



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION
CALCUTTA TELEPHONES DISTRICT CIRCLE BRANCH
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No. AIBSNLEA/CTD/CGM/18-19

Date: 6th April ,2018

To
The Chief General Manager
BSNL, Calcutta Telephones

Ref no: 1) 1-18/2010-PAT(BSNL) Dated 07/05/2010
2) 1-37/2010-PAT(BSNL) Dated 18/05/2011
3) 1-5/2012-PAT(BSNL) Dated 20/12/2012
4) 7-4/2010-SEA-BSNL(Pt-I) Dated 24/07/2015

Subject : **Settlement of Pay fixation as well as payment of Arrears in respect of JAO 2010 Batch.**

Dear Sir,

I would like to draw your kind attention to the issue mentioned under the subject captioned.

In 2nd Pay Revision Committee issued pay fixation order for Non executive on 07/05/2010, but it was effected from. 01/01/2007. By this time our Non executive friends promoted to Executive as JAO (2010 Batch).

- In referred ltr no. 1 above, as per para 3.6 it was stated that Non executive can opt for revision of pay on or after 1/1/2007 or **from the date of promotion** after 1/1/2007 or from the D.N.I in the existing scale. Accordingly option was exercised by them. At that time to get some pay benefit **they have surrendered their non executive period(near about three & half years) arrear pay & allowances benefit.**
- In referred ltr no. 2 above, after completion of one year of order dated 07/05/2010, **corporate office** issued a clarification stated that Non –Executives ,who got promotion/Financial up-gradation under ACP scheme from Non – Executive Grade to Executive Grade between the period from 01/01/2007 to 07/05/2010 may be allowed to exercise option. But in this case JAO-2010 batch got promotion under 40% LDCE quota not by ACP scheme.
- In referred ltr no. 3 above, It has been decided by BSNL Board to fix the pay of JAO 2010 Batch(at par with directly recruited JTO/JAO)at **Rs.19020/** by granting maximum 5 advance increments.
- In referred ltr no. 4 above, Finally after lapse of Five & half years Corporate office issued clarification vide order N0 7-4/2010-SEA-BSNL(PT-1)Dated 24-07-2015 by superseding earlier clarification Dated 18-05-2011 wherein option was allowed from the date of promotion as one time dispensation , **but no arrear would be paid due to financial constraints of BSNL and pay revision would be prospective** ,ie, from the date of issue of the order(24/07/2015).By this order JAO of 2010 batch are being deprived of pay revision benefit for almost Eight & half years.

On scrutiny of the above mentioned orders, it is clear to understand that BSNL CO in the matter of pay fixation issue of 2010 batch was in dilemma and surprisingly from 2010 to 2015 several orders were issued for single reason. Sir, It is very much unfortunate and matter of concern that the surrender of Non-Executive pay Revision benefit took effect from 01/01/2007,(referred order no 1 & 2) but at the time of allowing some benefit(in order no 4)it would be prospective ,ie, from 24/07/2015. Thus the 2010 JAO batch are being deprived of pay revision benefit as Non –Executive as well as Executive(JAO) status.

Moreover, it is seen that though BSNL has given some pay benefit to other employees, but our young energetic JAOs of 2010 batch who are dedicated to the BSNL are facing huge loss due to deduction of arrear pay amount guided by different conflicting orders issued time to time .

In the above circumstances, in spite of financial constraints of BSNL, undersigned has no other way but to request you to allow the **actual arrear benefit from the date of their promotion** ,instead of prospective pay benefit as a final disposal on one time dispensation basis. In this way all anomalies from unit to unit and circle to circle will be also removed so that uniformity is maintained and our young JAOs would motivate themselves for the growth of BSNL

With regards,

Copy to: 1.GM(Fin.)/CTD 2.GS/AIBSNLEA/CHQ

(SUBHASIS MITRA)
Circle Secretary
AIBSNLEA / CTD