

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

**Central Headquarters  
New Delhi-110001**



President  
**S. Sivakumar**  
M. : 9486102121  
E-mail : presidentaibsnlea@gmail.com

General Secretary  
**Prahlad Rai**  
M. : 9868278222  
E-mail : gsaibsnlea@gmail.com

Financial Secretary  
**T. C. Jain**  
M. : 9868188748  
E-mail : fsaibsnleachq@gmail.com

**No. AIBSNLEA/CHQ/MOS/2017**

**DATED: 29.05.2017**

To,

**Shri Manoj Sinha Ji,**  
Hon'ble MOS (C) (I/C),  
Govet. of India  
**New Delhi -110 001**

**Subject: Limiting replacement of E-1A by E-2 and E-2A by E-3 by modifying BSNL's earlier proposal of up-gradation of subsequent pay scales E-3 by E-4, E-4 by E-5, E-5 by E-6 and E-6 by E-7 to provide pay parity among the executives – our concern thereof**

**Reference: 1. No. AIBSNLEA/CHQ/CMD/2017 06.02.2017 (letter enclosed)  
2. No. AIBSNLEA/CHQ/CMD/2017 01.05.2017 (letter enclosed)**

**Hon'ble Sir,**

We would like to bring to your kind notice that BSNL Management under the pressure of some Associations has altered its earlier proposal of replacement of E-1A by E-2 and E-2A by E-3 and subsequent pay scales up-gradation from E-3 to E-4, E-4 to E-5, E-5 to E-6 and E-6 to E-7 pay scales to provide parity in the pay scales of Executives in BSNL. Now BSNL Management unethically has modified its proposal limiting of replacement of pay scales up to E-1A by E-2 and E-2A by E-3 only which will cause disparity in the pay scales of executives in BSNL. In case the second proposal is considered and settled by DOT then the executives drawing E-3 and higher scales i.e. E-4, E-5 and E-6 will be frustrated.

To avoid discrimination and unrest among the executives DoT Administration should impartially approve BSNL's earlier proposal of replacement of E-1A by E-2 and E-2A by E-3 and subsequent pay scales up-gradation E-3 by E-4, E-4 by E-5, E-5 by E-6 and E-6 by E-7 to maintain parity of pay scales. Also to avoid keeping one Executive in E-3 scale for 10 years in violation of EPP.



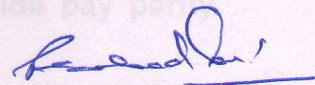
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We would, therefore, request your kind honor to intervene in the matter and direct the concerned authorities in DoT to approve the initial proposal sent by BSNL Management for replacement of E-1A by E-2 and E-2A by E-3 and subsequent pay scales up-gradation from E-3 by E-4, E-4 by E-5, E-5 by E-6 and E-6 by E-7 immediately. In case replacement of E-1A by E-2 and E-2A by E-3 **is only considered leaving aside up-gradation of subsequent pay scales up-gradation from E-3 by E-4, E-4 by E-5, E-5 by E-6 and E-6 by E-7**, it will create Pay disparity and will disturb the Pay scales hierarchy of BSNL Executives. Hence, to maintain Pay parity and Pay hierarchy of Executives in BSNL, the earlier proposal of BSNL submitted in June 2016 for replacement of E-1A by E-2 and E-2A by E-3 and subsequent pay scales up-gradation E-3 by E-4, E-4 by E-5, E-5 by E-6 and E-6 by E-7 should be approved by DoT.

We believe that your kind honour will appreciate the feelings and give justice to all the executives of BSNL.

With kind regards

Yours sincerely



(Prahlad Rai)

General Secretary

Encl: As above

Copy to:

1. Smt. Aruna Sundararajan, Secretary (T), DoT, Govt. of India New Delhi
2. Shri Anupam Shrivastawa, CMD, BSNL, New Delhi - 110001
3. Shri N.Sivasailam, Addl Secretary (T), DoT, Govt of India New Delhi 110001
4. Smt. Sujata Ray, Director (HR) BSNL Board, New Delhi-110001