



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

Central Head Quarters, New Delhi, 110015

Ph: 011-25934899, e-mail:sneachq@yahoo.com

All Communications to
the General Secretary

K. Sebastin, General Secretary

SNEA Bhavan, B-11/1 & 2,

Ramesh Nagar, New Delhi-110015

Ph. : 011-25191276 (R), 09868266200 (Mob.)

E-mail : ksebastin@gmail.com

No: SNEA/CHQ/Committee/2018-21/01

Dated 14.07.2021.

To

**Shri. R. K. Goyal,
PGM (Pers) & Chairman of the Committee.**

Sub: Submission of inputs /comments by SNEA for consideration by the Committee constituted to examine the pay loss issue of Executives recruited in E1A scale (issue of Rs 22820 as initial Basic pay).

Ref: No. BSNLCO-A/11/(11)/1/2021-EST-AB dated 14.07.2021.

Respected Sir,

In BSNL, the basic pay and the pay scales of the Executives recruited prior to 01.01.2007 and after 01.01.2007 are entirely different, creating widespread resentment among the Executives recruited after 01.01.2007. There is huge difference in pay to the tune of Rs 10000/- between the two sets of Executives. Even their pay scales are not finalized so far rather demoted to a lower pay scale and placed in E1 scale provisionally. This Association was representing this matter at different level for quite long time.

The following facts are submitted to the Committee to facilitate it to examine the matter in its totality and make positive recommendations at the earliest.

i) The JTOs of 2005, 2007, 2008 batches (including Dept Outside JTOs) and the 2010 batch direct recruited JAOs were recruited and appointed in the pre-revised pay scale of 9850-250-14600 and were drawing Rs 9850/- as entry level pay. In fact the 2007, 2008 batch JTOs and 2010 DR JAOs joined prior to the 2010 batch JAOs(Dept candidates). More interestingly even 2007 batch JTOs joined prior to some of the 2005 batch JTOs. In other words, JTOs of 2007 and 2008 batches and direct recruited JAOs of 2010 batch are similarly placed with the JTOs of 2005 batch (joined after 01.01.2007) and 2010 batch JAOs(Dept candidates). There was no difference in basic pay other than annual increments between 2005 batch JTOs or 2010 batch JAOs(Dept) and 2007, 2008, 2010 batch JTO/JAOs as all were drawing Rs 9850/- as initial basic pay upto January 2012.

ii) On implementation of 2nd PRC report in BSNL, the initial basic pay of JTOs of 2005, 2007, 2008 batches and directly recruited JAOs of 2010 batch who joined after 01.01.2007 got fixed at Rs.19020/-(E1+5 increments) provisionally vide Order No. 1-29/2010-PAT(BSNL) dated 03.01.2012 (Copy enclosed as **Annexure-A**). This has been done to compensate the reduction in the salary as revised pay scales for E1A and E2A are not approved by DoT and BSNL implemented E1 and E2 pay scales provisionally in place of E1A and E2A. Further this benefit has been extended to the JAO batch 2010 under 40% and 10% quota for Dept candidates vide Order No. 1-5/2012-PAT(BSNL) dated 20.12.2012 (Copy enclosed as **Annexure-B**).



iii) After implementation of 2nd PRC report, initial basic pay of JTOs of 2005 batch joined in BSNL after 01.01.2007 got fixed at Rs. 22820/- vide order No. 1-14/2009-PAT (BSNL) dated 09.12.2013 (Copy enclosed as **Annexure-C**) as a special case in order to remove the disparity in pay between the Executives of the same batch of 2005. This was the first instance of relaxation.

iv) The benefit of fitment and option under para 3.6 of Non Executives wage revision order has been extended to the employees of CSS cadre who have been promoted to the grade of Asstt Manager in BSNL Corporate Office and joined after 07.05.2010. This was the second instance of relaxation.

v) Similarly for JAOs of 2010 Batch (40% quota for Dept candidates) were allowed to exercise the option under para 3.6 of Non Executives wage revision order for fixation of pay in the revised pay scale from the date of promotion in the grade of JAO, as per order No. 7-4/2010-SEA-BSNL (Pt-I) dated 24.07.2015 (Copy enclosed as **Annexure-D**) again as a onetime dispensation. This was against BSNL's earlier order No.1-37/2010-PAT (BSNL) dated 18.05.2011 (Copy enclosed as **Annexure-E**) which states that Non-Executives who got promotion to Executive grade between the period 01.01.2007, i.e the date of revision of IDA pay scales and 07.05.2010 i.e the date of issuance of office order No. 1-16/2010-PAT (BSNL) for Non-Executives may be allowed to exercise the option for fixation of pay in the revised pay from the date of their promotion. Initial basic of JAO batch 2010 (40% quota for Dept candidates) got fixed at Rs. 22820/-. This was the third instance of relaxation.

vi) Similarly for JAOs of 2010 Batch (10% quota for Dept candidates) were allowed to exercise the option under para 3.6 of Non Executives wage revision order for fixation of pay in the revised pay scale from the date of promotion in the grade of JAO, as per order No. BSNLCO-PRII/11(24)/14/2020-PERS1 Dated 28.08.2020 (Copy enclosed as **Annexure-F**) again as a onetime dispensation. Initial basic of JAO batch 2010 (10% quota for Dept candidates) got fixed at Rs. 22820/-. This was the third instance of relaxation.

vii) As a result, after Pay Revision, the entire situation changed and the difference in basic pay of JTO/JAOs of 2007, 2008, 2010 batches become **Rs 3800/- (Rs 22820 – Rs 19020)** comparing to the 2005 batch JTOs and 2010 batch Dept JAOs. If other allowances are added, the real difference in salary today will be more than Rs 10,000/- today. The difference will further increase and continue with time due to increase in IDA and annual increment. Further all are facing major losses in the form of career progression (Time Bound promotion), retirement benefits like E.P.F., Gratuity etc due to discrimination of the initial basic pay compared to other similarly placed JTO/JAOs.

viii) BSNL Management extended Rs 9850/- for the Non-Executives who are working in Non-Executive pay scales and not even reached the minimum of the JTO/JAO pay scale of Rs 9850-250-14600, i.e Rs 9850/- (all are promoted as Executive on or after 01.01.2007 or even after 07.05.2010) and allowed pay revision under 2nd PRC with 30% fitment on their appointment to Executive category after 01.01.2007. But the same benefit is denied to those who recruited and worked in the pay scale of Rs 9850-14600/- and were drawing the pay of Rs 9850/- (plus annual increments) till January 2012, since their appointment in the year 2008, 2009 and 2010. **It is a clear discrimination.**

ix) The clarification issued by BSNL vide order No.1-37/2010-PAT (BSNL) dtd 18.05.2011 limiting the option from 01.01.2007 to 07.05.2010 is still in force and not withdrawn. It clearly establishes that the above three are relaxations against the policies of BSNL.

ix) From iii), iv), v) and vi) above, it is established that BSNL was continued with Rs 9850/- and the pre-revised pay scale of Rs 9850-250-14600 till 2010 and extended Rs 22820/- for the JTOs of 2005 batch(joined after 01.01.2007), the CSS cadres and the JAO 2010 batch(Dept). Similar benefit is eligible for other JTO/JAOs joined upto 2010 also as long as BSNL continuing with Rs 9850/-. By the option under para 3.6 of Non-Executives wage revision and the relaxations mentioned above, BSNL operated Rs 9850/- till the end of 2010. All the JTO/JAOs who has joined after 01.01.2007 and whose pay were fixed at Rs 9850/- on their appointment cannot have different pay in the name of pay revision. So all the JTO/JAO recruits upto 2010 are equally placed, recruited and worked in Rs 9850-250-14600 pay scale and eligible for fixation of initial basic pay at Rs 22820/-.

x) The Committee constituted to examine the pay loss and option issue for the Dept JAOs of 2010 batch at 5(b) of its report observed that ***"However after clarification dtd 18.5.2011, the pay of such JAOs got reduced by Rs.2600/-"***. But for the JTO/JAO batches of 2007, 2008 and 2010, whose basic pay was genuinely fixed in pre-revised scale at Rs 9850/-, **Management simply ignored the loss of Rs. 3800/- in the basic pay itself after pay revision.**

xi) On the cut-off date of 07.05.2010, the same Committee at 5(c) of its report ***"observed that there has been no such restriction of any date either in 2nd PRC for Executive dated 05.03.2009 and clarification dated 31.03.2009 or in the recommendation of wage revision committee for Non-Executives"***, which is equally applicable to JTO batches of 2007, 2008 and DR JAOs batch of 2010 who joined prior to the JAOs promoted in year 2010.

xii) The findings of the earlier Committee constituted to examine the pay loss and option issue for the Dept JAOs of 2010 batch recorded in the note sheet of F.No.7-4/2010-SEA(pt-1) through which Non-Executives, promoted as JAOs after 07.05.2010 were given the option to choose revised scale from the date of promotion reiterates the above submissions. The Committee recommendation in 5(a) to 5(d) with respect to Dept JAOs of 2010 batch is reproduced in the note sheet is reproduced hereunder for the information of the Committee:

5(a): *As per the fitment table, the corresponding to pre-revised pay of Rs 9850-250-14600 in revised IDA pay scale of Rs 16400-40500 is Rs 21620/-, the same has been revised to Rs 22820/- after merger of IDA 78.2% vide order No: 1-16/2010-PAT dated 10.06.2013.*

5(b): *That after issuance of Wage Revision orders for Non-Executives dated 07.05.2010 and as per the option exercised, the pay of many JAOs in Circle like CHTD, Gujarat, Orissa, Punjab, HP, WTP, NTR, MP, Kerala, CTD, WB etc were fixed as per fitment. However after clarification dtd 18.5.2011, the pay of such JAOs got reduced by Rs.2600/-.*

5(c): *The committee observed that there has been no such restriction of any date either in 2nd PRC for Executive dated 05.03.2009 and clarification dated 31.03.2009 or in the recommendation of wage revision committee for Non-Executives.*

5(d): *The benefit of fitment has also been extended to such employees of CSS cadre who have been promoted to the grade of Asstt Managers and joined after 07.05.2010.*

xiii) Since there is no cut-off date as observed by the earlier Committee at 5(c), BSNL management has to extend the same benefit of Rs 22820/- for all the Executives recruited even after 2010 also. Further as per records, BSNL operated the pre-revised scale till January 2012, giving scope to all the Executives joined/continued upto that date in Rs

9850/- and should get the same pay of Rs 22820. For the JTOs of 2007, 2008 and DR JAOs of 2010, it is a matter of clear discrimination and anomaly and for the later recruits; it is a matter of parity in pay with others.

xiv) Management should consider the pay fixation done for the post 2007 recruited Executives in other CPSUs, on promotion as well as direct recruitment. In OIL (Oil India) similar anomaly addressed by upgradation of the pay scale to next higher pay scale for all the Executives. Fixation of pay for JTOs/JAOs who were recruited and worked with basic pay Rs 9850/- is eligible for fixation of pay at Rs.22820/- as allowed to 2010 batch JAO (Dept candidates) who has not even worked or drawn pay in the scale of Rs 9850-14600, as per the recommendation of the committee report.

xv) For the information and guidance of the Committee, relevant portion of some of the Court orders are reproduced hereunder:

a) Hon Supreme Court Judgment dated 01.05.1985 in P. Savita, vs. Union of India:

Eventhough this judgment is on classification of the same cadre based on seniority with two different pay scales, the observation at page 5 of the judgment is relevant: *"That is, for the same work and same functions, the appellants would get less pay than the other group of Senior Draughtsmen. The explanation is that this division is based on seniority. This cannot be accepted as sufficient to meet the requirements of law. By seniority, a Senior Draughtsman will get higher pay with the increments that he earns proportionate to the number of years he is in service."*

b) Hon Delhi High Court judgment in UOI & Anr Vs Sanjay Kumar & Ors WP(C) No: 2071/2007.

"There cannot be discrimination among employees holding the same posts and doing similar nature of work in terms of their pay scale unless one has higher qualifications".

c) Hon Calcutta High court vide case of Mr. Ibrahim Mollah And Anr. vs Union Of India (Uoi) And Ors. on 17 November, 1992 Equivalent citations: (1994) 2 CALLT 410 HC held that *"That is, for the same work and same functions, the appellants would get less pay than the other group of senior draughtsman. The explanation is that this division is based on seniority. This cannot be accepted as sufficient to meet the requirements of law. By seniority, a senior draughtsman will get higher pay with the increments that he earns proportionate to the number of years he is in service."*

Conclusion:

It is very painful to state that BSNL has implemented the 2nd pay revision in such a manner that directly recruited Executives (JTO/JAOs) recruited after 01.01.2007 in the pre-revised scale of E1A are getting gross salary quite less than the pre-revised salary. The pay revision should benefit the Executives of CPSUs and would help CPSUs to attract and retain talent. This has also created pay disparity between Executives recruited just before and after 01.01.2007 in tune of more than Rs. 10000/- per month.

The pay loss/parity issues of (i) post 01.01.2007 appointed JTO of 2005 batch, (ii) all Non-Executives promoted as Executives after 01.01.2007 in the form of option under para 3.6, (iii) post 07.05.2010 promoted CSS cadre and (iv) post 07.05.2010 promoted JAOs are addressed by extending **"One time dispensation"** repeatedly as and when required.

The JTOs of 2007, 2008 batches and DR JAOs of 2010 batch also recruited in the same pre-revised pay scale of Rs 9850-250-14600 and extended the basic pay of Rs 9850/- or

minimum of E1A scale as mentioned in the recruitment notices. All of them joined prior to the promoted JAOs of 2010 batch and AMs promoted from CSS cadre.

So, we request the Committee to recommend similar relief to the JTOs of 2007, 2008 batches and DR JAOs of 2010 batch by fixing their initial basic pay at Rs 22820/- to end the disparity in pay between the Executives. Same benefit is already granted to one section of Executives.

Thanking you,


(Sebastin. K)

14/07/2021

Copy to:

1. Shri. Arvind Vadnerkar, DIR(HR), BSNL Board for information and n/a please.
2. Shri. Saurabh Tyagi, Sr GM(Estt), Committee member for information and n/a please.
3. Shri. Karuna Raman Tiwari, Sr GM(PF), Committee member for information and n/a pl.
4. Smt. Anita Johri, Sr GM(SR) for information and n/a please.



No.: 1-29/2010- PAT (BSNL)

Dated: 03-Jan-2012

OFFICE ORDER
(No. 01 of 2012)

Sub: Revision of pay of Board level and below Board level Executives w.e.f. 1.1.2007 – reduction of emoluments of directly recruited JTOs of 2007 and 2008 Batch & directly recruited JAOs in respect of whom result was declared in April-10.

The issue of reduction in emoluments of directly recruited JTOs of 2007 & 2008 batch and directly recruited JAOs in respect of whom result declared in April' 2010 on initial fixation of their pay at the minimum of the revised E1 IDA pay scale of Rs. 16400-40500, has been considered by the Board of Directors of BSNL.

2. The Board of Directors has approved the proposal for grant of 5 (five) advance increments on the minimum of the revised pay scale of Rs. 16400-40500 (E-1 Scale) be given to directly recruited JTOs of 2007 & 2008 batch and JAOs in respect of whom result declared in April, 2010 on the date of their joining the service.

3. The Board of Directors has further approved that in case revised E-1A pay scale is approved by the Government subsequently, the same may be extended to these JTOs & JAOs and accordingly their pay may be regulated in the revised E-1A pay scale. An undertaking in this regard, may be obtained from the officers.

4. Errors & omissions occurred while calculating the arrears therein are subject to rectifications and correction. Overpayments made, if any, shall be recovered as per rules.

[Sheo Shankar Prasad]
Assistant General Manager (Pers. V)
Tel. No. 23037475

To

All Heads of Telecom Circles
All Heads of Other Administrative Units
Bharat Sanchar Nigam Limited.

Copy to :

1. PPS to CMD, BSNL, New Delhi.
2. PPS to Dir(HR) / Dir(Enterprise) / Dir(CFA) / Dir(CM) / Dir(Finance) BSNL Board.
3. All Executive Directors, BSNL C.O., New Delhi.
4. All PGMs / Sr. GMs / GMs, BSNL C.O., New Delhi
5. Addl. GM / DGM (Pers.) / (SEA) / Civil / Elec. / Arch. / (EF) BSNL C.O.
6. AGM (Pers. IV) / (A&E) / (Civil) / (SEA) / (EF) BSNL C.O.
7. AD (OL) with the request to provide this letter in Hindi within 15 days.
8. Guard File.

No.: 1-5/2012- PAT (BSNL)

Dated: 20-12-2012

OFFICE ORDER

Sub: Issue of grant of 5 (Five) advance increments on the minimum of revised E1 IDA pay scale of Rs.16400-40500/- to JAO(Departmental) at par with directly recruited JTOs/JAO.

Pay of internal candidates who were promoted as JAO after they qualified the LICES held for the post of JAO under 10% quota & 40% quota (Main exam) in Nov' 2009 & Jan/Mar' 2010 was fixed in the revised E1 pay scale in the absence of revised E1A pay scale. As per BSNL Corporate Office letter No.1-29/2010-PAT(BSNL) dated 3.01.2012 and 19.03.2012, the pay of directly recruited JTOs of 2007 and 2008 batch and directly recruited JAOs in respect of whom result declared in 2010 have been ordered to be fixed at Rs.19020/- after grant of 5(five) advance increments on the minimum of the revised E1 pay scale of Rs.16400-40500.

2. Accordingly, it has been decided with the approval of BSNL Board that on promotion to the grade of JAO through Internal departmental competitive exams for which results were declared in year 2010 (both 10% Quota & 40% Quota), the pay of such JAOs may be fixed in the revised E1 pay scale of Rs. 16400-40500/- by granting one notional increment @ 3% of their existing pay in the feeder grade or at Rs. 19020/- by way of granting five advance increments on the minimum of the revised E1 scale, whichever is higher.

3. The Board of Directors has further approved that in case revised E-1A pay scale is approved by the Government subsequently, the same may be extended to these JAOs and accordingly their pay may be regulated in the revised E-1A pay scale. An undertaking in this regard, may be obtained from the officers.

4. Errors & omissions occurred while calculating the arrears therein are subject to rectifications and correction. Overpayments made, if any, shall be recovered as per rules.


[Sheo Shankar Prasad]
Assistant General Manager (Pers. V)
Tel. No. 23037475

To

All Heads of Telecom Circles
All Heads of Other Administrative Units
Bharat Sanchar Nigam Limited.

Copy to :

1. PPS to CMD, BSNL, New Delhi.
2. PPS to Dir(HR) / Dir(Enterprise) / Dir(CFA) / Dir(CM) / Dir(Finance) BSNL Board.
3. All Executive Directors, BSNL C.O., New Delhi.
4. All PGMs / Sr. GMs / GMs, BSNL C.O., New Delhi
5. DGM (SEA) / (EF) BSNL C.O.
6. AGM (SEA) / (EF) BSNL C.O.
7. AD (OL) for Hindi version.

भारत संचार निगम लिमिटेड
BHARAT SANCHAR NIGAM LTD
(A Government of India Enterprise)



CORPORATE OFFICE

Bharat Sanchar Bhawan
H.C. Mathur Lane, New Delhi-01

No.: 1-14/2009-PAT(BSNL)

Dated: -Dec-2013

OFFICE ORDER

Sub: Removal of disparity of Pay of DR JTOs of Recruitment year 2005- reg.

In pursuance of Presidential directives conveyed by the Ministry of Communication and Information Technology, DOT, benefit of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment was allowed w.e.f. 10.06.2013. However, no arrear has been paid on account of the revised fitment for the period 1.1.2007 to 9.6.2013. Accordingly, salary of JTOs of 2005 batch who joined before 1.1.2007 has been fixed at Rs. 22820/- w.e.f. 1.1.2007 and no arrear has been paid for the period from 1.1.2007 to 9.6.2013 as per the instructions contained in above Presidential directives.


2. Instructions were issued vide BSNL Office orders of even no. dated 16.4.2010 for fixation of the pay of all the JTOs of 2005 batch who joined after 01.01.2007 at Rs. 21620/- on date of joining the post as a special case in order to remove the disparity of pay between those JTOs of 2005 Batch who joined before 01.01.2007 and those of the same batch who joined after 01.01.2007.

3. In view of above, it has now been decided with the approval of Management Committee of BSNL Board that the pay of all the JTOs of 2005 batch who joined after 01.01.2007 may be fixed at Rs. 22820/- on date of joining the post of JTO as a special case in order to remove the disparity of pay between the JTOs of 2005 Batch who joined before 01.01.2007 and those who joined after 01.01.2007. However, no arrears will be paid for the period 1.1.2007 to 9.6.2013 as in the case of JTOs of 2005 batch who joined before 1.1.2007.

4. All allowances like Medical reimbursement with voucher for outdoor treatment, Professional Upgradation Allowance, House Rent Allowance, etc. shall continue to be paid at pre-revised basic pay till further orders.

5. Errors and omissions occurred while calculating the arrears therein w.e.f. 10.6.2013 are subject to rectification and correction. Overpayments, made, if any, shall be recovered as per rules.

Hindi version will follow.


09.12.2013
[A. Sinha]

Assistant General Manager (Pers. V)
Tel. No. 23037477

To

All Heads of Telecom circles.
All Heads of other Administrative units.

Annexure-0



BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

SEA Section, Corporate Office,
Bharat Sanchar Bhawan, New Delhi -110001
No. 7-4/2010-SEA-BSNL (Pt-I)

Dated 24.07.2015

To

All Heads of Telecom Circles/Distt.
& Other Admn. Units, BSNL

SUB: Issue regarding pay fixation of JAOs(Deptl)(40% quota) of 2010 Batch arising out of Non-Executives' Wage revision orders dated 7.5.2010 and subsequent clarification dated 18.5.2011 – Allowing option for revision of pay from the date of promotion to the grade of JAO.

The undersigned is directed to invite attention to para 3.6 of Non-executives' Wage Revision order No. 1-16/2010-PAT(BSNL) dated 7.5.2010 (which provides option for revision of pay on 01.01.2007, DNI or the date of promotion after 1.1.2007) and further clarification No. 1-37/2010-PAT(BSNL) dated 18.5.2011 according to which, those Non-executives who got promotion to Executive grade between the period 1.1.2007 and 7.5.2010, were allowed to exercise the option for fixation of pay, in the revised pay from the date of their promotion.

2. The Service Associations represented on the issue on various grounds such as, after clarification dated 18.5.2011 there has been reduction in pay of JAOs under reference, who have earlier opted for revision of their pay, from the date of promotion in the grade of JAO as per orders dated 7.5.2010. Accordingly, the committee was formed to examine the issue of pay fixation of JAO (Deptl.)(40% quota) 2010 Batch, who were promoted after 7.5.2010 and to exercise option for revision of pay, from the date of their promotion in the grade of JAO.

3. In view of the recommendation of the committee, it has been decided with the approval of the competent authority that as per the Non-executives' Wage revision orders dated 7.5.2010, JAOs (Deptl)(40% quota) of 2010 Batch may be allowed to exercise the option for fixation of pay in the revised pay from the date of promotion in the grade of JAO, as one time dispensation. However, due to financial constraints of BSNL, No arrears will be paid and effect of actual pay revision will be prospective i.e. from the date of issue of this order. Any change from earlier option shall be exercised within a period of one month.

4. The above orders may be brought to the notice of all concerned for information and necessary action.

(Sunil Rajput)

Asstt. General Manager (SEA)

Copy to:

1. Sr. PPS to CMD, BSNL.
2. PPS to Director (HR)/ (Finance), BSNL Board.
3. All PGMs/ Sr. GMs/ GMs, BSNLCO.
4. AGM(R&P)/ AGM(Estt-I), BSNLCO.

Regd. & Corporate Office: Bharat Sanchar Bhawan, H.C. Mathur Lane, Janpath, New Delhi-110001
Corporate Identity Number(CIN): U74899DL2000GOI107739 www.bsnl.co.in

भारत संचार निगम लिमिटेड
BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprise)



CORPORATE OFFICE
PAT SECTION
Bharat Sanchar Bhawan,
H. C. Mathur Lane, New Delhi-1

Dated, the 18-5-2011

No.1-37/2010-PAT(BSNL)

To

All Heads of Telecom. Circles/
All Heads of other Administrative Units.
Bharat Sanchar Nigam Ltd.

Sub:- Revision of pay of Non-executive Employees in BSNL w.e.f. 1.1.2007 – clarification reg.

Sir,

References have been received from several field units seeking clarification on exercise of option for fixation of pay from the date of promotion after 1.1.2007 in respect of Non-executives with reference to Para 3.6 of this office order No.1-16/2010-PAT (BSNL) dated 7.5.2010.

2. The matter has been examined in consultation with BSNL Finance and accordingly, it is clarified that the Non-executives, who got promotion/financial up-gradation under ACP Scheme from Non-executive grade to Executive grade between the period 1.1.2007 i.e. the date of revision of IDA pay scales and 7.5.2010 i.e. the date of issuance of Office Order No.1-16/2010-PAT(BSNL) may be allowed to exercise of option for fixation of pay in the revised pay from the date of their promotion/financial up-gradation under ACP Scheme.

3. Regarding furnishing of option for revision of pay from the date of next increment, the non-executive can opt from the DNI in the existing scale if the next increment falls subsequently to 1-1-2007.

4 Any change of option as per this clarification shall be exercised in writing within one month from the date of issue of this order.

Hindi version will follow.

Yours faithfully,

(Sheo Shankar Prasad)
Asstt. General Manager (Pers.V)
Tel.No.23037475

Copy for information to:

1. PPS to CMD, BSNL, New Delhi.
2. PPS to Dir(HR)/Dir(Enterprise)/Dir(CFA)/Dir(Consumer Mobility)/Dir(Fin), BSNL Board.
3. All AGMs/GMs in BSNL C.O.
4. DGM(A)/(CA)/(EF)/(Pers.)/(SE A)/(Civil)/(Arch)/(Elect)/(TF) BSNL C.O.
5. Director (PSU-I)/ADG(Accounts-II), PFP Section, DOT.
6. AGM(R&P)/(EF)/(SEA)/(Pers.I)/(Pers.II)/(Pers.III)/(Pers.IV)/(Civil)/(A&E)/(TF) BSNL C.O.
7. DM(Pay Bill)/(Cash)/(L&A)/(Pension), BSNL C.O.
8. AD(OL), BSNL C.O. with the request to provide Hindi version within 15 days.
9. Guard File

 BHARAT SANCHAR NIGAM LTD	BHARAT SANCHAR NIGAM LIMITED (A Government of India Enterprise) CORPORATE OFFICE Personnel Branch 4 th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi-110001
---	--

No. BSNLCO-PRII/11(24)/14/2020-PERS1

Dated: 28.08.2020

To

All Heads of Telecom Circles/Distt.
& Other Admn. Units, BSNL

Subject: Issues related to allowing option for revision of pay to JAO (Deptl.) 2010 Batch (10% quota) and pay fixation methodology as per the order No. 7-4/2010-SEA-BSNL (Pt.I) dated 24.07.2015-regarding.

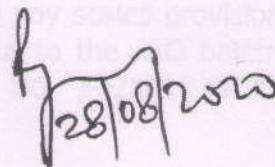
The undersigned is directed to say that references have been received in this office on the matter of allowing option to such Non-executives who had qualified JAO (Deptl.) (10% quota) 2010 exam at par with JAO (Deptl.) (40% quota) Batch-2010 from the date of promotion to the grade of JAO and on the methodology of pay fixation as allowed to JAOs (Deptl.) -2010 Batch (40% quota) as per the order dated 24.07.2015 for quite sometimes. On pursuing the case, it has been observed that there is inconsistency in fixation of pay of JAO (Deptl.) (40% quota) Batch-2010 as per order dated 24.07.2015. Accordingly, a committee was formed to examine these issues.

2. In this regard, on the basis of recommendation of the committee, competent authority has decided:

i) That there has been no distinction between JAO (Deptl.)-2010 Batch 10% and 40% quotas with respect to their joining from Non-executive to JAO grade. In order to maintain parity, JAO (Deptl.) 2010 batch (10% quota) may be allowed to exercise option for revision of the pay from the date of their promotion in JAO grade in terms of this office order dated 24.07.2015. The other terms and conditions of the order dated 24.07.2015 shall remain unchanged.

ii). Any change from the earlier option shall be exercised within a period of one month from the issuance of this letter.

3. Further, the methodology of pay fixation on exercising options with regards to this office order dated 24.07.2015, it should be ensured that the instructions contained in Non-Executive Wage revision order dated 07.05.2010 and order dated 24.07.2015, which are self-explanatory, to be followed. The same is reiterated below:

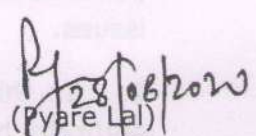

28/08/2020

File No. BSNLCO-PRII/11(24)/14/2020-PERS1

-:2:-

Fixation of pay in the revised pay scale w.e.f. 01.01.2007 (No option case)		Fixation of pay in the revised pay scale from the date of promotion as per the option exercised.	
Date/ Period	Remarks	Date/ Period	Remarks
From 01.01.2007	Pay to be fixed in revised pay scale of Non-executive grade.	01.01.2007 to the date of promotion	Pay to be fixed in existing pre-revised pay scale of Non-executive grade.
On the date of promotion	Pay is to be fixed from revised pay scale of Non-Executive to revised pay scale of Executive pay scale	On the date of promotion	Pay is fixed in pre-revised scale of Executive grade and then re-fixed in revised pay scale as per the option exercised

The above instructions may be complied to and brought to the notice of all concerned for taking further necessary action.


 (Pyare Lal)
 Assistant General Manager (Pers.II)

Copy to:

1. PPS/PS to all Directors, BSNL Board.
2. PS to PGMs(Pers)/ Sr. GM(Estt.), BSNL CO
3. DGM(Pers-JM), BSNLCO.
4. BSNL Intranet