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BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**



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No. AIBSNLEA/CHQ/CMD/2018

DATED: 16.05.2018

To

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

Subject: Discrimination and anomaly between executives of Civil/Electrical/Architecture/TF and Finance/Telecom - requesting for total parity in pay scales between the three wings by Extending Group B pay scales notionally w.e.f 1.10.2000 to JTO (Civil/Electrical/Architecture/TF) and SDE (Civil/Electrical/Architecture/TF) on lines similar to JAO pay scales -Reg.

Respected Sir,

The above captioned demand raised by AIBSNLEA as well as several other organizations remains unsettled for the past several years in BSNL.

A brief narrative of the issue is furnished below:-

“After formation of BSNL on 01.10.2000, JE (Civil/Electrical/Architecture/TF) were treated as Group C, along with JAO cadre. Subsequently, JE (Civil/Electrical/Architecture/TF) cadres were re-designated as JTO (Civil/Electrical/Architecture/TF) with effect from 01.12.2001 vide letter under reference 2 above. Accordingly, the Pay Scales were also revised from Rs.5000-8000 (CDA Scale) to Rs.6500-10500(CDA Scale), which is equivalent to existing IDA Pay Scale of Rs.9850-250-14600. Similarly, JAO cadre in BSNL was also Group C up to 30.08.2001, and accordingly their Pay Scales were implemented. However, the then AE(C/E/Arch/TF) were in CDA Pay Scale of Rs.6500-10500 from 01.10.2000 up to 01.03.2002 and were re-designated as SDE(C/E/Arch/TF) with effect from 01.03.2002 with CDA Pay Scale of Rs.7500-12000, vide orders issued under reference no.5 above. **But JTO(C/E/Arch/TF) and SDE(C/E/Arch/TF) were placed in same CDA Pay Scale of Rs.6500-10500 for a period of 3 months from 01.12.2001 to 28.2.2002, thus giving rise to a clear cut Pay Anomaly between these two cadres.** While implementing the Time Bound Promotion, this anomaly was addressed by the management by counting residency period from 01.10.2000 for the purpose of first TBP vide letter under reference no.3 above. Due to implementation of upgraded Pay Scales to JTOs(C/E/Arch/TF) w.e.f 01.12.2001, the senior JTOs are badly affected and their Pay Scales are fixed at minimum of Rs.9850/- along with new JTOs, who joined in 2000. For the JEs of 1988, having 12 years service as on

01.10.2000, Pay Scale was fixed @Rs.9850/-(Minimum), along with his Juniors who have joined in 2000, which has created lot of resentment among these Executives.

On 11.07.2013, the BSNL management issued orders to implement Group B status to JAOs w.e.f 01.10.2000 to 30.08.2001 and upgraded their Pay Scales of Rs 6500-10500, notionally vide letter under reference no.4 above, treating that period as Group B (earlier BSNL treated JAOs under Group C category for the same period along with JE(C/E/Arch/TF)). By implementation of this order, the AE(C/E/Arch/TF) cadres have become equivalent to JAOs in terms of both Pay Scales and status, which is a serious anomaly.

It is extremely pertinent to mention that the issues of implementation of revised upgraded pay scales and counting of residency period for first Time Bound promotion w.e.f 01.10.2000 have been examined in detail by Vinay Sahi Committee constituted by the Management. The Committee recommended a) implementation of revised upgraded pay scales notionally w.e.f 01.10.2000 to overcome the anomaly between different cadres in different wings and b) counting of residency period for the first Time Bound promotion w.e.f 01.10.2000. However, BSNL implemented the recommendations partially by counting the residency period w.e.f 01.10.2000 uniformly for all the cadres for the first Time Bound promotions only. But the first part of the recommendation to implement the upgraded pay scales notionally w.e.f 01.10.2000 was not implemented. Hence the Officers of C/E/Arch/TF got the first Time Bound promotion in 2006 only.”

In order to bring parity among all the cadres, the upgraded pay scale of 6500-205-10500 has to be uniformly implemented for the cadres JE(Civil/Electrical/Architecture/TF) as has been done in the case of JAOs notionally w.e.f 01.10.2000. Similarly the upgraded pay scale of 7500-12000 for AE(Civil/Electrical/Architecture/TF) has also to be implemented notionally w.e.f 01.10.2000. Considering the serious anomaly and discrimination meted out to Executives in Civil/Electrical/Arch/TF wings, we demanded for an immediate action to implement the upgraded pay scales notionally w.e.f 01.10.2000 for officers in the Civil/Electrical/Architecture /TF wings also as has been done in the case of JAO cadre.

AIBSNLEA has been constantly pursuing this genuine demand at various levels in the management for the last several years and finally it reached in the BSNL Board. We understand that the same is still pending in the board and a final decision could not be taken by the board because of the objections raised by **government nominee/DOT representative** who alleged financial implication in the matter and even did not allow to discuss the agenda in the Board meeting.

We have already pleaded at various forums that it is not the case of pay fixation in Rs.6500 (E1A) now, it has already been granted, but the notional pay fixation w.e.f. 01.10.2000 has now been requested to provide parity among the BSNL Executives.

It is pertinent to note in this context that, the authorities concerned did not raise any such query of financial implication at the time of implementation of the upgraded pay scales notionally w.e.f 01.10.2000 in the case of JAOs. Whatever benefits the cadre of JAO could achieve out of the notional implementation of upgraded pay scale w.e.f 01-10-2000, are to be made available to the cadre of JTO (Civil/Electrical/ArchTF) also for bringing parity among these equivalent cadres, as they are also fully entitled for all such benefits. Moreover, the total number of JTOs in the Civil/Electrical /Arch/TF wings affected by this disparity is very less compared to the total number of JAOs benefitted by the protective order of the authorities.

Hence any idea to deny this genuine entitlement of JTOs/SDEs in civil/ electrical /arch wings on the ground of financial implication will amount to denial of justice and curtailment of fundamental rights. The principle of equality and non-discrimination guarantees that those in equal circumstances are dealt with equally in law and practice.

We would like to reiterate our genuine and legitimate demand that the upgraded pay scale of 6500-205-10500 has to be uniformly implemented for the cadres JE(Civil/Electrical/Architecture/TF) as has been done in the case of JAOs notionally w.e.f 01.10.2000 to bring parity among all the cadres.. Similarly the upgraded pay scale of 7500-12000 for AE (Civil/Electrical/Architecture/TF) has also to be implemented notionally w.e.f 01.10.2000.

It is therefore humbly requested to kindly intervene in the matter so that the illogical and Irrelevant stand of the government/DOT nominees in the BSNL board may get changed in accordance with the realities evident from the facts cited above.

Hope the matter will get an immediate attention.

With kind regards,

Yours Sincerely
-sd-
(PRAHLAD RAI)
General Secretary

Copy for kind information and necessary action to:

1. Smt. Sujata T.Ray, Director (HR), BSNL Board, New Delhi-110001
2. Shri Saurabh Tyagi, GM(Estt.), BSNL Corporate office, New Delhi-110001
3. Shri A.M. Gupta, GM(SR), BSNL Corporate office, New Delhi-110001