



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
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No. AIBSNLEA/CHQ/CMD/2015

Dated:-23.12.2015

To

**Shri. Anupam Srivastava,
Chairman & Managing Director,
BSNL, New-Delhi.**

Subject:-Clarification regarding reversion of officiating JTOs before sending for Phase-I training as per RR 2014 and fixation of pay under FR 22(1)(a)(1).

Reference: Letter No.5-20/2015/Estt-IV/RR-2014 dt.20 Nov 2015 of Estt -IV section of Corporate Office.

Respected Sir,

Clarification regarding relieving for phase-I training of Screening Test Qualified TTAs who are officiating as JTOs as per JTO Recruitment Rules 2014 was already issued by the Corporate Office vide letter .5-20/2015/Estt-IV/RR-2014 dt.20 Nov 2015 of Estt -IV section .As per this, Screening Test Qualified TTAs who are officiating as JTOs are to be sent for Phase-I training directly with out reverting them to the post of TTA.

It has come to our notice that, now a revised clarification letter has been issued by the corporate office vide letter No. 3-32/2013/Estt IV dated 22th December 2015, on the matter of fixation of pay of officiating JTOs under FR-22(1) (a) (1) and reversion before sending them for Phase-I training as per JTO RR-2014. This revised clarification issued in supersession of the earlier letter dated 20th Nov 2015, says that the candidates (officiating JTOs) are to be reverted before sending for Phase-I training as per new RR. Certain guidelines for pay fixation under FR-22(1) (a) (1) are also given in this letter.

The earlier decision communicated vide letter dated 20th November 2015, i.e, sending the candidates for training directly without reverting, was correct and in accordance with the true spirit of the new JTO Recruitment rules-2014.

In fact the JTO RR-2014 was framed mainly for settling the issue of regularization of all remaining officiating JTOs numbering about 1500 now, all over the country. Out of the 6000 TTAs qualified for promotion as per 1996-RR, about 3500 got absorbed as regular JTOs in diverted quota and the remaining were sent for training in accordance with the syllabus of 2001-RR, and subsequently posted to officiate as JTOs in various states of the country as per decision of the Board, and they have been discharging duties in the cadre of JTO for the last 10 or more years. These "**screening test passed phase-I trained TTAs officiating as JTOs**" could not be regularized owing to prolonged litigations with regard to diversion of DR quota, though they are all at par with the 3500 candidates already got absorbed as regular JTOs. Though belatedly, the

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Company came with a solution by framing a new-RR to settle the long pending issue of regularization of the remaining candidates through absorption.

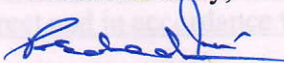
In the new JTO RR-2014, there are two channels for posting of internal candidates as JTOs - one is **absorption channel** and the other is **promotion through LICE**. **The absorption channel** is exclusively meant for the particular group called "**screening test passed phase-I trained TTAs officiating as JTOs**". (They passed a screening test in 2000 and underwent pre-appointment training of JTO as per RR-2001). As per the JTO RR-2014, vacancies in 50% internal quota should be first filled by the above group and the balance should be filled through LICE from eligible group-C cadres. **The new RR does not mention anything about reversion of the candidates in the so called group "screening test passed phase-I trained TTAs officiating as JTOs". Hence it will be against the provisions of RR, if the candidates belonging to this group are reverted when sent for training.** More over all these officiating JTOs mentioned as a particular absorbing group in the schedule of RR, are qualified and trained as per RR 2001, and hence eligible for getting fixation of pay under FR-22(1) (a)(1) and entitled for the JTO pay scale with all fitment benefits through out the officiating period.

Candidates in circles like Kerala, who get FR-22(1)(a)(1) fixation and pay protection as per court order, will suffer a hefty reduction in pay, If reverted before sending for training. There exists a court order which stipulates that, their pay should not be reduced at any rate. **Hence It may amount to a contempt of court if they are reverted for sending for training as per new RR.**

In view of the above, it can be understood that the earlier decision conveyed vide Letter No.5-20/2015/Estt-IV/RR-2014 dt.20 Nov 2015 of Estt -IV section of Corporate Office, for sending this group of officiating JTOs for Phase-I training directly without reverting them as TTAs, is in order and the decision conveyed in the revised letter of 22nd Dec 2015 is incorrect and invalid.

We would therefore make an earnest request to restore the correct decision of relieving the officiating JTOs (scheduled as a particular group for absorption in new RR) directly for training as per RR-2014, without reverting them to the post of TTA. A very early interference is solicited.

Yours Sincerely,



(Prahlad Rai)

General Secretary.

Copy to:- 1.Smt.Sujata T Ray, Director (HR) BSNL Board, New Delhi-110001
2.Smt.Madhu Arora, GM (Estt) BSNL CO New Delhi-110001.