



All India Graduate Engineer Telecom Officers Association

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No. GS/AIGETOA/2018/34

Dated 29.08.2018

To,

**Smt. Sujata Ray,
Director (HR), BSNL Board,
Bharat Sanchar Nigam Limited,
New Delhi.**

Sub: Granting of 22820/- as initial basic to redress the pay loss issue for the JTOs/JAOs/Equivalent who have been recruited post 01.01.2007 in the scale of 9850-250-14600/- (Pre-revised E1-A) -Reg.

R/Madam,

This is in reference to our previous submissions with respect to the Pay Loss issue of the executives recruited after 1.1.2007 in the scale of 9850-250-14600/- (Pre-revised E1-A). In this regard, I would like to place the submissions once again for the kind consideration of your good self. The resentment amongst these young executives along with the related facts & figures were submitted before your good self during various discussions by this association & also jointly along with other associations. Considering the impasse on this issue, I am once again bringing to your kind notice as this long pending issue needs immediate settlement on its merits:

1. JTOs/JAOs of post 2007 BSNL recruited in year 2007, 2009 & 2010, appointed and worked in pre-revised scale of 9850-250-14600 (E1A) till January 2012. The recruitment notification for the 2007 batch JTO mentioned the scale as pre-revised E1A of Rs. 9850-250-14600/- and for 2008 batch it was further specified that - "The pay scale is likely to be revised upwards".
2. After implementation of 2nd PRC retrospectively from 01.01.2007, initial basic of JTOs of post 2007 were fixed at Rs. 19020 in revised scale of Rs. 16400-40500 (after granting 5 increments). While justice could have been done only if they would have been placed in the grade with Rs. 22820 as initial basic pay at par with the other similarly placed entrants in the grade.

Unfortunately these executives (in fact only set of executives who were recruited in pre-revised E1A and did not get any pay revision benefit) who are highly de-motivated after implementation of 2nd PRC retrospectively from 01.01.2007 as their initial basic was fixed at Rs. 19020/-. At the same time, the similarly placed executives were allowed Rs. 22820/- as initial basic pay.

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

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3. In this regard, following table shows the actual situation of the pay loss to Post 2007 DR Executives:-

Initial Basic on April 2009	Basic on July 2018	DP on July 2018	DA on July 2018	DA on July 2018	Salary (Basic+ DA) on Aug 2018
9850/In pre revised	12775/-	6388/-	44938 /- #	(284.5 %)	64101/-
19020/ in revised	25620/-	0	32794/-	(128%)	58414/-
22820	30720/-	0	39322/-	(128%)	70042/-
1. Loss with respect to pre revised i.e. Rs 9850 on July 2018= Rs 5700 2. Loss with respect to Rs 22820 on July 2018= Rs 11628.					64101/ - 58414/- =Rs 5687/- 70042/ - 58414/-= Rs 11628/-

calculated as: (Basic on July 2018 + DP on July 2018)*234.5% (i.e.284.5-50)|@pre-revised pay scale.

- 4.** As can be seen from the above table, these young executives recruited post 2007 are facing mammoth pay loss vis-à-vis other similarly entrant executives. **It can also be clearly observed, at present their pay under pre-revised scale is much much better than their currently drawing pay (after granting of 5 increment) in the revised scale. It is contrary to the very basic motto of Pay Revision in CPSEs. The objective of every Pay Revision is to increase the pay of an employee for the specified period (10 years in BSNL's case) by considering various financial indexes including relief on inflation, comparison with the pay structure in private sector, factors like motivation of the qualified personnel, checking attrition of valuable employees within the domain of the company for greater effectiveness in terms of productivity & efficiency.**
5. Organizations are duty bound to keep its organizational environment healthy, competitive and free from any disparities by introducing necessary remedial measures. **This becomes necessary in situations where the normal FR SR and existing rules are not sufficient to protect the interest of a particular section of employee.** In the past, BSNL Management has been taking such steps and has also exercised its special dispensations to compensate the pay loss by allowing higher pay as initial Basic pay.
- 6.** There are many examples where Pay disparity issues were addressed to extend relief to the BSNL employees. This set of employees consists of the youngest lot of BSNL who have been the victims of Pay-Loss just by virtue of Pay Revision in the form of 2nd PRC recommendations. **This has resulted into huge discontentment and de-motivation amongst the group of employees who should have been nurtured and kept in a motivated state which would have given many fold benefits to BSNL in terms of improved efficiency and output.**

7. **Keeping the intense competitive scenario in mind, it is high time for BSNL to consider HR as a resource and start investing in it to gain maximum profitability.** Extending 22820 to these executives will cost a few Crore rupees but the return which BSNL is going to get from this shall be many times as a motivated and satisfied work force holds the key to survival in a competitive scenario.
8. Many of these post -2007 batch executives have already joined BSNL and were undergoing Induction training before the issue of presidential orders for implementation of 2nd PRC recommendations for BSNL Executives and accordingly they deserve the initial basic pay of Rs. 22820/-.
9. Madam, as you are well aware that motivated employees are the key asset of any organization and this can be ensured only by extending the basic requirement of an employee i.e. Remuneration, Career progression and Retirement benefits. Your good self is once again requested to do the needful for granting initial basic as Rs.22820/- to all such executives at entry level who are facing a mammoth pay loss by virtue of the Pay revision.
10. It may be noted that the fixation of initial basic Pay at Rs. 22820/- for JTO/JAO & equivalent is a case of pay inequality and thus not at all linked up with the implementation of standard Pay Scales and hence can be processed separately.

Therefore, I request you to kindly consider their case sympathetically as this pay loss is going to be multiplied after implementation of the 3rd PRC recommendations. This resolution will go a long way in motivating the young and dynamic executives in BSNL and shall be a stepping stone in improving the revenue scenario of the company.

With Regards,

Yours truly

Sd/-

(Ravi Shil Verma)
General Secretary

Copy to:

1. Shri Anupam Shrivastava Ji, CMD BSNL – for kind information please.
2. Sr. GM (Estt), BSNL CO – for kind information and n/a please.