



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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GS/AIGETOA/2019/28

Dated 07.05.2019

To,
Shri Anupam Shrivastava Ji,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
Janpath, New Delhi-110001

Subject: Retrospective extension of pay, pension & other benefits to Postal JAOs-Regarding.
Reference: AIGETOA Letter No. GS/AIGETOA/141 dated 24/11/ 2015

Respected Sir,

We are getting information from different sources that BSNL is intended to extend notional benefits in pay, pension and others w.e.f 01.10.2000 to the Postal JAOs who were actually appointed in BSNL as DR JAO w.e.f 25.02.2005 onwards against the DR quota of vacancies. We are very much concern that the BSNL is one side not settling the long awaited pay loss issue of Post 2K7 JTOs/JAOs, not adding the pending quantum of 7% superannuation benefits (SAB) to the BSNL recruits and not pushing enough to implement the standard pay scale of E2-E3 to JTO-SDE equivalent but other side ready to extend undue benefits to a select group of people, which has already been denied in past on merit. In this regard we would like draw your kind attention towards some facts and status of the case.

1. A committee was earlier formed in 2015 for deliberation the same case and we have represented vide above referred letter dated 24th Nov 2015. The said Committee negated the proposal of extension of undue notional benefits w.e.f. 01.10.2000 to these JAOs earlier in 2016-07 after detailed deliberation of issue and closed the case.
2. It is learnt that management formed a new committee in 2018 once again to deliberate the case to extend notional pay fixation to these JAOs of Postal Department w.e.f 01.10.2000, despite of the fact that they were appointed in BSNL as DR JAOs w.e.f 25.02.2005 onwards. It is understood that management is willing to consider the case of extending the benefits of notional pay fixation for this group.
3. It is important to mention here that these JAOs were recruited by postal department and appointed in BSNL as fresh candidates against the vacancies of Direct Recruitment quota. They joined in BSNL by giving their acceptance as per the terms and conditions of OM dated 05.11.2004 wherein it was categorically stated that:
 - **The appointment of external candidates as "JAO" in BSNL will be against direct recruitment quota of JAO vacancies.**
 - **On appointment as JAO on probation on successful completion of basic induction course training, the pay protection vis-vis their substantive grade in their parent department shall be provided in BSNL, however their earlier service rendered either in DOT or BSNL on deputation basis shall not count for any purpose including seniority.**

--Sd/--

Regn. No. : HR/019/2016/02138

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridbad, Haryana-121006

4. These postal JAOs have tendered their resignation to their parent department and have break in service. They are drawing their pension till the date of their resignation in their parent department and have enjoyed all the terminal benefits as admissible to them up to the date of their technical resignation. Now they are getting both BSNL Salary as well as Pension from the previous departments from which they have joined in BSNL.
5. Moreover the crucial date of 01.10.2000 for fixation purpose is applicable only to such DOT employees who have exercised their option and absorbed in BSNL in continuity of their previous service in DoT without technical resignation. Hence the demand of these JAOs for notional fixation of pay from 01.10.2000 does not justified and their claims if any can be looked into only after their joining in BSNL i.e after the date of their appointment orders. Any benefit that shall be given to these employees prior to their appointment in BSNL shall have serious wide spread ramifications and raise similar demands from all other Executives/Non-Executives of BSNL and will set a precedent for making unjustified demands.

In view of above, we once again humbly request you to kindly intervene in the matter, so that no undue benefit may be extended to one group and due claims of others left unattended due to following reasons:

1. Any consideration of demand of notional fixation of pay w.e.f 01.10.2000 will entitle these JAOs for higher salary than those JAOs of December 2000 (Dept) batch who are senior to these postal JAOs. It is important to note here that they are appointed as DR JAO and already enjoying benefit of pay protection.
2. Notional pay w.e.f 01.10.2000 will extend the benefit of counting BSNL service w.e.f 01.10.2000 and at later stage seniority and so they will become senior to all the JAOs joined between 01.10.2000 and 25.02.2005.
3. It will also fuel demand of EPP w.e.f. 01.10.2000 and functional promotion as well which may create another anomaly.

So, our association is of the opinion that if the management is so considerate in extending this undue benefit to some groups, then it should first extend following legitimate rights and dues to the BSNL recruited employees before proceeding on their demand.

1. **Immediately resolution of pay loss issue of post 2K7 JTOs/JAOs, who joined BSNL in 9850/- basic in previous E1A scale and recurring loss of thousands of rupees monthly due to revision of their scale on implementation of 2nd PRC wef 1.1.2007 (Extend initial basic of Rs. 22820/-).**
2. **Immediate provision of pending 7% towards superannuation (SAB) to the BSNL recruits.**
3. **Proper persuasion by BSNL to extend the standard scale of E2-E3 to JTO-SDE equivalent as recommended by the BSNL Board.**

In view of above, we once again humbly request your kind intervention in this matter to ensure justice and stoppage of preferential treatment to a select group of employees instead of extending genuine & due claims of BSNL recruits. We sincerely hope that our submissions will be duly considered and justice will prevail.

With warm regards,

--Sd/--

[MD. WASI AHMAD]
General Secretary (I/C)
AIGETOA, CHQ

Copy to:

1. Shri Arun Kumar, PGM (Pers) for kind information please.