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No. AIBSNLEA/CHQ/Std Pay Scale/2014

DATED: 11.11.2014

To

**Sh. M.C.Chaubey,
ED (CN) and
The Chairman, Committee for Introduction of E2 & E3 IDA pay scales for JTOs and
SDEs and equivalent cadres
BSNL Corporate Office
New Delhi-110001**

**Subject: Introduction of E2 & E3 IDA pay scales for JTOs and SDEs and
equivalent – Reg**

**Reference: (1) BSNL CO Letter no. 1-01/2012-PAT (BSNL) Dated 07.11.2014
(2) AIBSNLEA Letter no. AIBSNLEA/CHQ/CMD/2013 dated 20.12.2013 on
the subject matter**

Respected sir,

For the purpose of providing our views to the committee's meeting which is going to take place on 14.11.2014 as per the letter under ref(1) , we would like to draw your kind attention that United Forum of BSNL has deferred its Organizational Action Programs on 28.02.2012, which were decided 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 vis-a-vis present set up and examine the introduction of E2 and E3 pay scales for JTOs and SDEs. Almost three 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 this vital issue. AIBSNLEA has already given its crystal clear views on the issue of Standard pay scales in its letter no. AIBSNLEA/CHQ/CMD/2013 dated 20.12.2013 and in various meetings.

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 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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We want to 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, Power Sector and MTNL PSUs are already adopted the entry level Executives' pay scale starting from E2 scale w.e.f 01.01.2007. 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.

As an example of the harmful side effect of the non- finalization of Std 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). AIBSNLEA has already raised the issue many times with the concerned authorities in various meetings

Around 5000 talented 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 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 favor 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.

Finally, the one and 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 JTO/SDE equivalent 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 in its forthcoming meeting on 14.11.2014, the joint committee will definitely take an early action 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. A. N. Rai, CMD BSNL for kind information and necessary action please.
2. Shri. Shameem Akhtar, Sr.GM (SR), BSNLCO New Delhi-110001 for information and necessary action please
3. Shri S.S.Agarwal GM (Pers) BSNLCO New Delhi-110001 for information and necessary action please
4. Ms Madhu Arora, GM (Restg), BSNLCO New Delhi-110001 for information and necessary action please
5. Ms Smita Chaudhary, GM(EF), BSNLCO New Delhi-110001 for information and necessary action please
6. Shri R. K. Goyal, GM (Estt), BSNLCO New Delhi-110001 for information and necessary action please