



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION  
CALCUTTA TELEPHONES DISTRICT CIRCLE BRANCH  
3A, CHOWRINGHEE PLACE, ROOM NO. 74 (2ND FLOOR)  
KOLKATA - 700 013  
PHONE : 2228 1188

No - AIBSNLEA/CTD/CGM/20-21/05

Dt. 19.12.2020

To

The PGM(Fin) CTD,  
Calcutta Telephones  
Telephone Bhaban  
Kolkata- 700001  
CTD, BSNL

Sub: Request to settle the pay fixation of officiating JTOs who were regularized during the period 01.01.2007 to 07.05.2010 and opted option for revision of pay on the date of promotion in the light of the methodology, illustrated in the recent order of BSNL CO vide no. BSNLCO -PRII/11(24)/14/2020-PERS1 dated 28.08.2020.

Respected Sir,

The time calls for your kind urgent attention to address the above mentioned issue to save the executives mentioned above from huge recovery of over drawn amount and also from significant reduction in basic pay caused due to retrospective re-fixation of their pay. This issue already had been brought to your kind notice in our previous letter, but sorry to inform you that till date no effective changes have yet been noticed. In course of time Calcutta Telephone District received one clarification from BSNL CO ND vide Memo no. BSNLCO-A/16(27)/12/2020-ESTAB dated 28/10/2020 (copy enclosed) wherein all the doubts as queried by CTD have been replied in positive nod, but no changes have yet been effected in fixing the basic pay of the affected executives.

In support of our demand the association want to cite some orders, facts and logic for your kind consideration.

1) Erstwhile TTAs were promoted to regular JTO from officiating JTO post in three batches. First two batches were regularized in August 2006 and February 2008 under the then existing JTO R/R 2001 and the last batch was regularized in 2016 under the revised New JTO R/R 2014.

A) Officiating JTOs who regularized before 01.01.2007 (batch 2006), their pay was regularized as per usual way by allowing pay protection in the pre-revised scale of Executive grade.

B) There are two categories of officiating JTOs who regularized on or after 01.01.2007.

- a) Some JTOs regularized during the period 01.01.2007 to 07.05.2010 under JTO R/R 2001 and opted to revise the pay on the date of promotion and
- b) Some JTOs who were also regularized after 01.01.2007, but did not get opportunity to opt to revise their pay on the date of promotion as they were regularized after 07.05.2010 under the revised New JTO R/R 2014.

2) Most of the JTOs of CTD who got regularized in February 2008 (category 1- B(a) ), opted to revise their pay on the date of promotion vide para 3.6 of 2<sup>nd</sup> PRC Memo No. 1-16/2010-PAT(BSNL) dated 07/05/2010 & subsequent clarification Memo No 1-37/2010-PAT(BSNL) dated 18/05/2011. The same is undoubtedly supported by BSNLCO ND, vide their clarification Memo No BSNLCO-A/16(27)12/2020-ESTAB dated 28.10.2020.

As per the option para 3.6 of Memo No. 1-16/2010-PAT(BSNL) dated 07.05.2010 and FR 22 (I) a(1), on the date of promotion, the pay of these Executives will be fixed as stated below.

P Nandy for  
21/12/2020

RUPA PAUL CHOUDHURY  
प्रधान महाप्रबन्धक (वित्त)  
Pr. General Manager (Finance)  
कलकत्ता टेलीफोन्स  
Calcutta Telephones  
कलकत्ता-700001  
Kolkata-700001



| Fixation of pay in the revised pay scale from the date of promotion as per the option exercised |  |
|---|--|
| Date / Period   | Remarks  |
| 01.01.2007 to the date of promotion   | Pay is to be continued in existing pre-revised pay scale of officiating JTOs up to the date of reversion to the substantive grade.   |
| On the date of promotion  | <ol style="list-style-type: none"> <li>1. Pay is to be fixed in pre-revised scale of Executive grade with pay protection (The pay of regular JTO shall not be less than the pay which he drew in last occasion as officiating JTO).</li> <li>2. And then to be re-fixed in revised pay scale as per the option exercised.</li> </ol> |

This methodology of fixation ( i.e. on the date of promotion, at first promotion in pre-revised scale & then revision) has already been supported by BSNL CO ND in respect of pay fixation of 10% & 40% JAOs of 2010 batch ( who opted as per para 3.6) vide BSNL CO ND Memo No BSNLCO-PR11/11(24)/14/2020-PERS1 dated 28.08.2020.

The same methodology of fixation is further supported by BSNL CO ND (Order no. 20-PF/2009-Pers-IV dated 08/06/2010, enclosed as annexure-1) in respect of the pay fixation of TTAs who promoted as JTOs within 01.01.2007 to 07.05.2010 & opted as per para 3.6 of Memo No. 1-16/2010-PAT(BSNL) dated 07.05.2010 & subsequent clarification Memo No. 1-37/2010-PAT(BSNL) dated 18/05/2011 (copies enclosed). They also got the benefit of at first promotion in pre-revised scale & then revision on the date of promotion.

During last 10 years this methodology of pay fixation was being followed in CTD in different occasions to fix/re-fix/revise the pay of these 2008 JTOs without any issue, but now it is being ignored for these executives for an undefined reason. The purpose of exercising any option is always to get some benefit not to lose, but in this case, these JTOs of 2008 batch would have drawn more pay if they didn't exercise the option for their pay revision from the date of their promotion which is totally contrary the very purpose of exercising an option.

4) Now, Calcutta Telephone District is going to fix the pay of officiating JTOs (2008 batch) in a wrong way by making Revision first on the basis of pay of Substantive grade followed by giving promotion @3% on the revised pay vide BSNL CO ND Memo No 3-32/2013/Estt-IV dated 22.12.2015 . Our good office is offering pay fixation of regular JTOs as officiating JTOs vide Memo dated 22.12.2015. This order was issued to fix the officiating pay of the officiating JTOs who were regularized after 01.01.2007 under new JTO R/R 2014 and did not get opportunity to opt to fix their pay as per para 3.6 of Memo dated 07.05.2010 and continued as officiating JTOs beyond the date of 07.05.2010 (category{1-B(b)}). If our good office follows the method of pay fixation of officiating JTOs of 2008 batch by BSNL CO ND Memo dated 22.12.2015, it will also be found that TTA's pay will be higher than officiating JTO's pay if both of them promoted to regular JTO between 01.01.2007 to 07.05.2010 and opted as per para 3.6( An example of one TTA's pay after promotion is attached herewith for ready reference) and simultaneously the pay of regular JTO who did not opt as per para 3.6 will be higher than JTOs who opted as per para 3.6.

Therefore the competent authority of CTD is requested to look into the matter sympathetically and necessary order may be issued to the Business Areas to fix the pay of officiating JTOs of 2008 batch by the usual above mentioned methodology of fixation of Pay (Memo dated 28.08.2020 wherein it is stated that first promotion in pre-revised scale & then revision). In this connection it is also to be stated that BSNL CO ND Memo No. 3-32/2013/Estt-IV dated 22.12.2015 did not speak anything about officiating JTOs who regularized during the period 01.01.2007 to 07.05.2010 and opted for pay revision as per para 3.6. The order only stated about the fixation of officiating pay of the then officiating JTOs (Continued as officiating JTOs beyond the date of 07.05.2010) not for the regular JTOs. If any doubt, a clarification may be sought from BSNL CO ND citing the queries as under:



- a) On the date of promotion, whether the pay of these JTOs who opted para 3.6, is at first to be fixed in the pre-revised JTO scale (9850-14600) and then to be re-fixed in the revised JTO scale (16400-40500) by the methodology of Memo No BSNLCO-PRII/11(24)/14/2020-PERSI dated 28.08.2020
- b) Whether pay protection for the officiating pay and period under proviso FR 22(I)(a)(1) is applicable or not.

The competent authority of CTD may also request to corporate office to communicate the methodology of pay fixation in illustrative form in respect of officiating JTOs who regularized between 01.01.2007 to 07.05.2010 & opted for fixation of payas per para 3.6, as given in the order no. BSNLCO-PRII/11(24)/14/2020-PERSI Dated: 28.08.2020.

A sample pay fixation memo has been prepared by considering all fundamental rules of pay fixation, associated orders and the said 3.6 option, is attached herewith and may be sent to the corporate office to get it verified.

Your early action in this regard is highly appreciated.

Sample pay fixation memo and all relevant orders are attached herewith for your ready reference.

Yours Sincerely

*Chandra Kanta Das*  
28.12.2020  
(CHANDRA KANTA DAS)  
Circle Secretary  
AIBSNLEA/CTD

Copy to:

1. CGM/CTD
  2. PGM (HR & Admin)/HQ/CTD
  3. GS/AIBSNLEA/HQ
- ✓ Office copy