

Pay loss (Rs 22820) for post 2007 rectx, especially 2007, 2008 rectx JTOs and 2010 direct rectx JAOs who recruited in the pre-revised scale of E1A:

As all of you know, the 1st tenure of SNEA as Recognised Association since December 2016, especially last two years was turbulent one. Our main focus and aim was to SAVE BSNL from its CLOSURE in order to save the Career and Future of thousands of Employees especially Youngsters who have a long career ahead. It was very important to ensure that BSNL, our Bread and Butter is secured. As a responsible Association which is very keen on the upgradation of the basic cadre of Executives, SNEA ensured that we will not allow degradation of our basic cadre and our fight will be continuing in the future too for the upliftment of the Basic Cadre by ensuring E2 scale and settling the Pay Anomalies happened for post 2007 batches.

We initiated legal action on this demand for the 2007, 2008 rectx JTOs and 2010 direct rectx JAOs who recruited in the pre-revised scale of E1A scale of 9850-250-14600 (starting with Rs 9850/-) to compensate their pay loss in comparison with their present pay which they might have got if they were continued in 9850/- as initial basic pay. Our demand is to put them back to 9850/- from the time of rectx till the finalization of the replacement scale of E1A to E2 and E2A to E3 and subsequently compensate their pay loss by giving additional increments on E2 scale, for which we are pursuing.

The 2007 & 2008 rectx JTOs and 2010 direct rectx JAOs recruited in the pre-revised scale of E1A (starting with Rs 9850/). After their joining, on 2nd Pay Revision, JTO/JAOs given provisional E1 scale, starting with lower pay of Rs 16400/- and their pay has come down drastically, by thousands of rupees. We demanded protection of their pay and allowing them to continue in the pre-

revised E1 pay scale. After lot of discussions, management constituted a Committee in 2010 with Shri KCGK Pillai, PGM(PF) as Chairman to study and recommend the pay anomaly issue.

SNEA through its letters to the Chairman dated 24.01.2011, 03.02.2011 and 23.03.2011 proposed to clear the anomaly and render justice to the 2007 and 2008 batch JTOs by fixing their pay in the pre-revised scale of 9850-250-14600 provisionally and atleast to protect their pay. We also demanded to ensure that standard pay scales E2 & E3 in place of E1A & E2A are processed and sent to DOT particularly in view of the spate of increasing anomalies. Through letter dated 25.03.2011, we strongly demanded the recommendation of standard pay scales of E2 and E3, replacing E1A and E2A.

AIGETOA proposed for giving 5 additional increments in E1 scale (E1+5) to address the pay loss, unfortunately it widens the gap as of now in comparison if they were still drawing their salary in pre-revised scale initial basic of Rs 9850/-. This is a tactful understanding between management and AIGETOA, not to demand Rs 22820/- for post 2007 batches when they negotiated for Rs 22820/- for 2005 batch. It is clearly mentioned in the minutes of the meeting of AIGETOA with management held on 25.02.2010 that Rs 22820 for 2005 batch is a onetime measure and they will not demand it for subsequent batches and they are not eligible for that. Rs 22820/- for 2005 batch is fully justified. Since the proposal of E1+5 from AIGETOA was having no financial implications and limited to those recruited in E1A scale, it suited more to the management and Committee finally recommended it. By this proposal, indirectly AIGETOA has accepted E1 pay scales for the post 2007 rects instead of E2. Our pleading with them not to agree for E1+5 and to demand E2 and E3 pay scales as demanded by SNEA was not accepted by them.

This was a golden opportunity to get standard pay scale of E2 and E3 for the 2007, 2008 rect JTOs and 2010 rect JAOs who were recruited by that time. But they did not allow that to happen by working with the management because they want E2 from 01.10.2000 onwards which was going to benefit them also. Their juniors 2007, 2008 rect JTOs and 2010 rect JAOs getting higher pay scale of E2 was not acceptable for them.

After few years, 2nd PRC pay fixation benefits extended to JAO 2010 (Dept) batch, CSS cadre etc. Again we got an opportunity to demand pay parity at par with JAO 2010(Dept) batch, CSS cadre but management did not agree.

At the same time it was a setback for the efforts that one court case filed for pay parity of Rs 22820/- was lost on technical grounds.

Immediately after the 1st MV, SNEA took it up in the agenda meeting with DIR(HR) on 22.12.2016. After lot of deliberations, management agreed to reopen the case. Minutes also issued on 27.12.2016. For re-visiting the matter a Committee formed with PGM(PF-II) as Chairman, PGM(Estt), GM(FP), GM(EF) as members and DGM(Estt) as convenor.

The Committee deliberated this issue and examined the pay fixation benefits extended to JAO 2010(Dept) batch, CSS cadre etc. The Committee submitted the findings/recommendation as follows:

i) The 2nd PRC pay fixation benefits extended to JAO 2010(Dept) batch, CSS cadre etc is not correct.

ii) Committee acknowledged the pay loss of post 2007 rects especially those recruited in pre-revised 9850/- scale. Their pay has come down drastically.

iii) The demand for 2nd PRC pay fixation benefits as extended for 2005 rect JTOs, 2010 JAO(Dept) batch and CSS cadre not agreed

by the Committee (committee observed that the 2007 and later recruits cannot compare with an earlier batch, 2005 and it does not come under the purview of pay anomaly).

iv) For addressing the issue, Committee recommended to wait for the outcome of E2 & E3 pay scale proposal.

(Once E2 & E3 pay scales are approved, the pay loss can be considered by giving additional increments in E2 scale which is not possible from E1 scale).

BSNL management informed this matter to DoT and Hon Ministers office on reply to the queries from them.

Since the pay loss is a serious issue and cannot be simply ignored, SNEA did not left this issue but trying hard to find some alternative ways to address it. The Bangalore CWC discussed the developments and decided to explore the possibility of legal remedy by dividing the issue into two parts. First, it was decided to fight for Rs 22820/- for the 2007, 2008 rect JTOs and 2010 direct rect JAOs, recruited in the pre-revised pay scales of E1A (starting with Rs 9850/-) and till finalization, they should be allowed to continue in the pre-revised 9850/- scale.

Accordingly we initiated legal action on this demand for the 2007, 2008 rect JTOs and 2010 direct rect JAOs who recruited in the pre-revised scale of E1A (starting with Rs 9850/-) and continuing with the pre-revised scale of Rs 9850/ till the issue get resolved. In parallel we are pursuing the E2 and E3 scale approval. Once E2 & E3 scale approved, pay loss can be addressed by giving additional increments and it is going to give benefit to all those JTO/JAOs who were recruited in provisional E1 scale, which will render justice to them also.