

# Bharat Sanchar Nigam Limited

(A Government of India Enterprise)

## Corporate Office

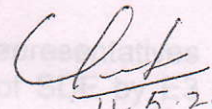
No. OSD to Director(HR)/Minutes

May 11<sup>th</sup> , 2016.

Sub: Minutes of the meeting taken by Director(HR) on 26.04.2016 with Executives Associations regarding replacement of E1A and E2A IDA pay scales by E2 and E3 IDA pay scales for JTOs and SDEs as recommended in the Khan Committee report.

Sir,

I am directed to forward herewith a copy of minutes in respect of the meeting taken by Director(HR) on 26.04.2016 on the subject noted above for information and further necessary action.

  
11.5.2016

(V.K. SINHA)  
OSD to Director(HR)

To :

- (1) The GM(Esstt.)/GM(Pers.)/PS to Director(HR), BSNL CO.
- (2) Shri Prahlad Rai, General Secretary, AIBSNLEA.
- (3) Shri Ravi Shil Verma, President, AIGETOA.
- (4) Shri K. Sebastin, General Secretary, SNEA.



Sub: Minutes of the meeting taken by Director(HR) on 26.04.2016 with Executives Associations regarding replacement of E1A and E2A IDA pay scales by E2 and E3 IDA pay scales for JTOs and SDEs as recommended in the Khan Committee report.

A meeting with Executives Associations was held in the chamber of Director(HR) on 26.04.2016 for building up a consensus with regard to methodology for implementation of Khan Committee report. The meeting was attended by the representatives of all the three Executives Associations i.e. AIBSNLEA, SNEA & AIGETOA.

2. Initiating the discussion, Director(HR) welcomed the Associations representatives and solicited their co-operation in implementation of Khan Committee report which basically aims at replacement of E1A and E2A pay scales by E2 and E3 pay scales for JTOs and SDEs. She requested the Associations not to link any other issue, including CPSU hierarchy, with it as it may not help in settling the grievance, which is pending for long.

3. Responding to the discussion, AIBSNLEA and AIGETOA representatives expressed their view that subsequent to replacement of E2A scale of SDE by E3 scale, there is no justification for further continuing with Sr. SDE scale (E3) in between SDE scale of E3 and higher scale of E4. Accordingly, they demanded that SDEs holding the scale of E3 may be allowed time bound up-gradation in the E4 scale of DE/AGM on completion of 5 years of service without routing it through Sr. SDE scale of E3 again.

4. SNEA representative, on the other hand, emphasized that Sr. SDE scale (E3) has to remain as per Khan Committee recommendation which has only recommended for replacement of JTO (E1A) and SDE (E2A) by E2 and E3 scales respectively, without any further revision of remaining scales, and with suitable changes in EPP. Continuance of Sr. SDE scale, according to SNEA, will help in ensuring minimum five up-gradations along with fixation benefit upto NFSG i.e. E6 available under EPP as guaranteed in option terms.

5. GM(Estt.) pointed out that in case Sr. SDE level of promotion is removed and SDEs are upgraded to DE scale (E4) directly, the period of 15 years prescribed in EPP for reaching E4 scale will come down by 5 years creating a number of implications and anomalies and giving rise to plethora of court cases which will be totally un-manageable. She gave live examples of such anomalies and explained them in detail. Accordingly, GM(Estt.) suggested that it will only be appropriate to replace E1A and E2A scales by E2 and E3 scales without impacting on the remaining hierarchy of EPP so that any cascading effect is not created as intended in the Khan Committee report.

6. Director(HR) summed up the discussions saying that as this issue has been engaging the attention of the Management for long and the purpose of frequent meeting is to build a consensus among all stake holders, it will be in the interest of all if we all, including all the Executives Associations agree to implement Khan Committee recommendations for replacing E1A and E2A scales by E2 and E3 scales. The after effects of the implementation can be examined separately and subsequently if felt necessary.