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No. AIBSNLEA/CHQ/CMD/2016

DATED: 28.11.2016

To,

**Shri Anupam Srivastava,
CMD BSNL
New Delhi -110 001**

Subject: Serious demoralization of the JTO batches (recruited after 01.01.2007) at the very initial stage of their career span due to inordinate delay in finalization of pay scales of JTO equivalent (E2) and SDE equivalent (E3) - Reg

Respected sir,

We would like to draw your kind attention towards the serious demoralization of the JTOs (recruited after 01.01.2007) at the very initial stage of their career span due to inordinate delay in finalization of pay scales of JTO equivalent (E2 – 22820/-) and SDE equivalent (E3). AIBSNLEA has already raised the issue many times in various formal and informal meetings.

Thousands of talented Direct Recruit JTOs have joined BSNL after 1.1.2007 during the years 2007 and 2008. These JTOs are badly demoralized due to a large difference of basic pay as on today, as compared to the JTOs recruited prior to 01.01.2007. At the time of their recruitment, it was advertised that they will be fixed on E1A pay scale, but it is unfortunate that they were fixed on revised E1 scale initially.

It is worthwhile to mention here that a committee was constituted under the Chairmanship of Sri K C G K Pillai, the then PGM (FP) to find out the possibilities to overcome the situation of the pay loss to 2007 and 2008 batch JTOs/JAOs. The committee was in favor to recommend standard pay scales i.e. E2 for JTO/JAO and E3 for SDE/AO, but the committee anyhow recommend provisional pay of E1+5 increments only due to possible enhancement in pension contributions in that situation. Management has extended the E1+5 increments of JTO 2007 and 2008 batches but it was definitely not a permanent solution. The pay differences between the JTOs recruited after 01.01.2007 and their counterparts who joined before 01.01.2007 will boost up largely in forthcoming 3rd PRC in 2017.

Finally, the only solution of the problem is to fulfill the very legitimate demand to place JTOs and SDEs in standard pay scales of E2 and E3. We are extremely thankful to you for sending the proposal to DoT in this regard.

BSNL in its Management Committee meeting has approved replacement of E-1A by E2 and E-2A by E3 for JTO and SDE equivalent executives in BSNL which is pending in DoT for clearance. To avoid stagnation in E3 grade for 10 years, BSNL has proposed to upgrade subsequent pay scales. But it is understood the DoT administration is interested to lower the pay scales E-1A by E-1 and E-2A by E2 scales. We strongly protest against this negative move of DoT Administration. The fact remains, that E1A and E2A pay scales were duly approved by DoT and DPE. Hence, now E1A and E2A pay scales cannot be lowered to E1 and E2 pay scales as suggested by DoT. There is a great resentment amongst the BSNL Executives' against this indifferent attitude of DoT Administration.

We, therefore, kindly request you to kindly use your good office for a prompt and immediate necessary action for getting it approved from DoT i.e. standard E-2 and E-3 IDA pay scales for the JTO and SDE equivalent cadres in BSNL from 1.1.2007

Meanwhile, it is further requested to decide the pay scale of JTO 2007 & 2008 Batches at Rs. 22820/- to remove the pay losses till the standard E2 and E3 IDA Pay Scales for JTO and SDE equivalent cadres are approved by the DoT.

We believe that an early persuasive intervention will be taken in this regard.

With Kind Regards,

**Yours sincerely,
Sd/-
(Prahlaad Rai)
General Secretary**

Copy for kind information to:

1. All Directors of BSNL Board.
2. The GM (Estt), BSNL Corporate Office New Delhi-110001
3. The GM (SR), BSNL Corporate Office New Delhi-110001