



# BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

Office of the Chief General Manager,  
Kerala Telecom Circle, Trivandrum -695 033.

To  
All heads of BAs

No. HR-III/2-5/JTO (O) Pay Fixation/2012/Part II/11 dated 14/02/2020

Sub:- Fixation of pay on implementation of 2<sup>nd</sup> PRC in the case of Officiating JTOs who got promotion as regular JTOs after 01/01/2007 and opted for pay fixation under 2<sup>nd</sup> PRC w.e.f the date of regular promotion.

Ref:- 1) BSNL Corporate Office Letter No. 1-37/2010-PAT(BSNL) dated 18-5-2011  
2) This Office letter No. HR-III/2-5/JTO(O) Pay fixation/2012/Part-I/85 dated at TVM-33 the 27-12-2019

Kind reference is invited to various correspondences issued by Corporate Office and this office on the above subject. As per the letter under reference (2) instructions were issued by this office to review the pay fixation done under 2<sup>nd</sup> PRC in respect of JTOs officiating as on 01-01-2007. Now it has been brought to the notice of this office that some SSAs are not extending the benefit of pay fixation under FR 22 (1) (a) (i) and the proviso there under in the case of officiating JTOs who got promotion as regular JTOs after 01/01/2007 and opted for pay fixation under 2<sup>nd</sup> PRC w.e.f. the date of regular promotion, though the instruction of Corporate Office is that the pay of officiating JTOs who got promotion as regular JTOs is to be fixed under FR 22 (1) (a) (i) from the substantive pay in TTA cadre. Since the pay of officiating JTOs who got promotion as regular JTOs is to be fixed under FR 22 (1) (a) (i) from the substantive pay in TTA cadre as instructed by Corporate office, the unions/associations and affected individuals have been demanding that the proviso there under is also to be made applicable while fixing the pay of such officers.

The issue has been examined in detail by the competent authority and the following instructions are issued in the pay fixation case of officiating JTOs who got promotion as regular JTOs after 01/01/2007 and opted for pay fixation under 2<sup>nd</sup> PRC w.e.f. the date of regular promotion.

- 1) The pay is to be first fixed in the pre revised JTO scale from substantive pay in TTA cadre w.e.f date of regular promotion and the period of officiating spells with equivalent or higher pay are to be considered for fixation of pay & DNI as per the proviso under FR 22 (1) (a) (i).
- 2) The pay on implementation of 2<sup>nd</sup> PRC is to be fixed (w.e.f. the date of promotion as regular JTO) from the pay fixed as per para (1) above.

However it is to be ensured that the following conditions are satisfied.

- i) The JTO regular promotion should be on or after 01/01/2007 but within the period eligible for exercising option for fixation of revised pay under 2nd PRC from the date of promotion.
- ii) The option for fixation of revised pay under 2nd PRC from the date of promotion as regular JTO has already been exercised within the allowed period.
- iii) The option has already been accepted by the competent authority.
- iv) No court case is pending on the issue.
- v) An undertaking may be obtained from the concerned officers to the effect that they are liable to refund the excess payment if any in case the pay fixation is found to be not correct on a later date by any competent authority.



General Manager (HR),  
O/o CGM, BSNL, Kerala, Trivandrum-33