

Sanchar Nigam Executives Association

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All Communications to
the General Secretary



Sebastin. K, General Secretary

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SNEA/CHQ/CMD/2018-21/102

Dated 31.08.2020.

To

**Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.**

Subject: Our sincere gratitude for fixing the initial pay at Rs 22820/- for the 2010 batch JAOs (Deptl, 10% Quota) by extending the option. Similar benefit of Rs 22820/- as the initial basic pay for all the JTOs of 2007 and 2008 batch and JAO DR batch 2010 recruited prior to the JAO (Deptl) (40% and 10%) is to be extended without any delay:

Ref: 1. No: BSNLCO-PRII/11(24)/14/2020_PERS1 dated 28.08.2020.

2. No: 7-4/2010-SEA-BSNL (Pt.I) dated 24.07.2015.

Respected Sir,

BSNL CO vide letter dated 28.08.2020 at ref no: 1 mentioned above, fixed the initial pay as Rs 22820/- by extending the benefit of option for 2nd pay revision from the date of promotion for the 2010 batch JAOs (Deptl, 10% Quota) as per the Non-Executive Wage revision order dated 07.05.2010. This is as per the recommendation of a Committee. Earlier BSNL CO vide letter dated 24.07.2015 at ref No: 2 above, extended similar benefit of initial pay as Rs 22820/- and option for the 2010 batch JAOs (Deptl, 40% Quota). This was also as per the recommendation of another Committee. Earlier vide order No: 1-5/2012_PAT(BSNL) dated 20.12.2012, BSNL extended the benefit of E1+5 increments to the 2010 rect JAOs (Deptl, 40% & 10% Quota) with the approval of BSNL Board.

This option in Non-Executive Wage revision order was available for the promotion from Non-Executive to Executive grade, between 01.01.2007 to 07.05.2010. In fact all 2010 batch JAOs (Deptl, 40% and 10% Quota) joined after 07.05.2010 only. However, as per the recommendation of the Committees, BSNL taken a very positive and corrective step by extending the benefit of option to them. By allowing this option, their initial pay as JAO fixed at Rs 22820/-. The grievance of one set of Executives is resolved by these orders.

The Direct Rect JTOs and JAOs recruited between 2007 and 2010 are recruited in the pre-revised pay scale 9850-250-14600 with initial pre-revised basic pay of Rs 9850/-. All of them are recruited prior to 2010 batch JAOs (Deptl, 40% & 10 % Quota). They are also equally eligible for the initial basic pay of Rs 22820/-. In fact, they are the only Executives recruited after 01.01.2007 with the 9850/- pay and worked in E1A scale. Quoting the order dated 24.07.2015, SNEA vide its letter dated 14.12.2016 represented for extending the benefit of initial basic pay of Rs 22820/- for the Direct Rect JTOs and JAOs of 2007, 2008 and 2010 batches who are recruited prior to 2010 rect JAOs (Dept). The initial pay of the Direct Rect JTOs and JAOs of 2007, 2008 and 2010 batches are fixed much below that of the promotee JAO eventhough the DR JTO/JAOs joined prior to the promotee JAOs.

For examining the demand of SNEA, BSNL formed a Committee vide letter No: 1-17/2016-PAT(BSNL) Dated 10.01.2017. Later on, it was told to us by the management that the benefit of option extended to 2010 rect JAOs (Deptl) (40% quota) and extending Rs 22820/- as initial basic pay is not correct. Further it was told to us that the matter has been discussed in the MC of the Board and the MC also took the same view as that of the Committee. The SNEA demand for extension of Rs 22820/- as initial basic pay to the Direct Rect JTOs and JAOs of 2007, 2008 and 2010 batches denied on these grounds. Further it was told to us that the pay loss will be considered after DoT approval of E2 scale.

Now by this latest order dated 28.08.2020, it is established that the earlier decisions based on the Committee findings, denying the request for granting initial basic pay of Rs 22820 are not at all correct. By the present order, it is once again established that our demand for extending the benefit of initial basic pay of Rs 22820/- for the Direct Rect JTOs and JAOs of 2007, 2008 and 2010 batches who are recruited prior to 2010 rect JAOs (Dept) is correct and fully justified. BSNL Management accepted the new Committee report, thereby rejecting the earlier Committee report and endorsed our demand.

Now the basic objections raised by management to deny Rs 22820/- as the initial basic pay for the Direct Rect JTOs and JAOs of 2007, 2008 and 2010 batches got removed by this latest order. Extension of initial basic pay of Rs 22820/- for the Direct Rect JTOs and JAOs of 2007, 2008 and 2010 batches does not require the DoT approval also as it is applicable only for the BSNL Direct Rect JTOs and JAOs and DoT is not having any Pension liability. Moreover, BSNL did not take any prior DoT approval for issuing this order eventhough it is having Pension liability.

In view of the above, it is requested to take immediate steps to extend the benefit of initial basic pay of Rs 22820/- for the Direct Rect JTOs and JAOs of 2007, 2008 and 2010 batches who are recruited prior to 2010 rect JAOs (Dept, 40% and 10%) and extended the benefit.

With kind regards,

Sd/-

(Sebastin. K)

Copy to:

1. Shri. Arvind Vadnerkar, Director (HR), BSNL Board for info and n/a pl.
2. Shri. S. K. Gupta, DIR(Fin), BSNL Board for info and n/a pl.
3. Shri. Arun Kumar, PGM(Pers), BSNL CO for info and n/a pl.
4. Shri. Saurabh Tyagi, Sr GM(Estt), BSNL CO for info and n/a pl.
5. Shri. A M Gupta, Sr GM(SR), BSNL CO for info and n/a pl.