



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2016

DATED: 03.10.2016

To,

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

Subject: Immense delay in implementation of notional pay fixation for the executives' of Civil/Electrical/ Architecture/TF/PA/PS cadres' w.e.f. 1.10.2000.

Reference: 1) This office letter no. 2013 dated 20/12/2013.

2) Record of discussions of the meeting of AIBSNLEA held with the Management [Chaired by Director (HR), BSNL Board] on 27th March 2014 issued vide Letter No. BSNL/31-2/SR/2014 dated 23/04/2014 (Para 1(b)).

3) This office Letter no. 2014 dated 15/09/2014.

4) Record of discussions of the meeting of United Forum of AIBSNLEA & AIGEOTA held with the Management [Chaired by Director (HR), BSNL Board] on 16th July 2015.

5) United Forum of Executives' Association letter number UF/DIR(HR)/Agitation/10 dated 22/05/2016 regarding deferment of agitation programs (Item No.7).

Respected Sir,

Kindly accord a few minutes to peruse the above stated letters & minutes on the captioned subject vide which many sincere & prudent approaches were taken both by AIBSNLEA & BSNL Management at several forums. But due to one or other reason, it could not be resolved and thereby making all the exercises infructuous. This leads to demotivation and unrest among the affected cadres. AIBSNLEA being the umbrella organization representing majority of all the executives' cadres embraces the responsibility that BSNL management gives equal treatment to the similarly placed executives. We can't be a mute spectator now onwards.

You will appreciate the fact that in order to close all anomalies prevalent in erstwhile DOT in respect of entry grades like JAO/JTO/JTO(C/E/A/TF), PA etc. BSNL granted parity and brought all these cadres on common footing including SDE/SDE(C/E/A/TF), PS etc. Again the same BSNL created disparity in 2013 by not granting Group B status to all cadres placed similarly to JAOS for the period from 01.10.2000 to 30.08.2001 for JTOs(C/E/A/TF). Giving notional fixation only to JAOS only is absolutely against the natural justice and legitimate aspiration of other similar cadres.

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The micro analysis of the issue reveals that BSNL management has never disturbed or will disturb the parity intentionally except different cadre controlling authorities are taking different steps independently without giving much thought to other cadres or to the BSNL policy in general. The SEA cell of corporate office being the cadre controlling authority for finance cadres has rightly granted the upgraded pay scales to the JAOs. But for equity & justice, it should have been the stepping stone to grant the same status to similar cadres immediately. BSNL did not do it. AIBSNLEA raised the issue vigorously at all forums formally & informally and the management showed positive signs always. This is clear from the record of discussions placed under reference 2, 4 & 5. The respective cadre controlling authorities have also recommended in similar lines but no fruitful actions have yet been taken by Pers cell.

Defying the clear intentions and instructions of Director (HR) and your good self some officers delayed the case mischievously and finally shook off their hand by seeking some unnecessary clarifications from other government organizations. This is nothing but to surrender BSNL's power & responsibility and goes to show our incompetency in this small issue. It is worthy to mention that prior to DOF's order, Dr .Vinay Sahi Committee constituted by BSNL had given recommendation to give such benefit to JTO/SDE(C/E/A) cadres on actual basis from 01.10.2000. We would like to ask why the committee recommendation are not implemented till date. Should we say that because it is for minor cadres or, was the committee formed illegally? Was it for a wasteful exercise? The answer is a big "No". Then we all will fail to understand the inordinate delay in implementation.

Sir, time has come to keep the words of management for the larger interest of the cadres who will bring back the pristine glory of BSNL. We are confident of your prompt and kind hearted intervention for implementation of the upgraded pay scales notionally from 01.10.2000 for all the executives in the cadre of JTO/SDE (C/E/A/TF)s, PA/PSs as recommended by Dr. Vinay Sahi Committee. Last but not the least, a delayed action on the part of management may compel us to start agitation programs to achieve our long pending genuine demand.

With kind regards,

Yours Sincerely
-sd-
(PRAHLAD RAI)
General Secretary

Copy to:

- 1) The Director (HR), BSNL Board, New Delhi for information & necessary action please
- 2) The Director (Fin), BSNL Board, New Delhi for information & necessary action please
- 3) The GM (Pers.) BSNL CO, New Delhi for information & necessary action please
- 4) The GM (SR), BSNL CO, New Delhi for information & necessary action please.