



All India Graduate Engineers & Telecom Officers Association

Calcutta Telephones District

(The Recognised Representative Association of BSNL)

Circle President

Dinesh Roy

Mobile: +91-9433400436

Circle Secretary

Sayantan Sikder

Mobile: +91-9432000871

Circle Finance Secretary

Arvind Shukla

Mobile: +91-9433000303

All communication to Email: aigetoakolkata@gmail.com

AIGETOA/CTD/2022-23/29

Date: 17.03.2023

To
The CGM
Calcutta Telephones
34, B.B.D. Bag
Kolkata- 700001

Sub: Request for kind intervention for removing the pay anomaly resulted during the implementation of second PRC – case of JTOs of RY-2007 & 2008 and other batches.

Ref letter: No. Nil Date: 22.02.2023 by some of the affected executives (copy annexed as ANNEXURE-I).

Respected Sir,

Your kind attention is invited over the issue mentioned above. Sir, JTOs of RY-2007 & 2008 and some other JAO batches was recruited as JTO/JAOs with an advertisement of pay scale as per the pre-revised E1A (9850-250-14600) with a clear-cut mention as '**the pay scale is likely to be revised upwards**' (concerned page of the advertisement copy is also enclosed here as ANNEXURE-II). Some executives were also getting the pay at Rs. 9850.00 (Supporting pay slip is attached as ANNEXURE-III).

But after the implementation of the 2nd PRC, **neither these executives got the benefits of the PRC at per with the previous batches joined prior to 2009 nor was their pay got protected**. This 'stalemate' condition is continuing since last 14 years. And since then, these executives are drawing **less-pay of few thousands per months**. Sir, many talented and hardworking executives of these batches are **totally demotivated and devastated**.

Sir, in this grave situation we're seeking your kind intervention to resolve this issue for once and all. Sir, **we'll be obliged if you can write a few words to Hon'ble DIR(HR) in this long pending issue for his early intervention**.

Thanking with

yours faithfully,

Date: 17.03.2023

Place: Kolkata

sd/-

SAYANTAN SIKDER
CS-AIGETOA/CTD

Encl:
As mentioned.

To,
The Circle Secretary,
AIGETOA, CTD, Kolkata – 01.

Sub: Request for removing the Pay anomaly resulted among E1A recruited executives after implementation of the 2nd PRC in BSNL in the year 2009-10—Regarding.

Dear Sir,

With due regard we would like to bring to your kind notice that we, the executives of DR 2007 and 2008 batches, were recruited as GE JTO in the year 2008 and 2009 with our Pay scale as Pre-revised E1A (9850-250-14600). We had worked in this pre-revised scale and was drawing monthly salary accordingly.

After implementation of the 2nd PRC in BSNL in the year 2009-10, an anomalous situation happened from that point of time wherein All the BSNL employees got their salary increased by 30% whereas we were denied the same. Even 2005 batch JTOs, CSS Cadre Assistant Managers and promoted JAOs 2010 batches were revised with 22820 for E1A pre-revised whereas the same E1A pre-revised for us was fixed at 19020.

Sir, the genuineness of the issue may be understood through the fact that we have not only been denied the 2nd PRC benefits in BSNL, but **being paid even less than the pay, as we would have been getting in Pre-revised i.e. it would have been beneficial for us had no 2nd PRC been implemented in BSNL.**

The details of Pay loss/disparity in comparison to pre-revised Pay and with other beneficiaries of BSNL are being furnished in following table:

Method of Pay Fixation	Initial Basic on January 2010	Basic pay as on 1 st Oct 2022 after annual increments including EPP	IDA rate as on 1 st Oct 2022	Dearness Pay	DA Amount	Gross Salary (Basic+ DP+ DA) as on 1 st Oct 2022
Existing	19020.00	29720.00	195.8 %	Nil	29720*1.958 =Rs 58192.00	Rs87912.00 (29720+58192)
Pre-Revised	9850.00	15125.00	399.5 %	0.50*15125 =Rs 7562.50	(15125+7562.5) *(3.995-0.5) =Rs 79293.00	Rs101980.00 (15125+7562+79293)
If pay Parity Maintained with similarly recruited/promoted executives	22820.00	35650.00	195.8 %	Nil	35650*1.958 = Rs 69803.00	Rs105453.00 (35650+69803)

* As is clear from the above table that we are receiving **Rs14068.00 (101980-87912)** less than what we would have been receiving as monthly salary, had 2nd PRC not been implemented.

Also we would have been receiving **Rs 17541.00** (105453-87912) more as monthly salary had we been given similar 2nd PRC benefits as awarded to other similarly recruited executives.
***** In addition to this pay loss, we are incurring losses in terms of EPF contribution, SAB, O/D Medical limit and other terminal benefits** which are based on Basic Pay.

We have been with AIGETOA & supported throughout the 2013 agitation and several times thereafter. Even at the time Membership Verification in 2020 we knocked all the doors of our batchmates throughout the country so that no stone is left unturned and majority of 2K7-8 batches vote in favour of AIGETOA. At the time of membership verification, pay loss of 2K7-8 batches was one of the agendas of AIGETOA which was promised to be resolved within 6-8 months. Ever since AIGETOA have become Majority Association, we have been expecting the resolution of the issue but it has been almost 3 years without any progress. All this time we were hearing that the issue can be resolved by the court order, but at the same time there has not been progress on resolving the issue from management side with the persuasion of AIGETOA.

As the issue is still pending for the last one decade, we have decided to convey our pain and agony to the one and only Majority Association dedicated to the DR employees, with a hope that it would definitely been given the due consideration.

Therefore, it is requested before your good self, to direct the CHQ as well as the BSNL circle administration so that they may, in turn, inform the BSNL CO management for early resolution of this basic pay anomaly issue eliminating discrimination among equals.

Thanking you,

With regards,

Dated: 22nd Feb, 2023

Place: Kolkata

Sd/-

Yours Sincerely

Signatures Attached in
the Annexure.

No.	Name	HRMS	Signature
1.	Abhishek Bamejee	20101025	Arumyic
2.	SUBHASIT CHOUDHURY.	201001053	Subhasit Choudhury
3.	PANAN KUMAR	201001898	Panaukumar
4.	NITESH KUMAR	200901362	N Kumar
5.	JITENDRA KUMAR MCH	201001675	Gadakh
6.	MALAY PURKAIT	201001032	mpkrait
7.	BIKAS SHEKHAR	201001676	Bikas
8.	SAURABH MAJDEK	201000963	Shukla
9.	Ranabroto Newton	201001026	Ranabroto
10.	Debdutta Nandi	200902653	Debdutta
11.	Sunjoyit Alogh.	201001071	Sunjoyit
12.	Debasis Bhattacharya	200904914	Debasis
13.	PUSA SINHA	201001000	PUSA
14.	RAVI KUMAR	201001520	Ravi
15.	Indrajit Jangam	200903699	Indrajit
16.	Arup Kumar Choudhury	200901946	Arup
17.	Armit Koley	200909117	Armit
18.	Himangsu Das	200803027	Himangsu
19.	SANDIP DAS.	200901993	Sandip
20.	Mukesh Singh	201001049	Mukesh

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Subhasit Choudhury
Panaukumar
N Kumar
Gadakh
mpkrait
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201001049

Sl No.	Name	HRMS	Signature
21.	SUNIL GUPTA		
22.	RAVI KANT SRIVASTAVA	201000986	
23.	ARNAB KUMAR MONDAL	201002466	
24.	SOURAV CHAKRABARTI	201000966	
25.	TARAK NATH GHOSH	201000999	
26.	INDRANIL DATTA	201000988	
27.	BIKASH CHANDRA MONDAL	201000973	
28.	RUPA DEB	201000974	
29.	DATLA VIJAY KUMAR	200902870	
		201002768	

Gupta.
 Shree
 23/feb/2023
 23/02/23
 23/02/23

T. N. Ghosh
 23/02/2023

Indranil Datta
 (23/02/2023)

@Mondal
 23/02/23

23/02/23
 23/02/23

BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

Recruitment of Junior Telecom Officers(Telecom.), Junior Telecom Officers(Civil) and Junior Telecom Officers(Electrical)

(1-11/2008-Rectt.)

CLOSING DATE OF RECEIPT OF APPLICATION : 06.04.2009

EXAMINATION DATE : 21.06.2009

Bharat Sanchar Nigam Ltd. [BSNL] will recruit about **3945** [subject to variation depending on the availability of vacancies] Junior Telecom Officers through an open competitive examination to be held on **21.06.2009** on All India basis, as per the details given below:-

JTO(Telecom)	SC: 459	ST: 239	OBC: 989	OC: 1858	TOTAL: 3545
JTO(Civil)	SC:23	ST:16	OBC:69	OC:92	Total:200
JTO(Electrical)	SC:15	ST:30	OBC:55	OC:100	Total:200

3% of the total vacancy (1.5% for Locomotive and 1.5% for Hearing Impairment) will be reserved for PH quota.

Reservation as per Central Govt. guidelines will be applicable for SC/ST/OBC/Physically Handicapped [PH]. In respect of Physically Handicapped persons, candidates with following physical disability will be permitted:

- Hearing Impairment - Partially Deaf
- Locomotive Impairment - one arm or one leg or both legs affected


(The minimum degree of disability is 40% in order for a person to be eligible for any concession/benefits)

1. Scale of Pay

The post of J.T.O. is in the IDA pay-scale of Rs. 9850-250-14600.

(The pay scale is likely to be revised upwards)



				Bharat Sanchar Nigam Limited (A Govt Of India Enterprise) O/O THE GM(EAST), KOLKATA			
SALARY SLIP							
Staff No	201001121	Month/Year	OCT/2011	PAN No	AODPB8429B	EPF Acc No	NEW
Name	NILANJAN BISWAS	D.A. Rate	86.1 %	Bank Acc No	22160100001382	D.N.I.	01-MAY-2012
Designation	J.T.O	Pay Scale	09850-250-14600	Basic	9850		
Unit / Office	O/O THE GM(EAST)			Bank, Branch	BANK OF BARODA, 700012058 (IFSC-BARB0GAURIP)		
						EPF UAN NO	--NA--
EARNINGS (Rs.)		DEDUCTIONS (Rs.)		ADV. BALANCES (Rs.)			
Basic Pay	9850	E.P.F. Subscription	3300				
C.C.A.	300	P. Tax	150				
D.A.	12721	GSLIS	315				
D.P.	4925						
H.R.A.	4433						
Transport Allowance	800						
Diet Allowance	225						
P.U.A	197						
Gross Earnings	33451	Gross Deductions	3765				
Take Home Pay : Rs. 29686 (TWENTY NINE THOUSAND SIX HUNDRED EIGHTY SIX)							

Salary for this month has been revised vide Supple. bill no SB/GM_EAST/2011-2012/DEC/Monthwise/11 dated 13/12/2011.

Salary for this month has been revised vide Supple. bill no SB/GM_EAST/2012-2013/APR/Monthwise/13 dated 28/04/2012.

Salary for this month has been revised vide Supple. bill no SB/GM_EAST/2012-2013/APR/Monthwise/22 dated 30/04/2012.

Salary for this month has been revised vide Supple. bill no SB/GM_EAST/2012-2013/JUN/Monthwise/33 dated 15/06/2012.

@ Salary Slip printed from BSNL HR & PAY Management System (MYHR).

* For internal use only.

ACCOUNTS OFFICER
O/O THE GM(EAST), KOLKATA