

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**  
**CENTRAL HEADQUARTERS,**  
**NEW DELHI**

No. UF/NOTICE/CMD/2009

Dated at ND,the 30.01.09

To  
**Sh Kuldeep Goyal,**  
CMD,BSNL,  
New Delhi.

**Sub: Notice for protest actions wef 2<sup>nd</sup> Feb to 6<sup>th</sup> Feb.,09 against deliberate and calculated attempt on the part of the BSNL Management to withhold issuing of orders relating to implementation of new IDA pay scales along with fixation and payment of allowances in accordance with the decisions of DPE, Govt. of India.**

Respected Sir,

You are fully aware that 2<sup>nd</sup> pay panel was constituted by the Govt. to recommend new IDA pay structure, criterion of pay fixation, allowances etc for CPSUs. The 2<sup>nd</sup> pay panel committee quite extensively and meticulously deliberated over the entire range of issues under its decided terms of reference. The panel consisted of stalwarts from premier public sector undertakings, planning commission, finance etc. and of course was headed by an eminent jurist. Valuable inputs were obtained by the committee from leading consultants in varied fields that helped the committee to come to a consensus view point after marathon deliberations spreading over 18 months. Critical parameters to justify classification of CPSUs into various categories on a scientific basis were taken into consideration. It was only after series of brainstorming sessions that 2<sup>nd</sup> pay panel classified CPSUs into various categories, based on multiple parameters.

BSNL also was privileged to be classified in A+ category, along with other strategic sectors of oil, power, coal, steel, BHEL, etc. This decision of the pay panel of classifying BSNL into A+ category was based on hard facts and important ground realities which were fully taken into consideration by the pay panel while classifying CPSUs. Thus placement of BSNL in A+ category by the 2<sup>nd</sup> pay panel in itself is a very significant development which cannot be ignored by BSNL Management. 2<sup>nd</sup> pay panel has accorded due and strategic recognition to the role of BSNL in growth of telecom services by clubbing it with other strategic sectors like oil, power, Coal, Steel, BHEL etc.

It was extremely unfortunate that high handed bureaucracy of Govt. of India, completely devoid of rationality and scientific analysis, acted in an arbitrary manner by completely watering down the painstaking and comprehensive process that 2<sup>nd</sup> pay panel has gone through while concluding its report. **What is extremely important here which should act as an eye opener for BSNL Management and DOT is that the Managements of Oil, Power, Coal, Steel etc. and their respective administrative ministries are up in arms against the mighty**

**bureaucracy of the Govt. by not accepting dilution of the recognition conferred upon them by the 2<sup>nd</sup> pay panel.** The prudence, courage and far sightedness of the Managements of these Companies and their Administrative Ministries to virtually defeat the ill conceived attempts of the bureaucracy to denigrate their Companies is par excellence and exemplary for they fully understand the critical significance of not losing the recognition bestowed upon them by the 2<sup>nd</sup> pay panel. They have succeeded in challenging the decisions of the bureaucracy in diluting their status accorded by the 2<sup>nd</sup> pay panel by getting the whole issue reopened before GOM under the Chairmanship of Hon'ble Home Minister and the Managements of these Companies are making their best efforts not only to restore the glory conferred upon them by the 2<sup>nd</sup> pay panel but also to make further improvements. In sharp contrast, BSNL Management along with DOT never even thought of making any attempt of getting involved in interactions with GOM and having an audience with it so as to safeguard the recognition accorded to BSNL by the 2<sup>nd</sup> pay panel.

Instead, in the worst possible manner, BSNL management has been quite prompt in further diluting the decisions of DPE by denying standard pay scales of E2 and E3 to JTOs and SDEs. Now a stage has come where BSNL Management has started reconsidering extension of decisions of DPE regarding pay fixation, allowances etc. What has prompted BSNL Management to start thinking in terms of reconsidering the decisions that it has already taken in its full board meeting regarding pay fixation, scales, allowances etc is baffling and very serious. Main reason for rethinking is declining profits in BSNL, we are informed. For this situation BSNL Management and DOT are squarely responsible for not being interested in finalizing issue of absorption of ITS Gr A officers conclusively for the last more than five years. We are of the considered opinion that more than 80% ITS Gr A officers have just no interest in growth of BSNL, whatsoever, and are not bothered about it. Nearly 90% SSA heads are openly advocating that they have decided to opt for govt. and are just making concerted and planned efforts to derail growth of BSNL in all possible ways. This is a hard fact which the Management and the Govt. will have to accept. Get 500 odd professional Managers to lead the Company and you will find that within months the entire Organization will have 100% face lift. The whole complexion of the Company will change.

Thus, to deny us our legitimate pay scales, fixation of pay, allowances etc. on flimsy grounds of declining Profits for which we are just not responsible is a serious development and which we are fully ready to defeat out rightly. No dilution of pay scales, fixation, allowances and other benefits is going to be accepted by us come what may. Let us make this fact abundantly clear to you in very unambiguous terms.

Thus, we make an impassioned and fervent appeal to you to take immediate necessary action for issuing the orders regarding implementation of new IDA pay scales, fixation of pay, payment of allowances etc. strictly as decided by DPE latest by morning of 2<sup>nd</sup> Feb., 2009 failing which we have decided under extreme compulsions to observe following country wide protest actions.

A) Lunch/closing hour demonstrations at Corporate Office /CGM/SSA level on 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Feb.,09

B) Full day Dharna at Corporate Office/CGM/SSA level on 5<sup>th</sup> and 6<sup>th</sup> Feb.,09.

In case necessary orders are not issued by 6<sup>th</sup> Feb.,09, the protest actions would be further intensified by resorting to other programmes of organizational actions.

However, to be very frank, we have abounding confidence in your sense of administration of justice and are confident that you shall act immediately to issue the orders keeping in view the legitimacy, justness and genuineness of our demand. We are also quite confident that you shall not give us any scope to get distracted from the important and difficult task of getting closer to our competitors in the telecom sector. Even slightest distraction at this stage, we are sure would be disastrous. We take this opportunity in doubly reassuring you that positive decisions of the Management would have exemplary motivating effect on all of us and our response undoubtedly would be superb as far as our growth is concerned.

With kind regards,

Yours sincerely

Sd/-  
(Prahlad Rai)  
General Secretary  
AIBSNLEA

Sd/-  
(G.L.Jogi)  
General Secretary  
SNEA(I)

Copy to:

1. Thiru A.Raja, Hon'ble MOC&IT, Govt. of India, New Delhi
2. Shri Siddhartha Behura, Secretary (Telecom), Govt. of India, New Delhi
3. Sh Shakeel Ahmed, GM(SR),BSNL, New Delhi