



SC/ST EMPLOYEES WELFARE ASSOCIATION OF BSNL (SEWA)

(The Recognised Association in BSNL, Regn. No. S/58891/07 Delhi)

CENTRAL HEAD QUARTER



Chief Advisor

P.N. Perumal

M. : 09444545696

President (CHQ)

V.K. Paswan

M. : 09431173777

Finance Secretary

S. Titussam

M. : 09486102676

General Secretary

N.D. Ram

M. : 09868094176

SEWA BSNL CHQ / 2018-21

Dated- 24.08.2021

To,

Shri P K Purwar,
CMD BSNL,
Bharat Sanchar Bhawan,
New Delhi-110001

**Subject: - Grant of E1 + 5 advance increments to all JAOs & JTOs recruited
2010 onwards as interim relief till finalization of pay scale-reg.**

Ref:- 1. BSNL CO Lr. NO.: 1-50/2008-PAT (BSNL) dated 05.03.2009

2. BSNL CO Lr. NO: 1-29/2010-PAT (BSNL) dated 03.01.2012 & 19.03.2012

3. BSNL/7-9/SR/2016 dated 07.09.2017 to GS, SNEA

4. Meeting dated 11.06.2021 by AIGETOA with BSNL Management

Respected Sir,

With due respect, we would like to bring to your kind knowledge that BSNL management, vide its letter under **reference 2**, has granted 5 advance increment to JTOs of 2007/08 batch and JAO DR of 2010 batch as interim relief but on the contrary the same benefit has been denied till date to the **JTO SRD 2012, JAO DR 2015, JTO DR 2017 and JAO DR 2018** batch.

We would like to bring some facts that post 2010 recruited JAO/JTOs are equally eligible for 5 advance increments however they have not been granted 5 increments till.

Brief Background of Pay scales in BSNL & granting of E1 + 5 increments in BSNL is described as below:

1. Till 08.03.2009, E1A & E2A pay scales were applicable in BSNL. E1 & E2 pay scale were not even in existence in BSNL at that time. All JTOs/JAOs were granted E1A pay scale at the time of their appointment.

: Correspondance : _____

2. In the year of 2009, BSNL has issued order regarding revision of Pay scales from 01.01.2007 implementing 2nd PRC vide letter under **reference 1**. Some Extract of the order is as under:

["Revised IDA Pay scales in replacement of existing IDA Pay scales for the Board level and below Board level executives of BSNL (absorbed and BSNL recruiters), effective from 01.01.2007, will be as under:

Grade	Pre-Revised IDA Scales	Revised IDA Scales
E1A	9850-250-14600*	##
E2A	11875-300-17275*	##
E3	13000-350-18250	24900-50500

Note: Revised IDA pay scale for E1A, E2A and E9A will be notified later.

*In respect of executives in E1A and E2A scales, their pay may be fixed in the revised E-1 and E-2 IDA scales of Rs. 16400-40500 and Rs. 20600-46500 respectively and these revised scales may also be used wherever specifying the pay scales is unavoidable (ex. For pension contribution, fresh appointment etc.), till the time new scales are notified."

AS PER ABOVE ORDER IT IS EVIDENT THAT TILL THE ISSUANCE OF ORDER OF 2ND PRC ON 09.03.2009 ALL JTO/JAOs WERE IN E1A. E1 (16400-40500) PAYSCALE WAS FIXED FOR ALL JTO/JAOs WHICH WERE ALREADY RECRUITED AND ALSO FOR SUBSEQUENT NEW RECRUITMENT OF JTO/JAOs. IT WAS THE CONDITION OF 2ND PRC ORDER THAT TILL THE NOTIFICATION OF NEW PAY SCALE E1 IS TO BE GIVEN TO ALL PRE & POST 2010 RECRUITED JTO/JAOs UNTILL THE NOTIFICATION OF REVISED PAY SCALE OF E1A BY DOT. HENCE, POST 2010 RECRUITED JTO/JAOs ARE EQUALLY ENTITLED FOR E1+ 5 INCREMENTS.

3. Due to implementation of above order, all JTOs/JAOs of 2007/08 were degraded from E1A to E1 and their starting basic pay was reduced to 16400. For compensating their salary loss, BSNL management has granted 5 advance increments on minimum of E-1 scale to all the executives and JTOs of 2008 batch and JAOs of 2010 batch have also been given the benefit at the same time. However, JAO 2010 batch was recruited after 01.01.2007 and even they have been recruited after notification dated 09.03.2009 of 2nd PRC. They were also given benefit of 5 advance increments. We fully welcome the stand of association in this regard. By granting 5 advance increments DR JTO/JAO basic pay was reached to Rs. 19020/- (near to revised basic of Rs. 18850 in E1A pay scale) from Rs. 16400.

4. In addition to above, we would like to state that there is no differences recruitment qualifications between JTO/JAOs recruited before and after 2010. For example: Same JAO Recruitment Rules-2001 is applicable to JAO DR 2010, 2015 & 2018 batch. All JAO DR 2010, 2015 & 2018 batches were recruited after implementation of 2nd PRC in BSNL, Service conditions, Designation, qualifications for appointment (CA/CS/M.Com) all are exact same.
5. Regarding the progress for granting E1 + 5 increments, letter of BSNL dated 07.09.2017 to recognized association of that time i.e. SNEA (reference 4) may please be seen. On the issue of grant of 5 advance increments, it was mentioned that BSNL Board on 29.08.2016 discussed the issue and instructed that it should be deliberated by a separate Committee before consideration by the board. The committee comprising of 1 Govt. Director, One Joint Secretary from DOT, Director (HR) and one other functional Director from BSNL will examine all pending HR issues and give recommendations for consideration of the Board.
6. After 4 years of above letter, in the formal meeting of present Recognized association (AIGETOA) with BSNL Management on dated 11.06.2021, it is again intimated by BSNL management that matter of 5 increments is pending with DOT HR committee. Reminder will be issued by BSNL. It means that it is pending in DOT HR Committee since last 4 years. Also it is heard that DOT HR Committee is not yet formed.

FROM ABOVE 6 POINTS, IT IS CLEARLY UNDERSTOOD THAT ALL POST 2010 RECRUITED JTO/JAOS ARE EQUALLY ENTITLED TO 5 INCREMENTS. ALSO EQUAL WORK-EQUAL PAY IS OUR BASIC RIGHT.

E1 + 5 increments were granted to earlier batches by approval within BSNL, but for subsequent batches why it is sent to DOT HR Committee? It is heard that DOT HR Committee is not yet formed in last 4 years due to not nominating of one member from DOT. Also Court case is not a good option for us as it will delay the matter further.

Sir, due to not granting E1 + 5 increments they are getting less salary by Rs. 8000-10000 per month and their future up gradations are affected. Resentment level and displeasure among all are also increasing due to dragging this issue by BSNL management for so many years.

It is imperative to mention here that Honourable Supreme Court of India has given a very land mark judgement in the case of State of Punjab and Ors. v. Jagjit Singh and ors that an employee engaged for the same work cannot be paid less than another who performs the same duties and responsibilities.

Hence as per above facts and evidences our demand from BSNL Management to resolve this burning issue at BSNL are as follows:-

1. Written assurance BSNL Management for timely settlement of E1 + 5 increment for post 2010 recruited JTO/JAOs along with their action plan should be given immediately.
2. Specific Time limit (1 or 2 month) may be fixed for approval of E1 + 5 increment from DOT
HR Committee and then it may be taken up in next BSNL Board Meeting for approval.
3. If DOT do not nominate their member in specified time limit (1 month or 2 month) then it may be taken in next BSNL Board Meeting for approval directly as decided for earlier batches.

Kindly ensure Natural Justice please.

Thanking you Sir

With kind regards,

Sincerely Yours



N.D.RAM

General Secretary

Encl: As above JAOs and JTOs recruited after 2010, Circle office, Mumbai (List of JAOs and JTOs with signature is annexed)

Copy to:-

1. The **Dir. (HR) BSNL Board**, Bharat Sanchar Bhawan, Janpath, New Delhi for kind information & n/a please.
2. The **Dir. (Fin) BSNL Board**, Bharat Sanchar Bhawan, Janpath, New Delhi for kind information & n/a please.
3. The **PGM (Pers) BSNL CO**, New Delhi for kind information & n/a please.
4. The **Sr. GM (Estt.) BSNL CO**, New Delhi for kind information & n/a please.
5. The **Sr. GM (SR) & Nodal Officer for SC/STs BSNL CO**, New Delhi for kind information & n/a please.
6. The **Sr. GM (Recdt) BSNL CO**, New Delhi for kind information & n/a please.
7. The **GM & CLO (SCT) BSNL CO**, New Delhi for kind information & n/a please.



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

CORPORATE OFFICE PAT SECTION

Bharat Sanchar Bhawan, Janpath, New Delhi-110 001

No. 1-50/2008-PAT (BSNL)

Dated: 5 th March, 2009

OFFICE ORDER

Sub: Revision of scales of pay of Board level and below Board level Executives of BSNL w.e.f. 01-01-2007----regarding

In pursuance of the Presidential Directives issued by Ministry of Communications & Information Technology, Department of Telecom. vide letter No. **61-01/2009-SU dated 27th February 2009** in terms of Ministry of Heavy Industries & Public Enterprises, Department of Public Enterprises OM No. 2(70)08-DPC (WC) dated 26-11-2008, the undersigned is directed to convey the approval of the competent authority that the revised IDA Pay Scales in replacement of existing IDA Pay Scales for the Board level and below Board level Executives of BSNL (absorbed and BSNL recruited), effective from 01.01.2007, will be as under:-

Grade	Pre-revised IDA Scales	Revised IDA Scales
E1A	9850-250-14600*	##
E2A	11875-300-17275*	##
E3	13000-350-18250	24900-50500
E4	14500-350-18700	29100-54500
E5	16000-400-20800	32900-58000
E6	17500-400-22300	36600-62000
E7	18500-450-23900	43200-66000
E9	23750-600-28550	62000-80000
E9A	25000-650-30200#	##
Director	25750-650-30950	75000-100000
CMD	27750-750-31500	80000-125000

Note: Revised IDA pay scale for E1A, E2A and E9A will be notified later.

* In respect of Executives in E1A and E2A scales, their pay may be fixed in the revised E-1 & E-2 IDA scales of Rs.16400-40500 and Rs. 20600-46500 respectively and these revised scales may also be used wherever specifying the pay scales is un-avoidable (e.g. for pension contribution, fresh appointment etc.), till the time new scales are notified.

In respect of Executives in E9A scale, their pay may be fixed in the revised E9 pay scale of Rs. 62000-80000 subject to provision of revision as and when appropriate replacement scale is notified.

Fitment method:

- (i). A uniform fitment benefit @ 30%, on basic pay plus DA @68.8% as on 01.01.2007 would be provided to all executives. The aggregate amount would be rounded off to the next ten rupees and pay fixed in the revised pay scale.
- (ii) If any extra ordinary increment(s) and/or increase in the pay in respect of executives have been granted with retrospective effect, which affects the revision of pay as on 01.01.2007, such increment and/or increase in pay will be ignored for the purpose of fitment/pay revision.
- (iii) Where executives drawing pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of one increment shall be given.
- (iv) According to fitment method mentioned above, scalewise tables as on 01.01.2007 are enclosed as Annexure-I.

3. Increment:

The Annual Increment will be at the rate of 3% of the revised basic pay and the same will be rounded off to the next multiple of rupees ten.

4. Stagnation increment:

The rate of stagnation increment will be 3% of the revised basic pay and executives will be allowed to draw maximum three stagnation increments, one after every two years, upon reaching the maximum of the revised pay scale provided the executive gets a performance rating of 'Good' or above.

5. Pay fixation on promotion:

One notional increment equal to the increment being drawn by the executive in the pay scale, before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10.

6. Dearness Allowance:

100% DA neutralization will be adopted for all the executives, who are on IDA pattern of scales of pay w.e.f. 1.1.2007. Thus DA as on 1.1.2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100, which is 126.33 as on 1.1.2007. The periodicity of adjustment will be once in three months, as per the existing practice for these categories. The quarterly DA



payable from 1.1.2007 will be as per new DA scheme as given below:-

Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
01.01.2007	0
01.04.2007	0.8
01.07.2007	1.3
01.10.2007	4.2
01.01.2008	5.8
01.04.2008	6.3
01.07.2008	9.2
01.10.2008	12.9
01.01.2009	16.6

7. House Rent Allowance (HRA):

The House Rent Allowance to the employees of BSNL will be at the following rates and will be payable on revised pay w.e.f 27-02-2009:-

Cities with population	Rates of HRA
50 lakh and above	30% of basic pay
5 to 50 lakh	20% of basic pay
Less than 5 lakh	10% of basic pay

8. City Compensatory Allowance (CCA)

The payment of CCA stands dispensed with w.e.f. 27.2.2009.

9. Other Allowances & Perks:

Medical allowance/reimbursement shall be admissible as per pre-revised basic pay +DP+DA as on 1.4.2008. All other allowances and perks other than those specified above will remain unchanged at the amount admissible for the month of January, 2009 till further orders.

10. Pension Contribution.

Pension Contribution will be made at the applicable rate as per FR 116 on the maximum of the revised pay scales w.e.f 01.01.2007.

11. GPF/EPF Contribution:

Recovery towards GPF/EPF contribution shall be made as per following:

- (i) Recovery of difference in GPF contribution from arrears in case it was recovered less than minimum of 6 % of revised basic pay for absorbed employees w.e.f 01-01-2007



Recovery of arrear of EPF contribution w.e.f. 01.01.2007 (being difference between 12% of revised basic pay & IDA and old basic & IDA) towards employee's share from arrear bill of individual direct recruited employees for payment to EPF authorities.

- (iii) Payment of additional contribution of Employer's share to the tune of difference between 12% of revised basic pay & IDA and old basic pay & IDA, to EPF authorities for direct recruited employees.

12. Duration:

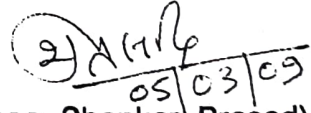
The above IDA pay scales will remain operative till the next Pay scale revision as per DPE Orders applicable to CPSEs or till further orders.

13. General:

- (i). Pay on revised pay scales will be drawn from the month of March 2009. Arrears from Jan 2007 to Feb 2009 will be paid in two installments – 40% of the arrears in the current financial year (2008-09) and the balance 60% in next financial year (2009-10), after orders in this regard are issued by this office.
- (ii). Any excess payment, if any, be made as a result of incorrect fixation of pay in the revised scales and in calculation of arrears or detected in the light of discrepancies noticed subsequently shall be recovered either by adjustment against future payments due to Executive concerned or otherwise. An undertaking as per Annexure-II for this purpose will be taken from Executive before making payment of arrears.
- (iii). Anomalies, if any, arising out of this order will be addressed separately.
- (iv). In case of any doubt with regard to implementation of any clause (s) of this Office Order, the same may be referred to Corporate Office with IFA comments for clarification.

Hindi version will follow.

Encl: Annexure-I & II


 (Sheo Shankar Prasad)
 Assistant General Manager (Personnel-V)
 Phone -23037474, 23037475, FAX -23766034

Copy to:-

- 1) PPS to CMD, BSNL, Bharat Sanchar Bhavan, New Delhi.
- 2) PPS to DIR (HRD)/DIR(C&M)/DIR(O)/DIR(P&NS)/DIR(F), BSNL Board
- 3) All CGMs/All Heads of Administrative Units of BSNL
- 4) All PGMs/GMs, BSNL C.O.
- 5) Director(PSU I), DOT, New Delhi w.r.t DOT letter no. 61-01/2009-SU dated 27-02-2009
- 6) DGM (CA)/(EF)/(SEA)/(A&E)/(BW)/(ESTT)/(PERS)/(SR)/(Restg), BSNL C.O.
- 7) AGM(A&E)/(BW)/(CIVIL)/(CSS)/(EF)/(PERS-I)/(PERS-II)/(PERS-IV)/(R&P), BSNL C.O.
- 8) Pay Bill/Cash/L&A/PEN/OL Sections, BSNL C.O.
- 9) Guard File.



-5-

ANNEXURE-I

Scale
E2A

Scale
E3

Existing IDA scale - Rs.9850-250-14600

Existing IDA scale - Rs.11875-300-17275

Existing IDA scale -13000-350-18250

Revised IDA scale - Rs.16400-40500

Revised IDA scale - Rs.20600-46500

Revised IDA scale - 24900-50500

Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	9850	21620	1	11875	26060	1	13000	28530
2	10100	22170	2	12175	26720	2	13350	29300
3	10350	22720	3	12475	27380	3	13700	30070
4	10600	23270	4	12775	28040	4	14050	30840
5	10850	23810	5	13075	28700	5	14400	31600
6	11100	24360	6	13375	29360	6	14750	32370
7	11350	24910	7	13675	30010	7	15100	33140
8	11600	25460	8	13975	30670	8	15450	33910
9	11850	26010	9	14275	31330	9	15800	34680
10	12100	26560	10	14575	31990	10	16150	35440
11	12350	27110	11	14875	32650	11	16500	36210
12	12600	27650	12	15175	33310	12	16850	36980
13	12850	28200	13	15475	33960	13	17200	37750
14	13100	28750	14	15775	34620	14	17550	38520
15	13350	29300	15	16075	35280	15	17900	39280
16	13600	29850	16	16375	35940	16	18250	40050
17	13850	30400	17	16675	36600	17*	18600	40820
18	14100	30950	18	16975	37250	18*	18950	41590
19	14350	31490	19	17275	37910	19*	19300	42360
20	14600	32040	20*	17575	38570			
21*	14850	32590	21*	17875	39230			
22*	15100	33140	22*	18175	39890			
23*	15350	33690						

Scale E4

Existing IDA scale -14500-350-18700

revised IDA scale - 29100-54500

Scale E5

Existing IDA scale - Rs.16000-400-20800

Revised IDA scale - Rs.32900-58000

Scale E6

Existing IDA scale - Rs.17500-400-22300

Revised IDA scale - Rs.36600-62000

Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay	Stage	pre-revised pay	revised pay
1	14500	31820	1	16000	35120	1	17500	38410
2	14850	32590	2	16400	35990	2	17900	39280
3	15200	33360	3	16800	36870	3	18300	40160
4	15550	34130	4	17200	37750	4	18700	41040
5	15900	34900	5	17600	38630	5	19100	41920
6	16250	35660	6	18000	39500	6	19500	42800
7	16600	36430	7	18400	40380	7	19900	43670
8	16950	37200	8	18800	41260	8	20300	44550
9	17300	37970	9	19200	42140	9	20700	45430
10	17650	38740	10	19600	43020	10	21100	46310
11	18000	39500	11	20000	43890	11	21500	47180
12	18350	40270	12	20400	44770	12	21900	48060
13	18700	41040	13	20800	45650	13	22300	48940
14*	19050	41810	14*	21200	46530	14*	22700	49820
15*	19400	42580	15*	21600	47400	15*	23100	50700
16*	19750	43340	16*	22000	48280	16*	23500	51570

*- Stagnation increments.

22/11/16

E-7 Scale

Pre-revised scale of pay and and fitment in the revised scale;					
Fitment formula Basic+68.8% DA and 30% c basic+DA rounded off to the next ten rupees.					
scale; E7	Pre-revised	18500-450-23900		Revised	43200-66000
stage	pay			Pay	
1	18500			43200	
2	18950			43200	
3	19400			44500	
4	19850			44500	
5	20300			44550	
6	20750			45540	
7	21200			46530	
8	21650			47510	
9	22100			48500	
10	22550			49490	
11	23000			50480	
12	23450			51460	
13	23900			52450	
14	24350 *			53440	
15	24800 *			54430	
16	25250 *			55410	
*	stagnation increments				

2/2/16

E-9 scale

Pre-revised scale of pay and and fitment in the revised scale;				as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA				rounded off to the next ten rupees.	
Scale E9 Pre-revised scale Rs. 23750-600-28550				revised scale Rs. 62000-80000	
stage	pay			Pay	
1	23750			62000	
2	24350			62000	
3	24950			63860	
4	25550			63860	
5	26150			65780	
6	26750			65780	
7	27350			67760	
8	27950			67760	
9	28550			69800	
10	29150 *			69800	
11	29750 *			71900	
12	30350 *			71900	
* stagnation increments					
For E-9A Scale					
Pre-revised scale of pay and and fitment in the revised scale;				as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA				rounded off to the next ten rupees.	
Scale E9A pre revised scale 25000-650-30200				Revised scale 62000-80000 (Provisional fixation)	
stage	pay			Pay	
1	25000			62000	
2	25650			62000	
3	26300			63860	
4	26950			63860	
5	27600			65780	
6	28250			65780	
7	28900			67760	
8	29550			67760	
9	30200			69800	
10	30850 *			69800	
11	31500 *			71900	
12	32150 *			71900	
* Stagnation increments					

24/12

DIR, BOARD

Pre-revised scale of pay and and fitment in the revised scale;				as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA				rounded off to the next ten rupees.	
Pre revised scale Dir 25750-650-30950				Revised scale 75000-100000	
stage	pay			Pay	
1	25750			75000	
2	26400			75000	
3	27050			77250	
4	27700			77250	
5	28350			79570	
6	29000			79570	
7	29650			81960	
8	30300			81960	
9	30950			84420	
10	31600 *			84420	
11	32250 *			86960	
12	32900 *			86960	
* Stagnation increments					

Pre-revised scale of pay and and fitment in the revised scale;				as on 01-01-2007	
Fitment formula Basic+68.8% DA and 30% basic+DA				rounded off to the next ten rupees.	
Pre revised scale CMD 27750-750-31500				Revised scale 80000-125000	
stage	pay			Pay	
1	27750			80000	
2	28500			80000	
3	29250			82400	
4	30000			82400	
5	30750			84880	
6	31500			84880	
7	32250 *			87430	
8	33000 *			87430	
9	33750 *			90060	
* Stagnation increments					

22/11/08

Annex-II

UNDERTAKING

I, hereby, undertake that any excess payment that may be found to have been made as result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the BSNL either by adjustment against future payments due to me or otherwise.

Signature-----

Name-----

Designation-----

Date:

Station:

2/11/08



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.: 1-29/2010- PAT (BSNL)

Dated: 19-Mar-2012

Office Order
(No. 2 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.

This is in continuation to this office order (No. 01 of 2012) issued under letter no. 1-29/2010-PAT(BSNL) dated 03.01.2012 on the above cited subject vide which, 5 (five) advance increments on the minimum of the revised pay scale of Rs. 16400-40500 (E-1 Scale) have been granted 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, due to non-approval of revised E1A payscale by Govt.

2. It is, hereby, clarified that initial pay of such directly recruited JTOs / JAOs may be fixed at Rs. 19020/- in the revised pay scale of Rs. 16400-40500 on their date of joining in BSNL after successful completion of induction training, as per the details given in Annexure.
3. Future increments will be regulated as per terms & conditions mentioned in this office order No. 1-50/2008-PAT(BSNL) dated 05.03.2009.
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.

This issues with the approval of competent authority.

[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.


BHARAT SANCHAR NIGAM LTD.

BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR CELL, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

Dated, the 7th September, 2017.

No. BSNL/7-9/SR/2016

Shri K Sebastin
GS, SNEA

This is with reference to "Editorial" published in SNEA website on 27.08.2017 wherein HR wing has been criticized alleging (1) delaying attitude in resolving HR issues causing discontentment among employees and (2) HR wing is adopting repressive measures instead of addressing to the long pending HR issues of the employees.

In this regard, following is informed :

1. The contention of SNEA is quite different from the factual position and is vehemently denied. It is intimated that Management particularly HR wing under the dynamic leadership of Director (HR) has always been active as is evident from the following :
 - I. The first (1st) Membership Verification of Executive Association in BSNL – The Membership verification of Executive Association was held for the first time in BSNL in December, 2016 in which SNEA was declared majority and AIBSNLEA support Association. As you are aware that the MV of Executive Associations a long pending and challenging job was conducted by resolving legal matters and also defending successfully many court cases. This could be made possible by extraordinary efforts on the part of HR team.
 - II. Before that the seventh (7th) Membership Verification of Non-Executive Unions was also successfully conducted in May 2016.
 - III. The Productivity Linked Incentive (PLI) scheme, discontinued after 2008-09, was evolved and declared for employees in 2016 after a gap of five (5) years inspite of losses after seeking necessary clarifications from DPE/DoT. This needed a lot of persuasion with DOT/DOE.
 - IV. Promotions have been carried out in all cadres/ streams and all grades from time to time as per vacancies and under the respective RRs. The details are as below:-

Grade	Period- April 2015 to Aug 2017				
	No of executives promoted				
	Electrical	Civil	Architect	Telecom	TF
EE to SE(AGM to DGM)	32	27	5	1202	12
SDE to EE (DM to AGM)	114(adhoc)	Nil	9	115	20
JTO to SDE/AE	38	110	6+9=15	Nil	Nil
	184	137	29	1317	32
Total = 1699					

- V. Besides, the Group 'B' executives have been getting timely time bound pay upgradations as per their residencies in different pay scales.

Promotions in the grades, where reservations are applicable (DE & below), have fallen to legal disputes emanating from the Apex court ruling in M. Nagaraj case, 2006. BSNL, following DOPT prescribed rules on reservation, has been stuck up for want of appropriate guidelines from the Govt. of India (DoPT/DoT). To overcome the present impasse, BSNL has been trying its level best to devise feasible solutions with due persuasion/ defence in the ongoing court cases in the courts of law.

- VI. CPSU Hierarchy:- The scheme once if finalized and approved, will be in replacement of the existing post based promotions and time bound pay upgradations provided by EPP. The proposal shall be submitted shortly for consideration of the Management Committee of BSNL Board.

- VII. First TBP:- The issue is not relevant anymore after the ruling of Madras High Court in favour of EPP provision for first time bound pay up-gradation. Hence the aspirations of the executives have been duly taken in the ongoing CPSU Hierarchy proposals.

- VIII. Online modules of various systems e.g. E-VC, E-APAR, E-legal and E-Library were started in the year 2017-18 by Initiative of HR Wing, with a view to achieving higher degree of efficiency and transparency.

- IX. The 2% hike of BSNL contribution in Superannuation Fund for Direct Recruits:-The Management Committee has recommended to increase the contribution from existing 3% to 5% towards Pension Scheme for consideration of Nomination & Remuneration Committee of BSNL Board.

- X. Pay parity of JTO/JAO recruited after 01.01.2007 - The Committee examining the demand related to JTOs of 2007 and 2008 batches being junior to 2005 batch and appointed on post advertised after 01.01.2007 did not favour the claim of comparison/parity with the senior batch. However, Management has desired that the issue may be revisited.

- XI. The replacement of E1A & E2A pay scales by E2 & E3 scale- It has already been sent again to DoT for their reconsideration despite issue of presidential order of rejection by DoT. The DoT has not responded yet to BSNL's request for reconsidering of DoT's Presidential order to replace E1A/E2A by E1 & E2 pay scales. A DO letter has also been written by Dir(HR) on 16.08.2017 in this regard.

- XII. Notional fixation of Pay in upgraded scales w.e.f. 01.10.2000 for JTO/SDE & equivalent cadres of Civil/Electrical/ Architecture/ TF/CSS/PA/PS reg- The matter is to be discussed in the next (177th) Board meeting. However, comments of DoT have been received wherein DoT has advised that the agenda item may be modified to incorporate the directions of DoT as per the Presidential Order dated 28.03.2017.

- XIII. Implementation of pay revision as per 3rd PRC.- A committee has been formed to explore the modalities for implementation of revision of pay under 3rd PRC with reference to DPE OM dated 03.08.2017. The committee is deliberating on the issue.

- XIV. Grant of E1+ five increments to the left out JTOs/JAOs and equivalent executives.- Nomination & Remuneration Committee on 04.03.2016 allowed the proposed benefit only upto 18.07.2014 i.e. date of rejection of revised E1A pay scales by DoT, subject to ratification by DoT. BSNL Board on 29.08.2016 discussed the issue and instructed that it should be deliberated by a separate Committee before consideration

AIGETOA second agenda meeting with the management under chairmanship of Hon'ble Director(HR):

An agenda Meeting was held today at 4 PM which went up to around 8:15 PM. The meeting was attended by President Shri Ravi Shil Verma, GS Shri Wasi Ahmad, Vice President Shri Badri Kumar Mehta, Dy GS Shri Deepak Shahoo and OS Shri Vivek Kumar Singh. The meeting was chaired by Director HR and was attended by PGM Pers, Sr GM Estt, Sr GM SR, Sr GM Admin, Sr GM (CA), GM Restg, GM Rectt, GM Trg, GM (WS&I) and other officers from HR wing. The agenda meeting was fully video recorded by Management and placed on record. All the points in the agenda Meeting were discussed threadbare and resolution are seen in sight on many issues.

The meeting held positively including some heated moments, when the association has to emphasize and remind failure of the management to act decisively to resolve basic issues of Pay and Promotion of executives which was firmly committed on multiple occasions. It is nothing but testing the patience of executives, who are restraining and extending nonstop cooperation despite of all odds in a hope that the next morning will be brighter in lieu of the BSNL Revival Package and full BSNL Board is in place after a long time but the darkness of stand stillness in almost all HR Issues still continues and challenging times in the absence of any proper support of MMM are not coming to an end. This situation can't be allowed indefinitely and wordings of the association leaders may not be sounding well for the management in today's meeting but it's a harsh reality of the frustration growing sharply in each and every mind of the employees. If management couldn't sense this anger in time, the resurrection of help-up organizational protest is bound to happen, which will be detrimental for the organisation but the responsibilities will purely lie on the shoulder of management including HR Vertical. We are putting these facts straight to caution the management about the ground realities and employees should not be blamed for any such repercussion.

Discussion abstract:

A major breakthrough has been achieved in pay related issues with management agreeing to send a revised proposal to DoT with highlighting of situation post VRS and almost NIL implications on Pension Part which was a major hitch in DoT for accepting the E2 scales. We have discussed the matter with senior officers at DoT also and we hope that positive breakthrough can be achieved. On the Pay loss related issues of 22820, E1 plus Five increments and TTA recruited as JTO in outsider quota, Director HR has directed to constitute a committee and examine all the new inputs given by AIGETOA. It was also agreed to extend the ambit of E1 plus Five Increments to all batches including the newly recruited GATE JTOs and JAOs. A reminder will be sent to DoT for expeditious submission of report by HR Committee.

On promotion front, management informed that orders from court are expected soon. We requested management to issue the orders immediately on which management affirmed their commitment to execute the same expeditiously. List 9 and JAO gradation list will be issued within June 2021. The preparatory exercise for SDE to DE and AO to CAO will be started soon after the list 9 is finalized in June 2021. On increasing the SAB, management was non-committal, on health insurance, Committee will examine the financial implications and submit the report. Bond issues will be revisited and Rule 8 process shall be streamlined and made online. Rule 9 policy to be issued within June and genuine pending cases

to be considered. The discriminatory Rule 8 clause for GATE JTOs to be removed and new guidelines on Rule 8 will be issued to circles in June. FTTH connection shall be allowed on service connections also. With respect to restructuring, AIGETOA will be called within one week for discussion on submissions given earlier. LICE for JE to JTO will be notified within one month. For maintenance and 4G issues, a separate agenda meeting will take place with Directors of other verticals and association has to submit the agenda points. CGA and extending BCF fund to all deaths in the current pandemic time was also discussed.

[Click here for the agenda points, management's stand and Association's stand on the issues along with the final conclusion on the issue.](#)

Friends, all the above discussions are video recorded and hence there is no scope for any ambiguity or chest thumping. We don't Claim we have achieved moon but we have moved the steps further and progress is clearly visible. We won't like to make tall claims and would like to submit with all humility that Association is taking all necessary steps for getting the issues resolved. But this fact can't be ignored that the current situation in country because of Covid has affected the working everywhere including BSNL CO. Many officers dealing the issues were Covid Positive and slowly things have started to regain normalcy and we are back on Job. This is one of the major causes of delay in resolution, which we need to appreciate but it doesn't mean that we are going to give any relaxation to the management for failure to address these issues which are long pending.

On a lighter note, even Hon'ble supreme Court has exempted this pandemic time from the limitation criteria and accordingly we request all executives also to understand the practical difficulties and situation while citing our timelines in Shapath Patra. We once again reaffirm our commitment to ensure resolution for the issues as per commitment and request you all to understand the practical difficulties in pursuing the things keeping current situation in mind.

Some people, under the influence of those opposed to AIGETOA are on propaganda spree and we don't mind that either because some people are basically born to criticize, and this criticism is an essential part of any System. Hence, we leave it onto people to judge the truthfulness, honesty and commitment of our leadership for resolving the issues.

Finally You May Love Us, You May Hate Us but We remain committed to spread positivity, hope and affection across the organisation even to those who don't leave a single second go waste in criticising AIGETOA and its leadership.

Together We Will.. Definitely.