

**No: SNEA/CHQ/CMD/2015-18/99**

**Dated 16<sup>th</sup> July, 2018.**

**To**

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

**Sub: Pay parity of Rs 22820/ for the post -2007 recruited JTO/JAOs reg:**

**Respected Sir,**

The plight of the JTO/JAOs recruited after 01.01.2007 and the huge pay loss faced by them are brought to the notice of the BSNL management several time by this Association. All of them are demoralised on account of the huge pay loss. The post 2007 JTO/JAOs of BSNL are recruited and appointed in the pre-revised scale of 9850-14600 (E1A) or in the provisional pay scale of E1, corresponding to the pre-revised scale of E1A. The 2007 and 2008 batch JTOs are recruited and worked in the pre-revised scale of 9850-14600 (E1A) till the 2<sup>nd</sup> pay revision orders implemented.

On implementation of 2<sup>nd</sup> PRC w.e.f. 01.01.2007, the initial basic pay of JTOs of 2007 and 2008 batch were fixed at Rs. 19020 (E1 + 5 increments) in the revised provisional pay scale of E1. The initial pay of remaining batch of JTO/JAOs is fixed at Rs 16400 (minimum of E1). These Executives are facing huge pay loss vis-à-vis other Executives joined one day prior to 01.01.2007. **In case the 2<sup>nd</sup> pay revision was not implemented, their pay would have been much higher, comparing to the present pay.** If any Executive facing pay loss by virtue of extending pay revision, then it becomes the foremost responsibility of the organization to take necessary remedial measures to remove such type of pay loss. Many of these Executives have already joined in BSNL by the time PO for implementation of 2<sup>nd</sup> PRC issued. Justice could have been done only if the post 2007 JTO/JAOs would have been placed in the initial basic pay of Rs. 22820 at par with the other JTO/JAOs, joined earlier.

**Once again I request your goodself to kindly take a sympathetic view on the matter to extend 22820/- as initial basic pay as this pay loss is going to be multiplied manifold after implementation of the 3<sup>rd</sup> PRC. It can be processed separately so that the financial losses being faced by the Executives recruited post 2007 can be compensated.**

**With kind regards,**

**(Sebastin. K)**

**Copy to:** 1. Smt. Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.  
2. Shri. Saurav 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.