



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2015

Dated 07.04.2015

To,

Shri Anupam Shrivastava,
CMD, BSNL
New Delhi-110001

Subject: Request for early finalization of Standard pay scale of JTO equivalent (E2) and SDE equivalent (E3) – Reg.

**Reference: (1) United Forum OF BSNL Letter Dated 03.01.2014.
(2) AIBSNLEA Letter no. AIBSNLEA/CHQ/CMD/2013 dated 20.12.2013.
(3) AIBSNLEA/CHQ/Std Pay Scale/2014 Dated 11.11.2014.**

Respected Sir,

We would like to draw your kind attention that earlier the United Forum of BSNL has deferred its Organizational Action Program, which was scheduled to commence from 15.02.2012, only after the assurance from Management side to constitute a Committee for resolving the issues like introduction of CPSU cadre hierarchy viz.-a-viz. present set up and examine the introduction of E2 and E3 pay scales for JTOs and SDEs. Almost more than three years have been passed, but it is a matter of great concern that neither any significant development has taken place nor any decision has been taken on the issue.

The aforesaid committee meeting was held at only once i.e. on 14.11.2014 on this important matter and after that not even a single meeting has taken place. **AIBSNLEA has already given its views on the issue of Standard pay scales vide its letter no. AIBSNLEA/CHQ/CMD/2013 dated 20.12.2013, AIBSNLEA/CHQ/Std Pay Scale/2014 Dated 11.11.2014 and also in various meetings with the Management.**

It is pertinent to mention here that as per the 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** and recently the DPE in its letter dated 09.07.2014 has rejected BSNL's proposal to give E-1A, E-2A and E-9A intermediate IDA Pay Scales to JTO, SDE and CGM level executives.

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The demand of the Standard Pay scale is very old and legitimate and were also one of the point of the Record of Discussions of the meeting dated 02.05.2013 between BSNL Management and AIBSNLEA and the Record of Discussions of the meeting dated 08.08.2013 between BSNL Management and AIGETOA.

Since beginning, AIBSNLEA is strongly pleading with top most priority for the standard E-2 & E-3 IDA pay scales to JTO and SDE equivalent executives and now the time has come that BSNL Management should immediately grant standard E-2 & E-3 IDA pay scales to JTO and SDE equivalent executives.

It is also pertinent to mention here that almost all the Oil sector, Steel Sector and Power Sector PSUs like BHEL, NTPC and ONGC with intermediate pay scales earlier as in BSNL, have switched over to the next higher standard pay scales w.e.f. 01.01.2007 based on the guidelines of DPE/GoI. The demand to place JTOs and SDEs in standard pay scales of E2 and E3 is very legitimate. The plea of the management that placing JTOs and SDEs in standard pay scales of E2 and E3 will have huge financial implications in terms of pension contribution by BSNL to DOT is untenable since the proposal is under consideration that pension contribution is now linked to actual basic instead of maximum of the scale. This completely offsets the argument of the management that such a move will have huge financial implications and this pretext the legitimate pay scales E-2 and E-3 to JTO and SDE equivalent executives can't be denied.

As an example of the harmful side effect of the non- finalization of Standard pay scales, we would also like to draw your kind attention towards the serious demoralization of the JTOs/ of 2007 and 2008 batch (along with JAOs 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/JAO equivalent (E2) and SDE/AO equivalent (E3). Around 5000 Direct Recruit JTOs have joined BSNL after 1.1.2007 in JTO 2007 and 2008 batch. These all are badly demoralized and frustrated due to a large difference of around Rs. 3800/- in basic pay as compared to the JTOs recruited prior to 01.01.2007. At the time of their recruitment, it was advertised that they will be placed in E1A pay scale, but it is unfortunate that they have been placed in the revised E1 scale initially.

It is worthwhile to mention here that a committee was constituted under the Chairmanship of Shri 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 in that situation. Management has extended the E1+5 increments of JTO 2007 and 2008 batches but it is 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 3rd PRC in 2017.

Despite the prevailing discrepancy and anomaly, the aforesaid Joint Committee has not taken the issue seriously, which shows Management's lack of concern to the genuine grievances of the Executives.

A prompt and immediate action on the matter will definitely boost the morale of the young JTOs of BSNL and this Association will not be forced to resume organizational action programmes.

With kind regards,

**Yours sincerely,
-sd-
(Prahlad Rai)
General Secretary**

Copy to:

1. Shri. A. N. Rai, Director (HR), BSNL Board for kind information and necessary action please.
2. Sh. M.C.Chaubey, ED (CN) and Chairman, Joint Committee BSNL Corporate Office, New Delhi-01
3. Shri. Shameem Akhtar, Sr.GM (SR), BSNLCO New Delhi-110001
4. Shri S.S.Agarwal GM (Pers.) BSNLCO New Delhi-110001
5. Ms Madhu Arora, GM (Restg), BSNLCO New Delhi-110001
6. Shri R. K. Goyal, GM (Estt), BSNLCO New Delhi-110001
7. Ms. Smita Chaudhary, GM(EF), BSNLCO New Delhi-110001

**-sd-
(Prahlad Rai)**