



All India Graduate Engineer Telecom Officers Association

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

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No. GS/AIGETOA/2018/17

Dated 11.06.2018

To,

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

Sub: Redressal of pay disparity issue of post 2007 JTOs/JAOs – Regarding.

Respected Madam,

We would like to bring to your kind attention, once again to the plight of BSNL recruited executives after 01.01.2007 with regard to pay disparity. The matter of resentment and factual figures were submitted before your good self through various discussions by this association & also jointly along with other associations. Considering the gravity of this anomaly and situation, the matter is once again made before your good self as a prime matter to be decided on its merits.

JTOs/JAOs of post 2007 BSNL recruited in year 2007, 2008 & 2010, appointed and worked on pre revised scale of 9850-14600 (E1A) till January 2012. 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. While justice could have been done only if they would have been placed in the grade with Rs. 22820 as initial basic at par with the other similarly placed entrants in the grade.

The table below shows the actual situation of the pay loss which Post 2007 DR Executives are facing:-

Initial Basic on April 2009	Basic on April 2018	DP on April 2018	DA on April 2018	DA on April 2018	Salary (Basic+ DA) on May 2018
9850/In pre revised	12775/-	6388/-	44745 /-	(283.5%)	63908/-
19020/ in revised	25620/-	0	32588/-	(127%)	58208/-
22820	30720/-	0	39075/-	(127%)	69795/-
1. Loss with respect to pre revised i.e Rs 9850 on April 2018= Rs 5700					63908/ - 58208/ = Rs 5700/-
2. Loss with respect to Rs 22820 on April 2018= Rs 11587					69795/-58208/-= Rs11587/-

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

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As can be seen from the above table, these executives are facing a huge pay loss vis-à-vis other similarly placed executives. **It can also be seen that had they not got pay revision and continued in the pre-revised scale then also their pay would have been much higher compared to their current pay.**

In view of the above, we would like to put forth following facts and figures before your kind self for bestowing your sympathetic consideration and positive resolution of the issue.

1. JTOs/JAOs of post 2007 BSNL recruited in year 2007, 2008 & 2010, appointed and worked on pre revised scale of 9850-14600 (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. The very basic motto of Pay Revision in CPSEs is to increase the pay of an executive for the period considering various financial indexes including relief on inflation and to motivate qualified personal to be within the domain of the company for greater productivity. Unfortunately these executives (***in fact only set of executives who were recruited in E1A and did not get any pay revision benefit***) who are highly demotivated after implementation of 2nd PRC retrospectively from 01.01.2007 as their initial basic were fixed at Rs. 19020/-. At the same time, the similarly placed executives were allowed Rs. 22820/- as initial basic pay.
3. It is a fact and normal practice that, if just by extending pay revision, any executive is facing loss in pay at any point of time than it becomes the foremost duty of the organization to take necessary remedial measures to remove such type of disparity by allowing higher pay as initial Basic pay as already done in other organizations.
4. If at all, even these executives were placed/ allowed to continue on prerevised scale without giving Pay Revision, then also their pay would have been much higher compared to their current pay.
5. There are many examples where the executives were allowed to continue in old scale / Pay parity issues were granted favorably to executives in this department itself. Most of these post -2007 batch executives have already joined BSNL by the time presidential orders for implementation of 2nd PRC recommendations for BSNL were announced and accordingly they deserve the initial basic pay of Rs. 22820/-.

A motivated workforce is the greatest asset of a company and this can be ensured only by extending the same yard stick for all level with regard to 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 huge pay loss by virtue of the Pay revision.

It may be noted that the fixation of initial basic Pay at Rs. 22820/- for JTO/JAO/Equivalent is a case of pay disparity and thus not at all linked up with the implementation of standard Pay Scales and hence can be processed separately. We request yourself to kindly take a considerate view on the matter as this pay loss is going to be multiplied manifold 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

(Ravi Shil Verma)
General Secretary

Copy to:

- 1. CMD BSNL – for kind information please.**
- 2. Sr. GM (Estt), BSNL CO – for kind information and n/a please.**