

**No: SNEA/CHQ/CMD/2015-18/102**

**Dated 13<sup>th</sup> August, 2018.**

**To**

**Shri Anupam Shrivastava,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
Janpath, New Delhi-110001.**

**Sub: Extending the benefit of E1+5 increments to the JTO/JAOs recruited after 2010, till today [JTO(SRD) of 2010, JAO 2012, Direct Rect JAO of 2015, JTO 2012/2013/2014/2015/2016 and Direct Rect JTO of 2017] to address their pay loss to some extent. All of them are in the provisional pay scale of E1 (pre-revised E1A scale) and most of them are placed at the minimum of the pay scale at Rs. 16,400.**

**Respected Sir,**

The pre-revised pay scale for the JTO/JAO equivalent cadres in BSNL is E1A scale. On implementation of the 2<sup>nd</sup> Pay Revision in BSNL, E1 pay scale is introduced provisionally in place of the pre-revised pay scale of E1A, till the notification of the revised pay scale corresponding to E1A. Subsequently, the initial basic pay of JTOs of 2007, 2008 batches and directly recruited JAOs of 2010 batch who joined after 01.01.2007 got fixed at Rs.19020/- (E1+5 increments) provisionally vide Order No. 1-29/2010-PAT(BSNL) dated 03.01.2012. This has been done to compensate the reduction in the salary as revised pay scales for E1A is not approved by DoT and BSNL implemented E1 pay scale provisionally in place of E1A. Further this benefit has been extended to the JAO batch 2010 under 40% and 10% Dept quota also vide Order No. 1-5/2012-PAT(BSNL) dated 20.12.2012.

However, this benefit of E1+5 increments is not extended to the subsequent batches from JTO(SRD), 2010 batch onwards. This minimum benefit at par with other post 2007 rects should have implemented for the subsequent batches also. As a result, after their recruitment, the difference in basic pay between JTO/JAOs of 2007, 2008, 2010 batches and the subsequent batches become **Rs 2620/- (Rs 19020 – Rs 16400)**. If other allowances are added, the real difference in salary today will be around Rs 5000/- to Rs 6,000/-. The difference will further increase and continue with time due to increase in IDA and annual increment. Further all are facing major losses in the form of career progression (time bound promotion), retirement benefits like EPF contribution, Superannuation Fund, Gratuity etc due to discrimination of the initial basic pay compared to other similarly placed JTO/JAOs.

It is very painful to state that BSNL has implemented the 2<sup>nd</sup> pay revision in such a manner that BSNL recruited Executives (JTO/JAOs) appointed after 01.01.2007, especially directly recruited Executives are getting gross salary quite less than their entitlement and that also in a discriminatory manner. BSNL management can easily extend E1 pay scale with 5 additional increments to the JTO/JAOs recruited till date also as done in the case of JTO/JAO batches of 2007, 2008 and 2010. Even the DoT PO dated 28.03.2017 extends them the same benefit. The finalization of E2 pay scale and pay parity of Rs 22820/- can be dealt separately. This will give a big relief to the JTO/JAOs fixed at the minimum of the E1 pay scale at Rs 16400.

**In view of the above, it is requested to extend the benefit of E1+5 increments to the JTO/JAO equivalent cadres recruited after 2010, till today [JTO(SRD) of 2010, JAO 2012, Direct Rect JAO of 2015, JTO**

**2012/2013/2014/2015/2016 and Direct Rect JTO of 2017] to address their pay loss issue to some extent.**

**With kind regards,**

**(Sebastin. K)**

**Copy to:**

1. Smt. Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
2. Shri. Saurabh Tyagi, GM(Estt), BSNLCO for information and n/a please.
3. Shri. A. M. Gupta, GM(SR), BSNL CO for information and n/a please.