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UNITED FORUM OF EXECUTIVES' ASSOCIATIONS
(Comprising of AIBSNLEA, AIGETOA & AITEEA)
CHQ, New Delhi

No: UF/CMD/2016

Dated the 21st December 2016

To,

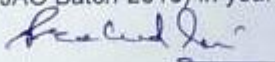
Shri Anupam Shrivastava ji
CMD, BSNL,
New Delhi.

Subject: Committee formation regarding Pay Parity issue of Direct Recruited JTO of 2007 & 2008 batches in the light of 2nd PRC – Regarding.

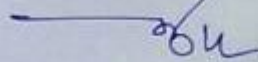
Respected Sir,

United Forum would like to submit some relevant facts & findings further before your good self about the above subjected issue. The submissions are as follows:

1. As your good self is aware that JTO Batches of 2007 & 2008 were recruited and appointed in pre-revised scale of 9850-14600 (E1A) in year 2009 and 2010 at par with the JTO batch of 2005 in the same pay scale i.e. E1A. In effect, JTOs of 2007 and 2008 batches were similarly placed with JTOs of 2005 batch and difference in basic between 2005 batch and 2007 batch was only of **2 increments** as per the seniority of former and latter. But suddenly after Pay Revision (retrospectively), this difference **drastically jumped to 8 increments**. This all happened due to the incorrect interpretation & adherence to FR-22 with respect to 2nd PRC in the case of only DR JTOs batches of 2007 & 2008.
2. The SEA section of BSNL has already extended the benefits of 2nd PRC to the JAOs promoted in the year 2015 itself. With reference to Note sheet, F.No.7-4/2010-SEA (pt-1) of SEA section through which non-executives, promoted as JAOs after 07.05.2010 were given the option to choose revised scale from the date of promotion. In the said recommendations it is written in point 6, that recommendation is made due to the points mentioned in under point 5, which precisely says that there is no restriction of any date either in 2nd PRC for the Executives or in the instructions of BSNL CO dated 05.03.2009 and clarification dated 31.03.2009, which is more aptly & appropriately applicable to JTO batches of 2007 & 2008 than that of these promoted JAOs in year 2015 itself (JAO Batch 2010).
3. BSNL Management in its various replies on this issue always took pretext of FR-22, whereas FR-22 is no way binding for BSNL. Recent BSNL CO letter no.252-15/2016-Est. III dated 29.09.2016, does not leave any further doubt as wherein it is again reiterated with firm averment that DOPT instructions are meant for Central Government Employees and Post and not applicable in BSNL unless it is adopted in BSNL. Therefore reliance on FR-22 for the disadvantageous Pay Fixation of JTOs of 2007 and 2008 batches is beyond intellect as BSNL is always open to distant itself from DOPT instructions / FR-22 as and when required in the interest of the Company and its work force and same spirit should be adhered in our case. Moreover, BSNL has already set aside FR-22 for the pay fixation of JTOs of 2005 batch appointed after 01.01.2007. United Forum wants same yardstick & kind as judiciously taken for the JTO 2005 batch and for the promoted JAOs (JAO Batch-2010) in year 2015 itself.





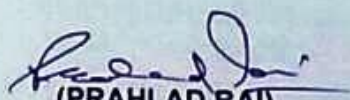


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In the light of above facts arising out from the report of committee of Finance section as on mentioned note sheet, your honor is requested to take personal cognizance of this issue and resolve the same by conveying this issue to the same expert committee for its earliest possible resolution to inculcate energy & motivation in our young worth Executives.

With Kind Regards,

Yours Sincerely,


(PRAHLAD RAI)
GS, AIBSNLEA
9868278222


(RAVI SHIL VERMA)
GS, AIGETOA
8373967633


(MANOJ SINGH)
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Enclosures - As above.

Copy to:

1. Smt. Sujata T. Ray, Director (HR), BSNL Board, New Delhi-110001
2. Smt. Madhu Arora, GM (Estt.), BSNL CO, New Delhi-110001
3. Shri A.M. Gupta, GM (SR), BSNL CO, New Delhi-110001