



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

Central Headquarters
New Delhi-110001

**President
S. Sivakumar**

Mob:9486102121

E-mail:presidentaibsnlea@gmail.com

**General Secretary
Prahlad Rai**

Mob:9868278222

E-mail:gsaibsnlea@gmail.com

**Financial Secretary
T.C. Jain**

Mob:9868188748

E-mail:fsaibsnlea@gmail.com

No. AIBSNLEA/CHQ/CMD/2017

DATED: 02.06.2017

To,

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

Subject: Reply to DoT queries on replacement scales for pre-revised E1A, E2A pay scales for JTOs, SDEs & equivalent cadres – our request to send BSNL's earlier proposal of E2, E3, E4, E5, E6 and E7 Scales for JTO, SDE, Sr. SDE, AGM, DGM and SG-DGM and equivalent posts to DoT – reg.

Respected sir,

On the subject cited above, we would like to draw your kind attention towards SR Cell letter number BSNL/7-9/SR/2016 dated 28.04.2017 wherein it is mentioned that DoT has advised BSNL to send a letter to Secretary, DoT for examination and re-consideration of the proposal and the queries of DoT on the revised proposal of BSNL – limiting replacement of Pay scales E1A by E2 and E2A by E3 only.

In this regard, we would like to mention that replacement of E1A and E2A pay scales with E2 and E3 scales only, keeping other scales untouched, will have implications for already approved E3 pay scale for Sr. SDE because of the provisions of the Executive Promotion Policy (EPP). **Under these circumstances, an executive will have to remain in the same E3 scale for a span of ten years.**

This is against the provisions of the EPP, implemented in BSNL after recommendations of the High Power Committee chaired by the then Addl. Secretary (T), DoT Shri Y.S. Bhawe wherein five time bound financial up-gradations from E1A (4-6 years) -> E2A (5 years) -> E3 (5 years) -> E4 (5 years) -> E5 (5 years) -> E6 have been provided to BSNL executives.

Sir, with your kind blessings the Management Committee of BSNL Board has deliberated over the issue at length and decided to recommend up-gradation of pay scales of E3, E4, E5 & E6 for Sr. SDE, AGM, DGM and SG-DGM and equivalent posts to E4, E5, E6 & E7 respectively w.e.f. 01.01.2007. Accordingly it was sent to DoT vide letter number 1-13/2015-PAT (BSNL) dated 06.06.2017 for approval.

Sir, you might be aware of the fact that some of the senior executives are stagnating in E5 scale from the last 1-2 years. Many of them, who have fortunately or unfortunately become DGM and bearing higher responsibilities, are deprived off the time bound promotions to the E-6 scale under the EPP in the name of BSNL MSRR. As such they are not having any motivating factor.

Therefore, we would like to request your kind honor to kindly request DoT for approval of-

- (i) Pay scale of JTO & SDE (& equivalent executives) may be revised to E2 and E3 respectively as replacement of pre-revised scale of E1A / E2A w.e.f. 01.01.2007.**
- (ii) The pay scales E3, E4, E5 & E6 may be up-graded to E4, E5, E6 & E7 w.e.f. 01.01.2007 in respect of the cadres of Sr.SDE, AGM, DGM and SG-DGM respectively and appropriate changes may accordingly be approved in the BSNL Executive Promotion Policy.**

Sir, as the executives from the scales E3, E4, E5 and E6 would be simply placed to the next higher scale i.e. E4, E5, E6 & E7, most of them will not get any financial benefit even of a single penny except those whose stagnation comes to an end.

Further, it is also requested that persuasions may be done for approval of the proposal of deduction of pension contribution payable to DoT on actual pay of an executive instead of the highest of his/her pay scale. This will reduce the additional financial implications on BSNL to bare minimum as the said additional financial burden on BSNL would remain only on account of increased pay and allowances in respect of directly recruited JTOs / JAOs and a few number of DR-DGMs.

It is reliably learnt that BSNL Management is now withdrawing its earlier proposal dated 06.06.2016 and limiting replacement of Pay scales E1A by E2 and E2A by E3 only. It has caused serious frustration, resentment and agitations among the senior executives i.e. SDEs, DEs, and DGMs whose Pay scales are stagnated and they are being forced to remain in E3 Pay scales for 10 Years in violation of EPP provisions.

Sir, we strongly believe that frequent agitations are noxious to the viability of BSNL and put a question mark on the dealing ability of HR Management. **We would therefore request you to kindly resolve the whole issue in one go considering all probable pros and cons instead of doctoring it in piecemeal.** Withdrawal of BSNL's earlier proposal dated 06.06.2016 in this regard will forced us to go for agitation.

With Kind Regards,

Yours Sincerely
Sd/-
(PRAHLAD RAI)
General Secretary

Copy for kind information to:

1. Shri Manoj Sinha Ji, Hon'ble MOS (C) (I/C), Govt. of India, New Delhi - 110001
2. The Secretary (Telecom), DoT, New Delhi – 110001
3. The Addl. Secretary (Telecom), DoT, New Delhi – 110001
4. The Director (HR), BSNL Board, New Delhi – 110001.
5. The Director (CM), BSNL Board, New Delhi – 110001.
6. The Director (EB), BSNL Board, New Delhi – 110001.
7. The PGM (Estt), BSNL Corporate Office, New Delhi - 110001.
8. The GM (SR), BSNL Corporate Office New Delhi – 110001.