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No. AIBSNLEA/CHQ/CMD/2016

DATED: 21.09.2016

To,

Shri Anupam Srivastava,
CMD BSNL
New Delhi -110 001

Subject: Serious demoralization of the JTOs of 2007 and 2008 batch (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 of 2007 and 2008 batch (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). AIBSNLEA has already raised the issue several times with the concerned authorities in various formal and informal meetings.

Around 5000 Direct Recruit JTOs have joined BSNL after 1.1.2007 as JTO 2007 and 2008 batch. These all are badly demoralized due to a large difference of around Rs 6500/- in 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 in E1A pay scale, but unfortunately they are fixed in revised E1 scale.

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 favour to recommend standard pay scales i.e. E2 for JTO/JAO and E3 for SDE/AO, but the committee recommend provisional pay of E1+5 increments only due to possible enhancement in pension contributions. Management has extended the E1+5 increments of JTO 2007 and 2008 batches but it is 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.

DoT/DPE has again rejected the proposal of BSNL Management for any intermediary pay scales of E1A and E2A for the JTO/JAO, SDE/AO cadres. But it is pertinent to mention that as per recommendation of 2nd PRC, DPE has issued order to all CPSEs vide Letter No. 2(70)/08-DPE(WC)-GL-VII/09 dated 02/04/2009 wherein it is clarified that **“There will be no change in the ten pay scales of below board level posts as indicated in OM dated 26/11/2008 and there is no justification for introducing intermediary pay scales.”** DPE issued the guidelines that all CPSUs should switch over to standard pay scales as recommended by 2nd PRC. It is worthwhile to mention here almost all the PSUs in Oil, Power and Electrical sectors have already switchover to the new standard pay scales w.e.f 01.01.2007 as per the guidelines of DPE.

Sir, the only solution of the problem of the JTO and SDEs is to place JTOs and SDEs in standard pay scales of E2 and E3. We are very thankful to you for sending the proposal again to DoT in this regard.

It is also learnt that the proposal of standard pay scales of E2 and E3 for JTOs and SDEs and subsequent upgradation of IDA Pay scales, as re-submitted by BSNL is under active consideration in DoT and shortly decision will be taken. We would, therefore, request you to use your good office for a prompt and immediate persuasion for getting it approved from DoT. Your kind act will boost the morale of the young JTOs of BSNL and other executives which will surely play a major role in BSNL's growth.

With Kind Regards

Yours Sincerely
-sd-
(PRAHLAD RAI)
General Secretary

Copy for kind information to:

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