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# All India Graduate Engineers & Telecom Officers Association

**Central Headquarter, New Delhi****( The Recognised Representative Association of BSNL )**

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

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**GS / AIGETOA / 2023-24 / 98****Dated 25.09.2023****To,**

**Shri P K Purwar Ji,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi.**

**Subject: Resolution of the long pending issue of Pay Loss of the JEs recruited between 01.01.2007 to 07.05.2010 who are now promoted in the executive grade - Regarding.**

**Respected Sir,**

We wish to highlight the plight of a group of executives who were recruited in the capacity of TTAs (Now JEs) between 01.01.2007 to 07.05.2010 in NE-9 pre-revised scales and are facing huge Pay loss due to Non adequacy in Pay Revision Settlement. These Executives, on successful completion of the Competitive Examination for the post of Telecom Technical Assistant (TTA) were appointed in the Industrial Dearness Allowance (IDA) pattern scale of pay of Rs. 7100-200-10100/- (NE-9) with initial basic pay of Rs. 7100/-. They were subsequently promoted to the category of Junior Telecom Officer (JTO), in the year 2017/2018, an executive category after successfully completing LICE Examination. The applicants had worked in the IDA pattern scale of pay of Rs.7100-200-10100/- till the implementation of Second Wage Revision in the year 2010, vide office order dated 7.5.2010. As per the aforesaid order, these TTAs on their recruitment in the non-Executive category between 1.1.2007 to 7.5.2010 in the pre-revised IDA pay scale of Rs.7100-200-10100/-, were extended the revised basic pay of Rs.13600-25420/- by using the multiplication factor of 1.91.

After implementation of Wage Revision order dated 7.5.2010, representations were forwarded both by Associations and individuals concerned highlighting the salary loss issues of all BSNL employees requesting to fix pay properly protecting the pay drawn merging 50% of DA in IDA pattern with basic pay and to avoid the pay loss. So, in later period BSNL Management accepted the fact of occurrence of pay loss in respect of post 1.1.2007 BSNL recruited employees and extended 1 (one) additional advance increment to Telecom Technical Assistant cadre and 05 advance increments to JTO cadre to them. The grant of one increment does not solve the problem/anomaly/situation. Effectively it would manage the pay about Rs.14010/-. But their actual pay loss was not settled properly which is evident from considering the pay revision implementation of the TTAs who were recruited before 01.01.2007.

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As regards pre-1.1.2007, the Government accepted the proposal of BSNL regarding the fitment formula, namely, benefits of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment, instead of 68.8%. This clearly implies that BSNL Management had extended the benefit of Dearness Pay (termed as benefit of 50% IDA merger BSNL orders dated 29.05.2008, 30.05.2008 and 24.7.2008 to pre 01.01.2007 recruited BSNL employees in form of fitment factor, finalising pay fixation from pay fixation @68.8 % DA earlier to @78.2% DA with effect from 1.1.2007. (As per wage revision order dated 7.5.2010, the multiplier adopted for pre-1.1.2007 personal is 2.32 times of basic pay). Thus, the anomaly of pay fixation of pre-01.01.2007 non-Executive category (TTA) was rectified in judicious manner.

However, the above pay fixation formula was denied to post 01.01.2007 BSNL recruited non-executive employees for fitment factor due to their entry in service after 01.01.2007. (They successfully completed the examination for the recruitment year 2007). This basically was tantamount to invidious discrimination meted out to post 01.01.2007 non-Executive employees in BSNL who are now facing a huge discrimination in pay because of the denial of their rightful pay scale to them.

It is submitted that, as per DPE guidelines, Dearness Pay part came to existence with effect from 1.1.2007 and applicable to all BSNL employees both pre and post 1.1.2007 without any further classification of BSNL employees based on their recruitment date and do not have any relevance with Second wage revision order dated 7.5.2010. The BSNL management, being a model employer must protect the pay of all non-Executive employees, whether pre-01.01.2007 or post 01.01.2007 recruits so long as they are fused into integrated cadre and enjoyed the benefits of IDA pattern pay fixation with merging 50% DA with basic pay as on 7.5.2010.

**In view of the facts stated above, it becomes imperative on the part of BSNL to consider the case of the BSNL Recruited JEs between 01.01.2007 to 07.05.2010 and extend the following:**

1. 50% of the DA in Industrial Dearness Allowance pattern has to be merged with basic pay in the revised pay scale of Rs. 13600-25420/- (NE-9) as on 7.5.2010.
2. To fix the basic pay in the scale of pay Rs. 13600-25420/- by merging 50% DA in Industrial Dearness Allowance (IDA) pattern and disburse the pay and admissible allowances on basic pay after merging the 50% DA in IDA with basic pay and disburse the same forthwith,
3. Or, in the alternative, refix the basic pay of the applicants as on 07.05.2010 in the revised scale of pay of Rs. 13600-25420/- at a higher stage by stepping up the pay by granting equated increments in the scale of pay till it reaches the pay at par with the Telecom Technical Assistant, a Non-Executive Category who was in service as on 07.05.2010 in BSNL.

It's High time that BSNL management has to act and address this issue positively, as it's a normal justice & humanitarian consideration that the Pay of the employees should be protected which occurs due to any pay revision/ wage negotiation settlement. Had these employees were allowed to continue in First PRC with applicable IDA the pay would have been much higher for them? **The immediate settlement of the issue is imminent need of the hour as the issue of 3<sup>rd</sup> PRC to BSNL employees is under discussion and these residual issues of 2<sup>nd</sup> PRC is needed to be resolved before the implementation of 3<sup>rd</sup> PRC to avoid a cumulative loss to the executives affected out of pay loss.**

Accordingly, we earnestly request for your kind intervention in settling the issue with a holistic consideration of the sufferings and pay loss being faced by these executives and resolve the issue in positive perspective.

With Warm Regards,



Ravi Shil Verma  
General Secretary

**Copy to :**

1. Shri Arvind Vadnerkar Ji, Director (HR), BSNL Board, New Delhi for kind information & n/a pl.