



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

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DATED: 20.12.2013

To

**Sh. R.K.Upadhyay,  
CMD BSNL,  
New Delhi-110001**

**Sub: - Non-finalization of IDA pay scales of JTO equivalent (E2) and SDE equivalent (E3) – Reg.**

**Respected sir,**

We would like to draw your kind attention that United Forum of BSNL Executive Associations deferred its Organizational Action Programs on 28.02.2012, which commenced 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 two year are passing, but it is a matter of serious resentment that neither any significant development has taken place, nor any decision has been taken on the issue.

It is pertinent to mention that as per Recommendation of 2<sup>nd</sup> 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**. In BSNL the Executives of JTO/SDE level are placed in the lower pay scales against their standard IDA pay scales E2 to E3.

**It is also mention here that almost all the Oil sector, Steel Sector and Power Sector PSUs are already adopted the entry level Executives' pay scale starting from E2 scale.** 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.

Sir, a prompt and immediate action on the matter will definitely boost the morale of the young force of BSNL which will surely play a major role in BSNL's revival and its better future.

With Kind Regards,

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

**Copy to:**

1. Sh. A.N. Rai, Director(EB/HR), BSNL Board, New Delhi-110001
2. Sh. Neeraj Verma, GM (SR), BSNL CO, New Delhi-110001