

**UNITED FORUM OF BSNL EXECUTIVES ASSOCIATIONS
(COMPRISING AIBSNLEA, AIGETOA & AITEEA)
CHQ, New Delhi**

No: UF/CMD/16-17/

Dated the 1st February, 2017

To,

Smt. Arundhati Panda ji

The Chairperson

(Committee to examine the Pay Parity for Executives recruited after 01.01.2007)

Subject: Representation regarding case of Pay-Parity of post 2007 Executives-Regarding.

Respected Madam;

Greetings,

Respected Madam,

With deep regards for your kind self, United Forum would like to submit some relevant facts & findings further before your esteemed self about the above referred issue. The submission is as detailed below:

1. As your good self is aware that executives were recruited and appointed as JTOs/JAOs on pre-revised scale of 9850-14600/ (E1A) in year 2009 and 2010 same as that of JTO of 2005 batch on the same pay scale i.e. E1A. In effect these executives were similarly placed with JTOs of 2005 and difference in basic between 2005 and 2007 was only of 2 increments as per the seniority of former than 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 executives recruited post 01.01.2007.

2. The SEA section of BSNL has rightfully 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 allowed to exercise option for revised scale from the date of promotion which was a correct action to render justice to the executives facing pay loss. As, it is precisely 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 dated 05.03.2009 and Clarification dated 31.03.2009, which is also applicable to the executives recruited post 01.01.2007. We are extremely grateful for rendering justice to one of the deprived lot.

3. BSNL management in its various replies on this issue always took pretext of FR/SR, whereas this is in no way binding for BSNL. Recent BSNL CO letter vide 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/JAOs of post 2007 should not be done as BSNL is always open to distant itself from DOPT instructions & FR/SR as and when required in the interest of the Company and its work force and same spirit should be adhered in the extant case of the executives recruited post 01.01.2007. Moreover, BSNL has taken considerate and judicious decision of extending the initial basic pay of 22820/- by relaxing the FR/SR in similar situations: Accordingly, we request your good self to extend justice to the executives recruited after 01.01.2007.

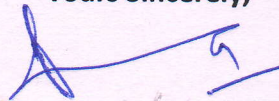
In effect, in the light of above facts & findings , your honor is requested to take personal cognizance of this issue & resolve the same to inculcate energy & motivation in favor of all post 2007 young worth Executives at the earliest.

With Warm Regards,

Yours Sincerely,



(PRAHLAD RAI)
GS, AIBSNLEA
9868278222



(RAVI SHIL VERMA)
GS, AIGETOA
8373967633



(MANOJ SINGH)
GS, AITEEA
9412739350

Enc- As Above

Copy to:

1. Smt. Madhu Arora, PGM(Estt.), BSNL, Corporate Office, New Delhi.
2. Sh. Sunil Kumar, GM(FP), BSNL, Corporate Office, New Delhi.
3. Smt. R. D. Sharan, PGM(EF), BSNL, Corporate Office, New Delhi.
4. Sh. Sheo Shankar Prasad, DGM(Estt.-I), BSNL, Corporate Office, New Delhi.