

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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the General Secretary

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SNEA/CHQ/CMD/2018-21/141

Dated 14.07.2021.

To

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

Sub: Extending E1+5 increments to post 2010 Recruited JTO/JAOs as an interim measure to address the huge pay loss of thousands of JTO/JAOs recruited from 2010 onwards in the provisional Pay Scale of E1:

Ref: 1. No: SNEA/CHQ/DIR(HR)/2018-21/37 Dated 06th July, 2020.

2. DoT letter No: 61-2/2016-SG dated 28.03.2017.

3. SNEA/CHQ/CMD/2018-21/106 Dated 15.09.2020.

The 2nd Pay Revision implemented in BSNL as per the Presidential Order issued on 05.03.2009 in which replacement scale of E1A and E2A was not notified. As an interim measure, BSNL implemented provisional pay scales of E1 and E2 in place of E1A and E2A. As a result, huge pay loss occurred for those recruited in Rs 9850/- pay scale. To partially address the pay loss issue of the 2007, 2008 and 2010 direct rect JTOs and JAOs who were recruited in the pre-revised pay scale of E1A (9850-250-14600), BSNL extended the benefit of E1+5 increments to them, taking the initial pay to Rs 19020/-.

After the 2nd PRC implementation in 2009, BSNL made recruitment in the provisional pay scale of E1, starting with SRD JTOs. Financial upgradation and promotion also given to the provisional pay scale of E2. However the same benefit of E1+5 increments is not extended to the post 2010 rectes who were recruited in the provisional pay scale of E1. BSNL management committee recommended to extend E1+5 increments to all post 2010 JTO/JAO/PA/PS batches, 5 years ago which is still not extended to post 2010 JTO/JAO/PA/PS etc. JTO SRD batches were also selected on JTO RR-2001 against 2007 and 2008 batch backlog vacancies. The proposal for E1+5 increments is pending in the BSNL Board.

The pay loss impact of post 2010 JTO/JAOs can be summed up as:

1. Large number of JTOs recruited in the year 2017 through LICE (TTA/JE of 2007, 2008 etc batch) crossed the basic pay of SRD batch JTOs, eventhough they became JTOs after 5 years from JTO SRD batch.
2. JTOs/JAOs recruited upto the year 2010 and the LICE JTO/JAOs having initial basic pay above E1+5 increments are crossed E2 scale in less than 4 years and getting their first Time Bound promotion to E2 scale in 4 years with one increment fixation.
3. On other hand SRD JTOs joined from 2011 onwards, 2015 & 2017 DR JAOs, many LICE JTOs and 2017 GATE JTOs will get their first Time Bound promotion to E2 scale in 6 years as they did not touch E2 scale even after 6 years and their pay is being fixed at minimum of E2 scale. At the same time all post 2007 senior JTO/JAO batches and all junior JTO/JAO batches (who become JTO/JAO through LICE) are fixed at E2 scale with one additional increment on first Time Bound promotion to E2 scale as they all crossed E2 scale in less than 4 years.

4. On other hand SRD JTOs joined from 2011 onwards, 2015 & 2017 DR JAOs, many LICE JTOs and 2017 GATE JTOs will get their first Time Bound promotion to E2 scale in 6 years as they did not touch E2 scale even after 6 years and their pay is being fixed at minimum of E2 scale. At the same time all post 2007 senior JTO/JAO batches and all junior JTO/JAO batches (who become JTO/JAO through LICE) are fixed at E2+1 increment on first Time Bound promotion from E1 to E2 scale as they all crossed E2 scale in less than 4 years.

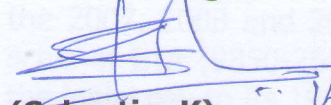
From the above illustrations, it is ample clear that the post 2010 JTO/JAOs are suffering financially and their financial upgradations under EPP also getting delayed by 2 years.

BSNL recruited the best talents from market as JTO/JAOs through GATE score etc but not paying them even E1+5 increments. All are suffering like anything, financially.

Above pay anomalies can be addressed temporarily, till finalization of standard pay scale of E2 if E1+5 increments benefit is extended to all post 2010 JTO/JAO batches also. BSNL already recommended DoT to approve the standard pay scales of E2 and E3, replacing the intermediary pay scales of E1A and E2A. That proposal is pending in DoT for approval.

Sir, it is requested to take necessary action to extend E1+5 increments as the initial basic pay for the JTO/JAOs recruited from 2010 onwards. This will give some relief to the JTO/JAOs who were recruited between 2010 and 2018. The GATE/LICE JTOs and the JAOs are going to play very important role for the revival of BSNL.

With kind regards,


(Sebastin. K) 14/07/2021

- Copy to:**
1. Shri. Arvind Vadnerkar, Director (HR), BSNL Board for info and n/a pl.
 2. Smt. Yojna Das, DIR(Fin), BSNL Board for info and n/a pl.
 3. Shri. Saurabh Tyagi, Sr GM/Estt, BSNL CO for info and n/a pl.
 4. Smt. Anita Johri, Sr GM(SR), BSNL CO for info and n/a pl.