**From**

**------------- (Name),**

**------------- (Designation with HR No),**

**-------------- (SSA/Unit),**

**------------- (Circle).**

 **To**

**The Chairman & Managing Director,**

**Bharat Sanchar Nigam Limited,**

**New Delhi-110011**

**(Through Proper Channel)**

**Sub: Huge Pay loss for the post 2007 recruited TTAs (JE) recruited between 01.01.2007 to 07.05.2010. The Pay loss can be addressed only by extending Rs 16,450/- as their initial basic pay:**

**Respected Sir,**

I, undersigned had been appointed as a TTA (now JE) in the Year 2008 for the Rect Year 2007, after clearing competitive examination. I had been appointed as TTA (JE) on 11.08.2008, in the pay scale of 7100-200-10100 (NE-9) with initial basic pay of Rs.7100. I had worked in same Pay Scale till the implementation of 2nd Wage Revision in the Year 2010.

Non-Executive 2nd Wage Revision was implemented on 07-05-2010. TTA Pay Scale NE-9 (7100-200-10100) was revised to 13600-25420 by using the multiplication factor of 1.91 (multiplication factor used for Executives Pay revision). After 2nd Wage Revision, my corresponding Basic Pay should have been fixed at Rs.16450 (as per 78.2% DA Merger) as other TTAs appointed before 01.01.2007 and working at basic pay of Rs.7100 were revised with basic pay of RS.16450/-. At the same time, I was appointed as TTA, post 01.01.2007 but prior to 07.05.2010 and fixed at Rs.13600, on minimum of the revised NE-9 Scale. Subsequently, acknowledging the huge pay loss, the pay has been re-fixed by BSNL at Rs 14010 by extending an additional increment.

The following facts are submitted to facilitate to examine the matter in its totality and make positive decision in this regard at the earliest.

i). After the 2nd Wage Revision, the entire situation changed. The difference in basic pay of TTAs(JEs) of 2007, 2008 batches become Rs 2440/- (Rs 16450 – Rs 14010), comparing to the TTAs and Non Executives working at Rs 7100 basic in the pay scale of 7100-200-10100 as on 31.12.20006 who are allowed to be fixed at 16450 basic in revised scale of 13600-25420. If other allowances are added, the real difference in salary today will be around Rs 8,000/- to Rs 9,000/.

ii). Further, if I continued in the pre-revised scale, without the 2nd Wage Revision, my emoluments would have been much higher than the present emoluments. The chart explains the pay loss:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **In pre-revised scale as on 01.07.2021 with 50% IDA merger** | **After 2nd Wage Revision (as on 01.07.2021)** | **Difference wrt pre-revised scales** |
| Date | Basic Pay+ 50% IDA | IDA (X-50%) | Total (A) | Basic Pay | IDA | Total (B) | B-A |
| 01.09.2008 | 10650 | 34.4% | 14314 | 14010 | 173.8% | 15299 | 757 |
| 01.06.2009 | 10950 | 47.3% | 16129 | 14430 | 16.9% | 16869 | 739 |
| 01.06.2010 | 11250 | 77.5% | 19969 | 14870 | 34.8% | 20045 | 76 |
| 01.06.2011 | 11550 | 98.6% | 22938 | 15320 | 47.2% | 22551 | -387 |
| 01.06.2012 | 11850 | 114.6% | 25430 | 15780 | 56.7% | 24727 | -703 |
| 01.06.2013 | 12150 | 145.2% | 29792 | 16260 | 74.9% | 28439 | -1353 |
| 01.06.2014 | 12450 | 168.1% | 33378 | 16750 | 88.4% | 31557 | -1821 |
| 01.06.2015 | 12750 | 188.5% | 36784 | 17260 | 100.5% | 34606 | -2177 |
| 01.06.2016 | 13050 | 208.6% | 40272 | 17780 | 112.4% | 37765 | -2508 |
| 01.06.2017 | 13350 | 216.7% | 42279 | 18320 | 117.1% | 39773 | -2507 |
| 01.06.2018 | 14775 | 233.5% | 49275 | 19440 | 127.2% | 44168 | -5107 |
| 01.06.2019 | 15150 | 257.5% | 54161 | 20030 | 141.4% | 48352 | -5809 |
| 01.06.2020 | 15525 | 290.2% | 60579 | 20630 | 160.7% | 53782 | -6796 |
| 01.06.2021 | 15900 | 306.7% | 64665 | 21250 | 170.5% | 57481 | -7184 |

iii). It is established that BSNL continued with the pre-revised pay scale of Rs 7100-200-10100 till 2nd Wage Revision implementation and extended Rs 16450/- as their revised pay for the non-Executives in 7100 basic (joined before 01.01.2007). Similar benefit is eligible for me also as I recruited prior to 07.05.2010 (before implementation of 2nd Wage Revision) as long as BSNL continuing with old Pay scale of 7100-20-10100 upto 2nd Wage Revision, i.e 07.05.2010. By the option under para 3.6 of Non-Executives Wage Revision and the relaxations mentioned above, BSNL operated Rs 7100/- till the end of 2010.

iv). 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 as a special case in order to remove the disparity in pay.

v). 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 Astt Manager in BSNL Corporate Office and joined after 07.05.2010.

vi). Similarly for JAOs of 2010 Batch (40% and 10% quota for Dept candidates) who joined even after the crucial date of 07.05.2010 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.

Hence, All the JEs who had joined after 01.01.2007 and whose pay were fixed at Rs 7100/- on their initial appointment cannot have different pay in the name of Wage Revision. So all the TTAs (JE) recruited up to 07.05.2010 are equally placed, recruited and worked in Rs 7100-200-10100 pay scale and eligible for fixation of initial basic pay at Rs 16450/-.

The employees who were appointed prior to 07-05-2010 in pre-revised scale form a single homogeneous class. So, they cannot be further classified into sub-groups & hence their right to get equal pay can’t be taken away in the name of Pay Revision.

**So, I humbly request to consider my representation and extend similar relief to me by fixing my initial basic pay at 16450/- on date of appointment to end the disparity in pay between the Non-Executives appointed before 01.01.2007 and after 01.01.2007 but up to 07.05.2010.**

Thanking you,

 Your Sincerely,

Name:

Place: Designation:

Date: HR No & Mobile No: