



BHARAT SANCHAR NIGAM LTD.

(A Government of India Enterprise)
7th Floor, Bharat Sanchar Bhawan,
H.C Mathur Lane, Janpath,
New Delhi – 110001.

No. 4-8/2016-SEA
Dated: 29.07.2016

To

1. All CGMs/IFAs, BSNL Telecom Circles
2. All CGMs/IFAs, BSNL Telecom Districts
3. All other Administrative Units/Officers in BSNL

Subject: - Representations by DR JAOs 2010 and Departmental JAOs 2012 for fixation of initial pay scale same as given to Departmental JAOs (40% quota) 2010 – reg.

This office has received various representations from DR JAOs of 2010 batch and Departmental JAOs of 2012 batch requesting for fixation of their initial pay at par with Departmental JAOs (40% quota) of 2010 batch in view of this office letter no. 7-4/2010-SEA BSNL (Pt. I) dated 24.07.2015 vide which JAO (Deptl.) 40% quota of 2010 batch were allowed to exercise the option for fixation of pay in the revised pay scale from the date of promotion in the grade of JAO, as one time dispensation.

In this connection, it is intimated that there is no disparity in terms of pay structure of JAO (Deptl.) and JAO (DR) of 2010 batch since both the groups have been given same pay scale. The case laws cited by JAO (DR) of 2010 batch are not relevant in the instant case since JAO (Deptl.) of 2010 batch have not been given any special pay or portion of pay which has not been offered to JAO (DR) of 2010 batch.

The pay of JAO (Deptl.) of 2010 batch as per order dated 24.07.2015 is by virtue of their promotion from Non Executive to Executive grade and their eligibility to exercise the option as per BSNL's Non-Executive wage revision order dated 07.05.2010 whereas the pay of JAO (DR) of 2010 batch is ought to be fixed at the minimum of the pay scale being fresh recruit in BSNL.

As regards to JAO (Deptl.) 2012 batch JAOs request for allowing them option for fixation of pay in the revised pay from the date of promotion in the grade of JAO it is intimated that qualifying the JAO (Main Exam) which is held subsequent to screening test is must for promotion to the grade of JAO and qualifying in the screening test cannot be the ground for claiming parity with JAOs of 2010 batch who qualified in the JAO (Main Exam) before the date of issue of Non-Executive wage revision order i.e. 07.05.2010 which is not the case with JAO (Deptl.) of 2012 batch. Moreover, the concept of option is only at the time of issuance of order and cannot be kept open for all times to come on frivolous grounds like qualifying in same screening test etc. which are held only for the purpose of screening the candidates and does not make the candidates entitled for promotion to the grade of JAO.

This disposes off all the representations received in the matter and the Circles are requested to take necessary action in the matter accordingly.

This issues with the approval of Director (HR) BSNL.

(Sunil Rajput)
Assistant General Manager (SEA)

Copy to:

1. PPS to CMD BSNL
2. PPS to Director (HR)/Director (F) BSNL.