



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**
Central Headquarters New Delhi

President

RAJ PAL

Mob: 9868123459

General Secretary

Shaji V.

Mob: 9446450450

Dy.General Secretary

J.K. Patel

Mob: 9427300300

Financial Secretary

Dinesh Kumar

Mob: 9868155681

No. AIBSNLEA/CHQ/CMD/2022/3

Dated: 25.04.2022

To

**Shri P.K.Purwar,
CMD, BSNL
New Delhi. – 110 001.**

Sub: Request for early finalization of the Long Pending and Most Rewarding Standard Pay Scale E2 for JTO/JAO equivalent and E3 for SDE/AO equivalent—Regarding.

Respected Sir,

We would like to draw your kind attention, on the above cited subject for the implementation of Standard Pay Scales of E2 instead of E1A and E3 instead of E2A for JTOs/JAOs and SDEs/AOs equivalent Cadres respectively. More than Fifteen years have been passed for the said demand, but it is a matter of great concern that neither any significant development has taken place nor any decision has been taken on the heart burning issue by the BSNL Management resulting the demoralization and resentment among the BSNL Recruited Young Executives who are stood along with Team of dedicated employees of BSNL for the earning of around Rs.1500 Crore monthly revenue for the BSNL Exchequer in the stiff Competitive Market. On the other side, in a motivating manner, our Sister Company, the MTNL, had granted the Standard Pay scales (E2 & E3) for the MTNL Executives of the same rank right from 01.01.2007 onwards.

AIBSNLEA has submitted its views on the issue of Standard Pay Scales several times during the past 13 years. BSNL is an EBITDA Positive PSU for the last two Financial Years and spending only around Rs.550 crores for the monthly Salary expenditure and having a balance Revenue of Rs.950 Crore per month for other expenditures. AIBSNLEA firmly feels that this is a high time for BSNL to implement the Standard Pay Scales of E2 & E3 for providing some relief so that Young BSNL recruited Executives may get some sort of relaxation against the heavy dearth in their eligible 30% SAB benefits.

The highly demoting stand of DOT is very disheartening that from 01.10.2000 onwards, the Standard Pay scales of BSNL Direct Recruits are E1 and E2 instead of E1A and E2A, while Executives have been demanding for E2 and E3 instead of E1A and E2A is projected as a concocted effort of DOT to derail the morale and progress of BSNL. This may be in the pretext that highly talented job aspirants like those having high GATE Score would join for highly paid Govt/PSUs. On the contrary, from the past two years of EBITDA positive of BSNL, the Young and Dynamic officers of BSNL have

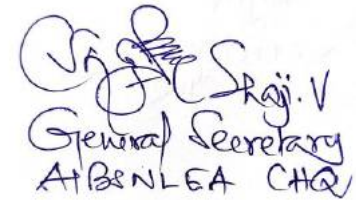
prove that their concern is for the Profit and Prosperity of BSNL than their livelihood. Hence, on the grounds of Human Ethics and Values, this is the high time for BSNL Management to recommend and grant E2 & E3 Standard Pay Scales for the BSNL Executives.

It is also pertinent to mention here that in addition to MTNL almost all the Public Sectors viz., Oil, Steel & Power Sector PSUs like ONGC, BHEL & NTPC with intermediate earlier Pay Scales (as in BSNL) have switched over to the next Higher Standard Pay Scales w.e.f. 01.01.2007 based on the guidelines of DPE/GoI. The demand to place JTOs and SDEs equivalent in Standard Pay scales of E2 and E3 is very legitimate. As an example of the harmful side effect of non-finalization of Standard Pay scales, very large numbers of JTOs and JAOs recruited after 2007 have left BSNL jobs. We would also like to draw your kind attention towards the serious demoralization of the JTOs of 2007 & 2008 Batch and JAOs recruited after 01.01.2007 at the very initial stage of their career span due to inordinate delay in finalization of Pay Scales. Around 5000 Direct Recruit JTOs have joined BSNL after 1.1.2007 and these young Executives have been badly demoralized and frustrated due to a large difference of around Rs. 3800/- in basic Pay as compared to the JTOs recruited prior to 01.01.2007.

Sir, In view of the foregoing justification, it is requested to kindly consider our views and suggestions and take prompt & immediate decision on this matter which will definitely boost the morale of the young JTO/SDEs & equivalent Executives of BSNL.

With kind regards

Yours Sincerely,



Shaji V.
General Secretary
At BSNLEA CHQ

(Shaji V.)

Copy for kind information and necessary action to:

1. Shri Arvind Vadnerkar, Director(HR), BSNL Board, New Delhi – 110001.
2. Shri R.K. Goyal, PGM (Pers), BSNL CO, New Delhi – 110001.
3. Ms. Anita Johri, PGM (SR), BSNL CO, New Delhi – 110001.