

No. BSNLCO-A/16(21)/16/2024-ESTAB

Dated: 13.04.2026

To,

All Heads of Telecom Circles,
Bharat Sanchar Nigam Limited.

Sub: Uniformity in pay-fixation of TTAs appointed as DR JTO (2007 Batch) - reg.

Sir/Madam,

This is regarding pay-fixation of erstwhile TTAs of BSNL, who had appeared in the JTO (T) 2007 Direct Recruitment examination and subsequently appointed as JTO (T). These erstwhile TTAs were appointed through DR JTO(T) - 2007 examination, and hence, their appointment is to be treated as direct recruitment and not as promotion. In view of the express provisions of then extant JTO(T) RR-2001, promotion in JTO(T) grade is to be made through departmental exams (LICE) only. However, these TTAs have been allowed the benefits of past service, like, exemption from PVR, waiver of enforcement of earlier bond & training charges (at the time of appointment as TTA), pay protection, leave carry forward, pay of TTA during induction training period, TA for proceeding to training institute, etc. vide this office letter No.5-31/2001-Pers.-IV dated 23.06.2010. The fact the TTAs appointed as JTOs on direct recruitment basis cannot be treated as promotion was also clarified vide letter No.1-07/2012-PAT(BSNL) dated 28.03.2012.

2. It is further stated that the 2nd PRC was implemented in BSNL for executives vide office order dated 05.03.2009 and EIA pay scale of Rs.9850-250-14600/- was replaced with revised E1 scale of Rs.16400-40500/-. The JTOs recruited through 2007 examination joined service in BSNL in April 2009 onwards and they were allowed to draw pay in pre-revised EIA scale. Subsequently, at the time of fixation of pay of these JTOs of 2007 Batch in 2nd PRC revised E1 pay-scale, it was decided to allow five additional increments in revised E1 scale to the direct recruit JTOs of 2007 Batch, including those who were earlier working as TTA. Accordingly, their initial pay was fixed at Rs.19020/- in revised E1 scale. The erstwhile TTAs, qualified in JTO 2007 exam, were also allowed protection of their pay in TTA grade and, therefore, their pay was fixed at Rs.19020/- or at 2nd PRC revised pay drawn as TTA, whichever was higher. In this connection this office letter No.5-31/2001-Pers.-IV dated 20.05.2016 also refers.

3. It has come to notice of this office that the circles/units have adopted different methodology for fixation of pay of erstwhile TTAs on joining as JTOs (2007 Batch). The issue of adopting different methodology in pay-fixation of erstwhile TTA has also come under the scrutiny of Hon'ble CAT/ Hon'ble High Court during the course of proceeding before these judicial fora. This office has, therefore, collected the pay fixation details of these erstwhile TTAs appointed as DR JTOs through 2007 exam. It has been noted that in majority of the cases the instructions issued by this office for fixation of pay of the erstwhile TTAs on their appointment as direct recruit JTOs has not been followed. Even different methodology has been adopted in fixation of pay within the same circle. The discrepancies noticed on analyzing the pay details received from the circles, which are against the pay-fixation norms and also contrary to the instructions issued by BSNL CO, are summarized below: -


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- a. The initial pay of Rs.19020/- have not been followed. In some cases, the pay has been fixed at minimum of E1 IDA Scale i.e. at Rs.16400/- and in others it has been fixed randomly at any amount.
- b. Pay fixed after allowing one/two increment(s) on the pay drawn as TTA for fixing pay in JTO grade, which is not admissible in the case of employees joining BSNL through direct recruitment after 01.01.2007.
- c. Fitment benefit as per 68.8% (Pay fixed at Rs.21620/-) or 78.2% IDA (Pay fixed at Rs.22820/-) merger allowed, which is not applicable to the employee joining service after 01.01.2007.
- d. In a number of cases, the rationale for fixing pay is not discernible as it appears that no pattern has been followed.

4. The discrepancies noted above are indicative only as the pay details of all erstwhile TTAs appointed as DR JTO have not been furnished. All the circles/units are, therefore, requested to thoroughly examine the pay-fixation of erstwhile TTAs appointed as DR JTO through 2007 exam and re-fix their pay scrupulously in accordance with the pay-fixation rules and instructions issued by this office. The re-fixation of pay shall be done centrally at the circle office level in order to avoid further discrepancy and this exercise shall be completed on or before 25.04.2026. A sample pay-fixation indicating different scenarios is enclosed as Annexure for ready reference. A certificate to the effect that pay-fixation in respect of all the TTAs appointed as DR JTOs has been rechecked and necessary corrective measures have been taken shall also be furnished to this office.

5. This issues with the approval of competent authority.


13/4/2026
(M. Maniombi Devi)
Dy. General Manager (Estt-III)

ANNEXURE

I. Pay-fixation in cases where the revised pay drawn in TTA grade, as per 68.8% & 78.2% IDA merger for fitment, is below Rs.19020 on the date of joining as JTO (DR):-

Date	Post held	Pay in pre-revised scale of TTA (7100-200-10100)	Pay in revised scale of TTA 13600-25420		Pay in E1 revised scale of JTO 16400-40500	
			68.80%	78.20%	68.80%	78.20%
01.01.2007	TTA	7100	15590	16450		
01.04.2007	TTA	7300 (Increment)	16060	16950		
01.04.2008	TTA	7500 (Increment)	16550	17460		
01.04.2009	TTA	7700 (Increment)	17050	17990		
27.04.2009	JTO(DR)	-			19020	19020

II. Pay-fixation in cases where the revised pay drawn in TTA grade is below Rs.19020 as per 68.8% IDA merger for fitment and above 19020 as per 78.2% IDA merger for fitment on the date of joining as JTO (DR):-

Date	Post held	Pay in pre-revised scale of TTA (7100-200-10100)	Pay in revised scale of TTA 13600-25420		Pay in E1 revised scale of JTO 16400-40500	
			68.80%	78.20%	68.80%	78.20%
01.01.2007	TTA	7900	17340	18310		
01.04.2007	TTA	8100 (Increment)	17860	18860		
01.04.2008	TTA	8300 (Increment)	18400	19430		
01.04.2009	TTA	8500 (Increment)	18960	20020		
27.04.2009	JTO(DR)	-			19020	20020

III. Pay-fixation in cases where the revised pay drawn in TTA grade, as per 68.8% & 78.2% IDA merger for fitment, is above 19020 on the date of joining as JTO (DR):-

Date	Post held	Pay in pre-revised scale of TTA (7100-200-10100)	Pay in revised scale of TTA 13600-25420		Pay in E1 revised scale of JTO 16400-40500	
			68.80%	78.20%	68.80%	78.20%
01.01.2007	TTA	8100	17780	18770		
01.04.2007	TTA	8300 (Increment)	18320	19340		
01.04.2008	TTA	8500 (Increment)	18870	19920		
01.04.2009	TTA	8700 (Increment)	19440	20520		
27.04.2009	JTO(DR)	-			19440	20520

Note: - The revised IDA pay with 68.8% IDA merger for fitment was admissible during the period from 01.01.2007 to 09.06.2013. The revised IDA pay with 78.02% IDA merger for fitment was implemented notionally w.e.f. 01.01.2007 and on actual basis w.e.f. 10.06.2013.