



Bharat Sanchar Nigam Ltd.  
(A Government of India Enterprise)  
Corporate Office  
**Bharat Sanchar Bhawan**  
Janpath, New Delhi-110 001  
(PAT Section)

No. 1-29/2010-PAT(BSNL)

Dated 15.11.2010

Sub: Constitution of Committee for examining the issue relating loss of pay to direct recruit JTOs of 2007 & 2008 batches on grant of revised IDA pay scales compared to their pay in pre-revised scales.

Consequent to wage revisions effected for DR.JTOs, Association has represented that there is a drop in the emoluments of such DR JTOs 2007 & 2008 batches as compared to what they have received / would be receiving had they continued in their pre-revised scales. Copies of their representations are also enclosed at Annexure – A.

2. The competent authority has decided that a Committee may be constituted for examining the issue and submitting its recommendations within a period of 60 days. The committee may also invite representatives from the associations/unions for discussions / elaborating their views on the matter.

3. The following committee is, hereby, constituted to examine the above issues.

(a) PGM (FP)	Chairman
(b) Sr. GM (Estt.)	Member
(c) Sr. GM (SR)	Member
(d) Sr. GM (Pers.)	Member
(e) GM (EF)	Member

(Sheo Shankar Prasad)  
Assistant General Manager (Pers.V)  
Tel. 23037475

To

1. Shri K.C. G.K. Pillai PGM (FP)
2. Shri D.P.De Sr.GM(Estt.)
3. Shri M.S.S.Rao Sr.GM(SR)-(looking after)
4. Shri R.K.Mishra Sr.GM(Pers.)
5. Ms. Smita Chaudhary GM (EF)

Copy to:

1. CMD BSNL
2. Dir. (HR), BSNL Board.
3. ED (Finance), BSNL C.O



CMD 2437/H 2/10  
5/10/10

## ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

**President**

NJP. Shilohu Rao  
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E-mail: shiloh.rao@gmail.com

**General Secretary**

R P Shahu  
Mobile: +91-9424051555  
E-mail: r\_p\_shahu@yahoo.co.in

No: CHQ/AIGETOA/292

Dated: 5<sup>th</sup> Oct-2010

To,

The GM (Establishment)  
BSNL CO, New Delhi

Sub: Regarding fixation of seniority as per DOP&T guidelines and consideration of Rule-8 transfer in JTO cadre as resolved in agenda meeting under chairmanship of CMD BSNL.

Reference: 1-Record of the agenda meeting held on 25/02/2010 issued on 22<sup>nd</sup> April 2010.  
2-Record of the agenda meeting held on 03/09/2010 issued on 21<sup>st</sup> Sep 2010.

Respected Sir,

Kindly refer above reference records of the meeting with respect to issues cited under subject.

1. Regarding fixation of seniority in JTO cadre: it is learnt that your office is involved in further discussions and clarification whether DOP&T guidelines should be followed or not while preparing the seniority list of JTOs in BSNL. Your kind is well aware that this issue was discussed at length and the issue was resolved after marathon discussions and supplying of all the relevant facts and documents by this association in the meeting held under the chairmanship of then CMD BSNL Shri Kuldeep Goyal. Finally It was agreed in the meeting held on 25/02/2010 that DOP&T guidelines will be followed in fixation of seniority and the same was further reiterated by our current CMD Shri Gopal Das in the meeting held on 03/09/2010 that the letter for implementation of DoPT guidelines have been circulated in the field units and it was for the implementation in the circles. Once the issue has been discussed and resolved under the chairmanship of head of our company, there is absolutely no justification

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in delaying the matter any more on the pretext of further discussion on the same matter in the lower office in hierarchy. Your office was only directed for the implementation of the DOP&T guidelines in the circles and that is very much evident from record of discussions issued by SR cell in both the minutes. I hope your office will not overrule or insubordinate the instructions of CMD BSNL over the issues already resolved in the agenda meeting. So your kind is requested to ensure the proper implementation of the DOP&T guidelines in the circles.

2. Regarding standard Pay scale to JTO (E2) and SDE (E3) and paying pre-revised scale till the finalization of standard pay scale: Kindly recall the discussion held on 03/09/2010 under the chairmanship of CMD BSNL wherein it was instructed to your good office regarding the resolution of the issue and your kind has agreed to resolve the issue within a maximum of 2 months time. Almost one month had passed now and something concrete on this issue is yet to come out. Still we are sincerely hoping that your office is working positively on the issue and will not wait for the last day of the prescribed time in the agenda meeting for its resolution. This issue is of utmost important to us since our newly recruited younger brothers are suffering very badly because of non-finalization of scales.

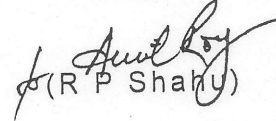
Herein we would also like to bring to attention of your kind that very recently BSNL has published recruitment notification as a part of special recruitment drive in the cadre of JTOs wherein scales of the JTOs has been mentioned as 16400- 40500 with no mention of any provisional word. Our office bearer have already brought the discrepancy to your notice and at that time your kind has assured that error will be corrected but till date no correction has taken place and neither any corrigendum has been issued. We would like to confirm from your good self whether BSNL has decided the scale 16400-40500 for JTOs. If this is indeed an error then you are requested to immediately issue a corrigendum for it and if Management is in a mood to downgrade the scales of JTOs/JAOs, then our sincere and humble submission is that please refrain from doing so in the interest of BSNL to maintain the good employee employer relationship and also to keep the motivation level of young brigade of organization at a high in order to propel them towards contributing more and more towards the organization whole heartedly.

3. Regarding consideration of transfer cases under Rule-8: kindly recall the discussion held on 03/09/2010 under the chairmanship of CMD BSNL where your office has been instructed to follow up the pending rule-8 requests in the concerned circles. Despite passing almost a month of time there is no development on the issue. I hope your kind will take up the issue very seriously and ensure consideration of long pending rule-8 transfer cases at the earliest as our members at different places are suffering for quite long.

This association is fully confident that your kind will put your best efforts considering the importance of the meetings held under the chairmanship of head of this company to maintain good employee employer relationship and to ensure justice to a deprived lot.

Enclosures: as mentioned

Regards,

  
(R P Shah)

Copy to:

1. Shri Gopal Das, CMD BSNL, for kind information please.
2. Sh R K Mishra Sr. GM (Pers), with a request to stop the process of DPC based on year of recruitment and calling fresh seniority list from circles including fields on the basis of date of appointment and qualification.