



# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/Dir(Fin.)/2013

Dated: 18.03.2013

To

**Shri K.C.G.K. Pillai**  
**Director(Finance), BSNL Board**  
**New Delhi-110001**

**Sub : Anomaly in pay Fixation - Case of DR.JTOs of 2007 & 2008 Batch DR. JAOs in respect of whom result declared in April 2010 and Departmental JAOs who got promoted through internal departmental competitive examination for which results declared in year 2010{ both 10% & 40% } - Reg.**

**Ref :** 1. BSNL CO Lr. NO : 1-50/2008-PAT (BSNL) Dated 05.03.2009.  
2. BSNL CO Lr. NO : 1-16/2010-PAT (BSNL) Dated 07.05.2010.  
3. BSNL CO Lr. NO : 1-69/2009-PAT (BSNL) Dated 24.05.2010.  
4. BSNL CO Lr. NO : 1-69/2009-PAT (BSNL) Dated 19.05.2011.  
5. BSNL CO Lr. NO : 1-29/2010-PAT (BSNL) Dated 03.01.2012.  
6. BSNL CO Lr. NO : 1-29/2010-PAT (BSNL) Dated 19.03.2012.  
7. BSNL CO Lr. NO : 1-05/2012-PAT (BSNL) Dated 20.12.2012.

Sir,

Kindly refer to the letters cited under Ref. (5) dated 03.01.2012 and (6) dated 19.03.2012 above wherein the pay of directly recruited JTOs /JAOs was fixed at Rs.19020/- by grant of 5 Five advance increments in the revised IDA pay scale of Rs.16400-40500 on their date of joining in BSNL after completion of induction training.

Further para 2 of letter cited under reference (7) dated 20.12.2012 reads as follows: "Accordingly, it has been decided with the approval of BSNL Board that on promotion to the grade of JAO through internal departmental competitive exams for which results declared in year 2010 (both 10% Quota & 40% Quota), the pay of such JAOs may be fixed in the revised E1 pay scale of Rs. 16400-40500/- by granting one notional increment @ 3% of their existing pay in the feeder grade or at Rs.19020/- by way of granting five advance increments on the minimum of the revised E1 scale, whichever is higher.

In this regard Para No (3) of letter dated 05.03.2009 wherein the revision of scales of pay of Board level and below Board level executives of BSNL were notified [cited under reference (1) above ] reads as follows. **"The annual increment will be at the rate of 3% of the Revised Basic pay and the same will be rounded off to the next multiple of rupees ten "**.

**“Annual Increment will be at the rate of 3% of the revised basic Pay and will be rounded off to the next 10 Rupees”.**

This was further clarified vide letters dated 24/05/2010 and 19/05/2011 (Cited under ref (3 & 4). It reads as follows. **“Annual increment will be at the rate 3% of revised Basic Pay. In case of calculation of Increments under the revised pay structure, paise should be ignored, but any amount of a rupee or more should be rounded off to next multiple of 10. To illustrate, if the amount of Increment comes to Rs 1900.70 paise then the amount will be rounded off to Rs1900; if the amount of increment works out to Rs. 1901, then it will be rounded of to Rs 1910”.**

Hence it is amply clear that increment should be granted @ 3% on the Revised basic pay and the amount should be rounded off to next multiple of 10 subject to the condition stated in the letter cited under ref (3) and (4).

But as per Annexure to the to the letter cited under reference (6) dated 19.03.2012 sample pay fixation in the pay scale of Rs 16400-40500 (E1) in respect of directly recruited JTOs of 2007 & 2008 batch and JAOs in respect of whom results declared in April, 2010 has been worked out as per BSNL CO letter No.1-29/2010 –PAT (BSNL) dated 03-01-2012 [cited under reference (5)]

By granting of Five Advance Increments in the minimum of E1 Scale of Rs 16400, the amount arrived at Rs. 19020. It is presumed that the pay fixation has been done as follows.

**DR.JTOs in respect of whose Date of Appointment is 17/08/2009 & 12-09-2010.**

<b>Minimum of E1 scale</b>	<b>=</b>	<b>Rs. 16400</b>
<b>Add I increment @ 3 on Rs. 16400</b>	<b>=</b>	<b>Rs. 492</b>
		<hr/>
	<b>=</b>	<b>Rs. 16892</b>
<b>Add II increment @ 3% on Rs. 16892</b>		<b>Rs. 507</b>
		<hr/>
	<b>=</b>	<b>Rs. 17399</b>
<b>Add III increment @ 3% on Rs. 17399</b>		<b>Rs. 522</b>
		<hr/>
	<b>=</b>	<b>Rs. 17921</b>
<b>Add IV increment @ 3% on Rs. 17921</b>		<b>Rs. 538</b>
		<hr/>
	<b>=</b>	<b>Rs. 18459</b>
<b>Add V increment @ 3% on Rs</b>		<b>Rs. 554</b>
		<hr/>
		<b>Rs. 19013</b>
		<hr/>

**Rounded off to Rs = 19020**

But as per this calculation neither the rounding off rules as envisaged vide of letters dated 24.05.2010 & 19.05.2011 [Cited under as reference (3) and (4)] nor the rules for grant of increment as envisaged in letter dated 05.03.2009 and 07-05-2010 [Cited under reference (1) and (2)] has been followed].

Hence as per orders cited above pay fixation by grant of five increment in the minimum of E 1 pay scale of Rs 16400 has to be done as follows as per the rules on the subject .

DR.JTOs in respect of whose date of appointment is 17.08.2009 and 12.09.2010 and for JAOs who got promoted through internal competitive examinations for which results declared in year 2010 [both 10% Quota & 40% Quota]

Minimum of E1 scale	=	Rs. 16400
Add I increment @ 3% on Rs.16400	=	Rs. 492
		_____
		Rs. 16892
Rounded to multiples of next 10	=	Rs. 16900
Add II increment @ 3% on Rs.16900	=	Rs. 507
		_____
		Rs. 17407
Rounded off to multiples of next 10	=	Rs. 17410
Add III increment @ 3% on Rs.17410	=	Rs. 522.30
		_____
		Rs. 17932.30
Rounded off to multiples of next 10	=	Rs. 17940
Add IV increment @ 3% on Rs.17940	=	Rs. 538
		_____
		Rs. 18478
Rounded off to multiples of next 10	=	Rs. 18480.00
Add V increment @ 3% on Rs.18480	=	Rs. 554.40
		_____
		Rs. 19034.40
		_____
Rounded off to multiples of next 10	=	Rs. 19040
		_____

**Pay to be fixed on 17.08.2009 and 12.09.2010 at Rs.19040.**

**Hence in the light of the above the pay of DR.JTOs of 2007 and 2008 Batches (appointed on 17.08.2009 and 12.09.2010) DR. JAOs in respect of whom result declared in April, 2010 and the JAOs who got promoted through internal departmental competitive examinations for which results were declared in year 2010 (both 10% Quota & 40% Quota) has to be fixed subject to the minimum of Rs.19040/= instead of Rs 19020.**

The difference is just Rs.20/-.

It is not a question of the quantum of money but the underlying principle based on which grant of increment and rounding off is regulated as per rules on the subject.

Hence it is requested to issue necessary corrigendum to the BSNL CO office order (No 2 of 2012) 1-29/2010-PAT (BSNL) dated 19-March-2012 [cited under reference(6)] and BSNL CO Lr. No: 1-05/2012- PAT (BSNL) dated 20-12-2012 [cited under reference (7)] please.

We profoundly hope that the needful will be done at the earliest.

**With kind regards,**

**Yours Sincerely**

**-sd-**

**(Prahlad Rai)**

**General Secretary**

**Copy to : Shri A.N. Rai, Director(HR), BSNL Board, New Delhi-110001**