



**ALL INDIA
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EXECUTIVES' ASSOCIATION
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No: AISBNLEA/CHQ/CMD/2010-11/

Dated 15.06.2011

To
Shri R.K. Upadhyay
CMD, BSNL
New Delhi-110001

Subject: - Revision of pay from Non-Executive to Executive on implementation of 2nd PRC w.e.f. 01.01.2007-case of JAOs appointed after 07.05.2010.

Ref. : Order No. 1-37/2010-PAT (BSNL) dated 18.05.2011 issued by AGM(Pers- V), C.O., BSNL, ND

Respected Sir,

We would like to draw your kind attention to the clarification under reference regarding mode of fixation of pay of the JAOs in exercise of option who were qualified through departmental exam. against 40% quota result of which declared in the month of March'2010 (copy enclosed) after implementation of 2nd PRC w.e.f. 01.01.2007. They were posted as JAO on 14.06.2010/12.07.2010 (batch by batch) on completion of 1st Phase of Induction Training and the order of 2nd PRC effective from 01.01.2007 for non-executives was released vide Corporate Office Order No. 1-18/2010-PAT (BSNL) dated 07.05.2010. As per Para 3.6 of said order an employee may submit his/her option within three months from the date of issue of that order to get fix the pay in the revised pay scale either from date of promotion or from the date of next increment in the pre-revised scale of pay. Accordingly they submitted option within the specific period of time to get the pay in the revised pay scale from the date of promotion as JAO. But surprisingly recently the Corporate Office has clarified vide order no. 1-37/2010-PAT(BSNL) dated 18.05.2011, that the non executive who got promotion/financial up-gradation under ACP Scheme from non-executive grade to executive grade between the period 01.01.2007 and 07.05.2010 may be allowed to exercise option for fixation of pay in the revised pay from the date of their promotion/financial up-gradation under ACP scheme. This order is full of ambiguity and in contradiction to the order of 2nd PRC dated 07.05.2010, wherein option facilities was allowed upto 06.08.2010 i.e. three months from the date of issue of order of 2nd PRC. Due to this order, the JAOs already got the pay fixed are losing heavily.

Apart from above, it may also be stated that in many circles appointing of officiating JAOs was allowed from the candidates who have qualified in JAO Part-II Exam. Immediately after release of results in march'2010 and their officiating pay was fixed in the pre-revised pay and on regular appointment as JAO, the officiating pay has also been revised, resulting the candidate who have got officiating promotion are getting higher pay than the candidate who have not officiated as JAO after qualification in the JAO Part-II Exam. This anomaly of pay can only be protected by allowing the scope of option as per original order of 2nd PRC dated 07.05.2010.

Further it may also be noted here that one more LDCE was held for promotion to the grade of Asstt. Manager in Corporate Office, BSNL New Delhi during the month of January'2010 after the JAO Part-II Exam held. The result of the said exam published simultaneously with the JAO Part-II result i.e. during the month of March'2010 itself. As there is no training, the qualified candidate joined before 07.05.2010 and they got the benefit under the said para 3.6.

In this context it is also mentioned that many candidates of 2004 JAO exam, as per ADG(SEA) order No. 4-29/2003-SEA-BSNL dated 12.10.2004, after a long period of six years from the date of said advertisement are qualified JAO Part-II exam on 29.03.2010 vide AGM(RE)/CTD order no. AGM(R&E) I.C. Exam/40% JAO (Pt.-II)/2009 dated 29.03.2010 along with other candidates (copy enclosed). But due to administrative delay JAO Ph-I training were being conducted under batches w.e.f. 14.05.2010 and got posted as regular JAO subsequently.

We would therefore request you to kindly intervene in the matter so that exercising option is allowed in terms of para 3.6 of the order dated 07.05.2010 to JAO, who were appointed within 06.08.2010. In other words, we request you Sir, kindly allow the option period extended upto 06.08.2010 (i.e. from 01.01.2007 to 06.08.2010 (*Original option allowed for 3 months from 07.05.2010*)).

With kind regards,

**Yours sincerely,
-sd-
(PRAHLAD RAI)
General Secretary**

Copy to:-

- (i) Sh. A.K. Garg, Director(HR), BSNL, New Delhi-110001**
- (ii) Sh. D.P. De, Sr. GM(Estt.) BSNL CO, New Delhi**