



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

## TAMILNADU TELECOM CIRCLE

(An Association of DR Graduate Engineers/Account Officers of BSNL)

Website: [www.aigetoachq.org](http://www.aigetoachq.org)

Email: [aigetoatncircle@gmail.com](mailto:aigetoatncircle@gmail.com)

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### Circle President

H. Victor Samson  
9443100770

### Circle Secretary

G. Saravana Kumar  
9443200450

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Ref No: AIGETOATN/Circle Office Correspondence/10

dated: 24<sup>th</sup> June 2014

To  
The Principal General Manager (Finance),  
O/o the CGM, BSNL TN Circle,  
Chennai- 6.

Respected Sir,

**Sub: Appeal to alter the statement in your Letter regarding Pay fixation of Directly recruited JTOs of 2007 and 2008 batches – Reg**

- Ref:-
1. No. TAC/SPL.CELL/67-33/DR-JTO/PartII/2010-14/5 dated at Chennai -6 the 19-06-2014
  2. Corporate office order No: 5-31/2001-Pers.IV dated 23.6.2010 in the subject Extension of benefits to the internal officials selected against DRJTO quota, who have applied through proper channel - Clarifications.
  3. BSNL CO SEA order No: 4-85/2003-SEA (Pt. II) Dated: 04-03-2008 in the subject Pay fixation in respect of JAO (External Candidates) appointed in BSNL from other Departments as fresh Candidate against Direct Recruitment quota.
  4. OM No. 13/24/92-Estt.(Pay-I)Government of India Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training) New Delhi, the 22nd Jan., 1993 in the subject **Condonation of resignation for purpose of pay fixation.**

This is with reference your letter cited under reference 1 regarding Pay fixation of directly recruited JTOs of 2007 and 2008 batches. In your letter, In Point 3 it is mentioned as **“(3) It is brought to the notice that some of the SSAs have given the pay fixation benefit of one additional increment under FR 27 which is not as per BSNL CO instructions”.**

It is highly objectionable and against the spirit of the many BSNL CO orders and GOI FR-SR in cases where a Government servant applied for post in the same or the other Departments through proper channel and on selection the benefit of past service be given for purposes of fixation of pay in the new posts treating the resignation as a “Technical Formality” (GOI Order Cited under Ref 4).

More number of JTOs in the 2007 & 2008 batch previously worked as TTAs for about 7 years and selected as JTOs in DR quota. To protect the past service benefits of departmental outsider JTOs the BSNL CO issued clarification vide order No: 5-31/2001-Pers.IV dated 23.6.2010, which extends past service benefits to the departmental outsiders who selected as JTOs in DR JTO quota. As per said BSNL CO orders the pay of the departmental outsider JTOs fixed as per FR-27 in order to protect the pay drawn in the Previous Post TTA cadre. The extracts of corporate office order No: 5-31/2001-Pers.IV dated 23.6.2010 Point 4 given below for the ready reference (order copy enclosed).

4.	Resignation from previous cadre may not be required and benefit of past service be given for fixation of pay in JTO post and for carry forward of leave.	The officials appointed as DR JTO are entitled for benefits of past service, if otherwise admissible under rules, for fixation of pay in the post of DR JTO, treating the resignation as a technical formality. The pay is fixed under FR 27. The leave will also be carried forward. ##
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As per FR 27, the Competent Authority who is competent to create a post, whether temporary or permanent, may grant advance increments [otherwise called premature increment(s)] not only to the incumbent of the post created under his own powers but also to those appointed to other posts in the same cadre on the same scale of pay, created with the concurrence of the higher authorities. The power to grant advance increment is invoked also in cases where the pay of a Government servant has to be fixed under certain circumstances and also to remove anomalies in fixation of pay.

At this juncture, your letter cited under Ref 1 will create great confusion in the pay fixation of departmental outsider JTOs. Moreover TTA had entitled for pay and allowance of the previous post during the period of pre-appointment training for the JTO post and entitled for pay protection. The extracts of corporate office order No: 5-31/2001-Pers.IV dated 23.6.2010 Point 6 given below for the ready reference (order copy enclosed).

6.	Payment of salary of previous post (in lieu of training stipend) may be allowed to BSNL employees during JTO pre-appointment training.	The officials are entitled for pay and allowances of the previous post during the period of pre-appointment training for JTO post. ##
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Instead of removing the pay anomaly, the letter creating a pay anomaly by fixing five advance increments on the minimum of the revised pay scale Rs 16400-40500 granted for departmental outsiders, **which leads to reduce the pay what they would have got if they remained as TTA itself.** This is against the BSNL CO orders and Relevant GOI FR-SR in the subject pay protection.

As per the BSNL CO SEA order No: 4-85/2003-SEA (Pt. II) Dated: 04-03-2008 in the subject Pay fixation in respect of JAO (External Candidates) appointed in BSNL from other Departments as fresh Candidate against Direct Recruitment quota, BSNL CO SEA branch allowed the pay protection even for the other department service also. Not only in TN circle, all the circles allowed the pay protection for departmental outsider JTOs as per BSNL CO order cited under reference.

The Point 3 of your letter is not in consonance with all BSNL CO orders and GOI Instructions in the context of pay protection of Departmental outsiders DR JTOs. Hence, it is requested to alter the point no 3 in your letter cited in reference 1.

Thanking You,

Yours sincerely,

**Sd/..**  
**Circle Secretary**  
**AIGETOA TN Circle**

Copy to:

1. The Chief General Manager, BSNL, Tamilnadu Circle.
2. CHQ President/General Secretary/Joint Secretary (South) for information please.

Encl:

1. Corporate office order No: 5-31/2001-Pers.IV dated 23.6.2010
2. BSNL CO SEA order No: 4-85/2003-SEA (Pt. II) Dated: 04-03-2008