in many Central Govt. departments having the equally placed cadres of Engineering Degree Entry levels.

Considering the facts submitted above this association has strong objection in diluting the qualification of direct recruitment and downgrading the pay scale from E1A/E2 to E1. If, it at all required to amend the JTO-RR 2001 with dilution of qualification and pay scale, All the direct recruits who have been recruited with minimum qualification of degree in engineering must be first keep out from this RR and should be treated as Management Trainee (MT) for the management succession plan.

Apart from the above submission we submit our following suggestions in respect of JTO RR-2014 for your kind consideration.

Comments on Main Part:

1. (iii) The date of coming into force of these RR for Absorption channel (horizontal sub-quota) in Internal Quota is not clarified.

Should be replaced by ->

These rules shall come into force from the date of its publication and shall be applicable to all Internal Quota-Absorption & Limited Internal Competitive Examinations/ Direct Recruitment Examination to be notified in future after publications of these Recruitment Rules by the Company.

4. The Number of posts has not been mentioned. It should mention only the Posts held by working Regular JTO as on 31.3.2014 & vacancies unfilled & arising thereafter.

7. The Agreement (Indemnity Bond) to serve BSNL for 5 years after appointment as JTO is a blatant exploitation on many counts of arguments:

(i) Made applicable only for DR candidates – in case where hundreds of TTA already serving the Corporation for 3-5 years appear in Direct Competitive Exam & clear & get appointed it is biased to them as the Internal Quota TTA candidates do not have this condition.

(ii) Various court judgments & their subsequent compliance has established this principle that the Agreement to serve the organization after valuable & non-mandatory training to employee is only 2 times the period of such training. And these training wouldn't be of mandatory nature & candidate would be offered to undergo such training which are of value-adding nature in his contribution towards the functions/business of that organization.

Therefore the Bond-Agreement though not legally sustainable in case of pre-appointment mandatory training however if at all required must not be for more than 28 weeks.

Should be replaced by ->

"All candidates recruited against the vacancies for Direct Recruitment shall execute a Bond in the format as specified by the Company to serve in BSNL for a period of 1 year from the date of their Appointment as Junior Telecom Officer or for a period as specified by BSNL for the post form time to time"

10. Initial constitution: following lines must be added

"All the direct recruit GE-JTO up the date of publication of this RR are in block upgraded to the E3 and will be treated as MT for the purpose of management succession plan."

Schedule:

Column 4: Scale of Pay

IDA Pay Scale 16400-40500 in this draft is absurd & contemptful conspiracy and must be replaced by 20600-46500 as already justified above and through various communications by this Association in the past.

Column 9: Period of Probation, if any

2 Years for both Direct & Internal candidates. The period of pre-appointment training shall be counted towards the Probation period. The appointed officers shall be paid Salary with Basic-Pay of Rs. 22820/- in the BSNL IDA Pay-Scale of 20600-46500 w.e.f. the Date of Joining of Ph-1 training.

Supporting documents for similar provisions for JTO G.C.S. Gr. "B" in DoT may be referred.

Column 11:

The Horizontal sub-quota of Absorption within Internal Quota that too having absolute precedence over subsequent future LICE channel is absolutely detrimental to the future career prospects of all Non-Executives already having served the Corporation for 5-7 years.

Moreover the Fixation of Seniority either inter-se or vis-à-vis is impishly missing here.

Nothing mentioned about those Screening Qualified Ph-1 trained JTOs who were appointed after diverting 500 DR quota post every year from 2001 to 2007 & later notified as Supernumery JTOs in compliance to PB & HR CAT Judgment. No mention of the Seniority of these Supernumery JTOs.

Combined Residency period of Service Rendered in NE-9 13600-25420 Grade should be further clarified.

The current position of Pay-Scales given to Non-executives on their initial appointments to various posts/cadre is given below:

Scale	Pay-Scale	Entry-level or initial appointment for the Cadres
NE-5	8700-16840	Driver Gr-I, Telegraph Man,
NE-6	9020-17430	TOA, Draughtsman, Phone Mechanic/TM, Technician
NE-7	10900-20400	Jr. Accountant, Stenographer, Sr. TOA
NE-8	12520-23440	
NE-9	13600-25420	Sr. Accountant, Jr. Hindi Translator, TTA
NE-10	14900-27850	Sr. Hindi Translator
NE-11	16370-30630	
NE-12	16390-33830	

The current sets of Non-executives working in BSNL have also undergone non-functional financial upgradation through erstwhile OTBP-BCR, Modified ACP for specific cadres such as Lorry Drivers etc. and currently available NEPP. Therefore this clause of Minimum Service Criteria may be replaced by
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"Continuous Service of 5 years in NE-9 or Combined Service of 7 Years in NE-8 & NE-9 or Combined Service of 10 years in NE-7, NE-8, NE-9."

B.Sc. with Physics & Mathematics has been introduced again as educational qualification for Internal candidates in Promotion Sub-Quota in Internal Quota. This defies all logic as previously in JTO-1996-RR, JTO-1999-RR as well as JTO-2001-RR it was Diploma in related Engineering branches – Electronics/Telecom. The qualifications of B.Sc. with Physics/Maths were allowed for only 35% Sub-quota within 50% Internal Quota & were not allowed for 15% Sub-Quota.

Moreover it goes against the established principles of justice if this educational qualification is not allowed for DR-Quota for TTA in NE-9 but allowed for promotion to JTO(T) to be placed in E1A.

If how-so-ever this is to be retained, then One Year Diploma in Computers from Recognized Institutes as prescribed in new RR of Sr.ToA should be added with B.Sc. candidates.

Comments on Footnote:

3. No mention of vis-à-vis seniority between DR & Internal, or even Internal-Absorption vis-à-vis Internal-Promotion. No mention even of prevailing instructions of DoPT on Seniority in such cases.

6. The note & the proposed diversion of Vacancy subsumed by horizontal sub-quota of Absorption within Internal Quota is absolutely illegal & mischievous.

7. This proposal is lateral in nature & non-regular and will create further problems in execution of appointment of JTO in Internal Quota. Moreover it is absolutely detrimental to the career prospects of DR-TTA in BSNL.

However, if this note is not removed then -> B.Sc. First Class with Physics & Maths should also be placed here alongside B.E./B.Tech First Class in Mechanical Engg in this note with permission to appear in only ONE subsequent LICE.

8. No Mention of Non-Executives of NE-9 Grade serving in Non-territorial or Non-Recruiting Circles such as Project Circles, Mtce Regions & other Specialized Circle & Units.

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