



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION  
Central Headquarters, New Delhi**

**President**  
Raj Pal  
Mob.: 9868123459

**General Secretary**  
Shaji. V  
Mob.: 9446450450

**Dy. General Secretary**  
J.K. Patel  
Mob.: 9427300300

**Financial Secretary**  
Dinesh Kumar  
Mob.: 9868155681

No. AIBSNLEA/CHQ/DIR(HR)/2024/18

Dated 23.10.2024

To  
Sri (Dr) Kalyan Sagar N ,  
The Director (HR) , BSNL Board,  
BSNL Corporate Office,  
New Delhi.

**Subject: Request for Implementation of CAT Orders and Pay Revision for Departmental TTAs Promoted as JTOs reg.**

**Reference:**

1. CAT Chennai Bench order dated 10.07.2024 against OA Nos. 1401 & 1343/2017 & 1178/2018.
2. CAT Lucknow Bench order dated 19.09.2024 against OA 332/00302/2019.
3. Honorable PCAT order dated 08.05.2015.
4. 2nd PRC Pay Revision Order BSNL CO Lr. No. 1-16/2010-PAT(BSNL) dated 07.05.2010.
5. BSNL CO Letter No.1-07/2012-PAT(BSNL) dated 28.03.2012.
6. BSNL CO Letter No. 1-37/2010-PAT(BSNL) dated 18.05.2011.
7. BSNL CO Letter No. 7-4/2010/SEA/BSNL (Pt-1) dated 24.07.2015.
8. BSNL CO ND No.5-31/2001/Per.IV dated 20.06.2016.
9. BSNL CO- PR II/11(24)/14/2020-PERS1 dated 28.08.2020.
10. BSNL CO- 5-31/2001-Pers.IV dated 23.6.2010

**Respected Sir,**

We would like to bring to your attention a long-pending matter concerning the 2nd PRC pay revision for Telecom Technical Assistants (TTAs) who were promoted to Junior Telecom Officers (JTOs) as departmental outsiders. The matter relates to the Hon'ble CAT orders cited above and requires urgent implementation.

The aggrieved executives, while serving as TTAs with a pay scale of Rs. 7100-200-10100, applied for direct recruitment to the post of JTO, which carried a pay scale of Rs. 9850-250-14600. Upon meeting the



prescribed qualifications under the JTO Recruitment Rules (JTO RR), they were selected as departmental candidates for promotion. During their pre-appointment JTO training period, they continued to draw their TTA salary, and their HRMS number remained unchanged. However, the eligible pay revision for the TTA position was not announced or implemented, further compounding the issue.

These officials were appointed/promoted as JTOs between 01.01.2007 and 07.05.2010, making them eligible for the option of pay revision under para 3.6 of the 2nd PRC order dated 07.05.2010. However, inconsistencies in pay fixation were noted due to the varying approaches taken by local pay-fixing authorities. The discrepancies include:

1. Some executives had their TTA pay retained until the date of JTO appointment and were later re-fixed under the revised scale.
2. Others were subjected to a forced retrospective pay revision from 01.01.2007, without being allowed to exercise their option, and were given one notional increment (3%) in the revised scale.
3. A third group had their pay retrospectively revised from 01.01.2007 but their pay remained in the TTA scale, without further revision at the JTO appointment.
4. In some cases, their pay was equated to that of pure outsider JTOs.

It is important to highlight that the aggrieved executives, while serving as TTAs, were relieved by the Respondents to attend the JTO pre-appointment training, with the continuity of their previous benefits, such as age relaxation, leave carry-forward, pension protection, and the continuation of TTA pay and allowances. Unlike external recruits who receive stipends during training, these officials continued drawing their TTA pay. Furthermore, their employee numbers and service records were retained, signifying that the lien on their prior service was preserved. The resignation submitted by these officials was merely a technical formality, as explicitly stated by the BSNL their order dated 23.06.2010(ref.10).

In stark contrast, other similarly placed internal officials, promoted as JTOs/JAOs after 01.01.2007 from Non-executive grades (such as TTAs/OAs/Clerks), had their pay fixed in the pre-revised JTO scale as per FR 22 1 a 1 and were subsequently placed in the revised JTO scale, as per para 3.6 of the 2nd PRC order, and orders dated 18.05.2011, 24.07.2015, and 28.08.2020. This inconsistency, citing "appointment" instead of "promotion," violates their rights under the Non-executive pay revision and FRSRs.

Despite numerous representations to the competent authorities, the option for pay fixation was denied by quoting the BSNL order dated 28.03.2012, which stated that **appointments made under direct recruitment cannot be treated as promotions. However, this order was quashed by the Hon'ble PCAT on 08.05.2015. This ruling was not contested and has attained finality. In defiance of this decision, the BSNL unlawfully reproduced elements of the quashed order, suppressing crucial information, which constitutes contempt of court.**



Further complicating the matter, BSNL issued a pay protection order on 20.06.2016, which artificially created a distinction between promotion and appointment, ignoring the last pay drawn by these executives in the pre-revised TTA scale.

Due to the denial of their legitimate pay fixation rights, these executives approached the Hon'ble CATs, which ruled in their favor through the order dated 10.07.2024 & 19.9.2024 . The key observations from the CAT ruling are as follows:

1. "The Hon'ble Apex Court observed under Special Leave Petition No. 16646 of 1995 that once employees are part of the same cadre, distinctions between direct recruits and promotees disappear concerning equal treatment in pay scales."
2. "Pay protection under FR 22 1 a 1 must be automatic, and no artificial distinctions can be made within the same cadre."

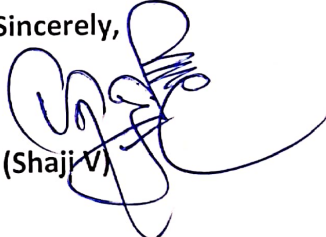
The CAT order unequivocally quashes BSNL's orders dated 28.03.2012 and 20.05.2016, directing the re-examination and re-fixation of pay as per FR 22 1 a 1 from the date of promotion/appointment, with the appropriate consequential reliefs.

In light of the Hon'ble CAT's ruling and the absence of the quashed orders, we request immediate implementation of the directive for pay revision from the date of promotion/appointment to JTO under pay protection.

We trust you will treat this matter with the urgency it deserves and address the long-standing grievance of these aggrieved executives.

**Thank you, Sir, for your kind consideration and continued commitment to the betterment of BSNL.**

With Kind regards

Sincerely,  
  
(Shaji V)

**Copy for kind information and n/a to:**

PGM (Establishment), BSNL CO