

**No: SNEA/CHQ/DIR(HR)/2015-18/48**

**Dated 29<sup>th</sup> November, 2016.**

**To**

**Smt Sujata T Ray,  
Director (HR), BSNL Board,  
New Delhi.**

**Sub: Pay parity of 2007 and 2008 batch JTOs at par with the 2005 batch JTOs joined after 01.01.2007 and the 2010 batch JAOs who got fixed at Rs 22820/- -- request to constitute a committee to examine the case as done in the case of JAO 2010 batch.**

**Respected Madam,**

It is the usual practice that after every pay revision, the new recruits will be fixed in the revised pay scale. In the present case, the pay revision is implemented from 01.01.2007 onwards. However the 2005 batch direct recruited JTOs joined in 2007, 2008 and 2009, after the cut-off date of 01.01.2007 given the benefits of pay fixation of Rs 22820/- at par with their batch mates, treating it as an anomaly. 2007 and 2008 batch recruited JTOs are joined along with some of the 2005 batch JTOs and prior to all the 2010 batch JAOs. The pay fixation benefits extended to the promoted JAOs joined after them or the 2005 batch direct rect JTOs joined along with them is not extended to the 2007 and 2008 batch JTOs. This is a clear anomaly. In both situations they are eligible for pay parity of Rs 22820/- with similarly situated JTO/JAOs as referred above.

This matter has been brought to the notice of the management earlier also. Since the replacement scales for E1A and E2A to E2 and E3 are pursued at various levels for finalization, this issue also kept pending for the finalization of the pay scales. Since standard pay scale issue of E2 and E3 is already under the consideration of DoT, this issue can be processed now by the concerned section. It will be most appropriate to constitute a committee as done in the case of JAO 2010 batch to examine the issue.

This will also address the grievances of the TTAs become JTOs as departmental outsider in 2007 and 2008 batches. They are also facing similar pay loss and even those could not become JTOs and continued as TTAs and become JTOs in 2013 through LICE are drawing higher pay than those become JTOs in 2007 and 2008.

**Expecting a positive decision in this regard,  
With regards,**

**(K. Sebastin)**

Copy to: Smt.Madhu Arora, GM(Estt) for information and n/a please.