



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

**Central Headquarters
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No. AIBSNLEA/CHQ/CMD/2014

DATED: 06.08.2014

To

**Sh. A.N. Rai,
CMD BSNL,
New Delhi-110001**

Sub: - Finalization of pay scale of JTO equivalent (E2) and SDE equivalent (E3) -Reg

Respected sir,

We would like to draw your kind attention that a Committee was constituted 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, But it is a matter of great 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 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 very recently in DPE 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.

We want mention that the demand of the Standard Pay scale is very old and legitimate and were also one of the point of the Record of Discussion of the meeting of (a) Point no.6 of the record of discussion dated 02.05.2013 of meeting of BSNL Management and AIBSNLEA (b)) Point no.1 of the record of discussion dated 08.08.2013 of meeting of BSNL Management and AIGETOA.

Since beginning, AIBSNLEA have been 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 very pertinent to 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.

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). AIBSNLEA has already raised the issue many times with the concerned authorities in various meetings

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 3500/-

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 fixed on E1A pay scale, but it is unfortunate that they were fixed on revised E1 scale initially.

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 in that situation. 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 3rd PRC in 2017.

Finally, the only solution of the problem is to fulfill the very legitimate demand to place JTOs and SDEs in standard pay scales of E2 and E3. The demand to place JTOs and SDEs in standard pay scales of E2 and E3 is very legitimate. The plea of the management is 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 but on this pretext the legitimate pay scales to JTOs/SDEs equivalent executives cannot be denied.

Sir, a prompt and immediate action on the matter will definitely boost the morale of the executives of BSNL which will surely play a major role in BSNL's revival and its better future. We have full hope and faith that an early action will be taken on this legitimate demand of the BSNL Executives' by extending Standard pay Scales.

With Kind Regards,

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

Copy to:

1. Shri Anupam Srivastava, Director (Finance/CM), BSNL Board for information and necessary action please.
2. Shri N. K. Gupta, Director (CFA), BSNL for information and necessary action please.
3. Smt Sujatha Ray, Executive Director (Fin), BSNL for information and necessary action please.
4. Shri Neeraj Verma, GM (SR), BSNL Corporate Office for information and necessary action please.