



Sanchar Nigam Pensioners' Welfare Association

Reg.No: SOCIETY/WEST/2021/8902564

CHQ: B-11/1, Ramesh Nagar, New Delhi-110015, India



snpwachq.com



snpwachq@gmail.com

K.D Sebastian
CHQ President
+91 9447144100

G.L.Jogi
General Secretary
+91 9868217799

S.S. Rajput
Treasurer
+91 9413394204

SNPWA/CHQ/Dir (HR)/ 2/25.

Dated 19th March 25

To

Dr Kalyan Sagar,

Dir(HR)/BSNL,

New Delhi

Subject:

1. Fixation of Pay on Regular Promotion – Counting Past Officiating Service in the Same Post
2. Fixation of Pay Based on Option for Revision of Pay as per 2nd PRC w.e.f. Date of Regular Promotion

Ref:

1. Sample representation submitted by Shri M.S. Vijayakumaran, JTO (Annexure 1).
2. BSNL CO. No. 3-8/2010-Estt-IV/Pt dated 18.9.2018, extending the benefit of pay fixation under FR 22.1.a.1 to officiating JTOs on their officiating promotion from the TTA cadre (Annexure2)
3. G.O.I Decision 13 under FR 22.1.a.1 G.I. M.F. O.M. No. F.I(18)-E.III(A)/77 dated 5th November 1977 (Annexure 3).
4. Swamy's Illustration on pay fixation by counting officiating service (Annexure 4).
5. Pay fixation memos issued on regular promotion as JTO on 4-2-2008, showing fixation at Rs. 10,350/- and Rs. 10,600/- on DNI (Annexure 5, 5.a, 5.b, and 5.c).

6. Corporate Office Order File No. 1-16/2010-PAT9(BSNL) dated 7-5-2010 (para 3.6), allowing the option for pay revision under the 2nd PRC for those non-executives promoted between 1-1-2007 and 7-5-2010 from the date of regular promotion (Annexure 6).
7. CGMT Kerala No. KRL CO-11/20(2)/25/2020 HR&ADMN/3 dated 30-1-2020, allowing the option under the reference above (Annexure 7).
8. Pay fixation memo Estt/Pay Fixation/JTO 2018-19 dated 30-4-2019, issued after the exercise of the option under Annexure 6 & 7, fixing the basic pay at Rs. 9,850/- (minimum of the scale) as on 4-2-2008 without considering the officiating period (Annexure 8).
9. Pay fixation records in Karnataka Circle for similar cases of officiating JTOs (Annexure 9).
10. PPO issued by CCA Karnataka approving the pay fixation (Annexure 10).
11. PPO issued by CCA Kerala, showing reduced monthly pension by around Rs. 1,000/- for Kerala Circle JTOs (Annexure 11).
12. Letter AGM HR/Pay Anomaly/JTO(O)/2013 (Pt)/35 dated 4-1-2021, forwarded by Kerala Circle to Corporate Office seeking clarification regarding the counting of officiating periods (Annexure 12).
13. Reply from Corporate Office File No. BSNLCO-A/11(11)/13/2020-ESTAB dated 30-9-2022 (Annexure 13).
14. Letter No. 3-32/2013/Estt-IV dated 22-12-2015 (Annexure 14)

Subject Matter of Representation:

Kindly refer to the letter under reference (Annexure 12), wherein CGMT Kerala sought clarification regarding the method of pay fixation for JTOs who were officiating prior to their regular promotion in 2008. The Corporate Office, in its reply (Annexure 13), stated that the pay revision of officiating JTOs under the 2nd PRC is to be based on their substantive pay as TTAs, in line with the instructions in Annexure 14.

However, we would like to draw your kind attention to the following crucial points which establish that the clarification issued by the Corporate Office does not address the specific issue raised:

1. Nature of the Issue:

The matter pertains not to pay revision under the 2nd PRC but to the fixation of pay on regular promotion by counting the officiating period in the same post, as illustrated in Swamy's Handbook (Annexure 4).

The letter under reference (Annexure 14) deals with pay revision under the 2nd PRC for officiating JTOs as of 1-1-2007, which is unrelated to the present issue.

2. Correct Fixation Methodology:

As per FR 22.1.a.1 and its illustrations (Annexure 4), pay fixation on regular promotion for officiating JTOs who have earned increments during their officiating period must account for their pay fixation on regular promotion.

Kerala Circle initially fixed the pay correctly for such JTOs at Rs. 10,350/- as on 4-2-2008 (Annexure 5, 5.a, 5.b, and 5.c) **on their regular promotion on 4.2.2008 counting the officiating period**

However, when these JTOs exercised their option for pay revision as per the letter under reference 6, this fixation was subsequently altered (Annexure 8) to Rs. 9,850/- (minimum of the scale), disregarding the officiating period. This led to a reduction in pay, allowances, pension, gratuity, and other benefits.

3. Option for Pay Revision Under 2nd PRC:

The affected JTOs, on their regular promotion, exercised the option for pay revision under the 2nd PRC w.e.f. 4-2-2008, as per the guidelines in Annexures 6 and 7. This option has no bearing on their pay fixation on regular promotion, which should have been correctly done by counting the officiating period as already done as per reference 5.

4. Anomalies and Losses:

The incorrect fixation has resulted in reduced pensions (Annexure 11) and financial losses, including a reduction in gratuity, leave encashment, and ex-gratia benefits.

Karnataka Circle, in similar cases, adopted the correct fixation methodology (Annexure 9), and the same was approved by CCA Karnataka (Annexure 10).

5. Kerala Circle's Stand:

Kerala Circle, upon reviewing the representations, opined that pay protection benefits should be extended to these JTOs (Annexure 12). However, since the re-fixation (Annexure 8) was earlier approved by the CGMT, concurrence from the Corporate Office was sought.

Request:

In view of the above, we request your esteemed office to:

1. Approve Kerala Circle's proposal to extend pay protection benefits by counting the officiating period while fixing the pay on regular promotion as JTOs, as illustrated in Swamy's Handbook (Annexure 4).

2. Ensure uniform application of this methodology across all similar cases to prevent discrimination and financial losses to the affected employees.

It is unjust and, indeed, irrational to treat similarly placed personnel in different Circles differently.

We trust you will appreciate the merit of our representation and ensure a favorable resolution in line with the principles of justice and equity.

Thanking you,

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'G.L. Jogi', written over a horizontal line.

G.L. Jogi

General Secretary

Copy to

Sh S.P. Singh, PGM(E)/ BSNL Co, for Reconsideration of the whole issue in its Totality and its immediate resolution.