



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

CENTRAL HEAD QUARTERS

37, Laxmibainagar, New Delhi – 110023

President
J.K.MISHRA
Mobile: 9868159951

Finance Secretary
V.GURUMURTHY
Mobile: 9444979555

General Secretary
V.P.ARYA
Mobile: 9868210478

No.ABSNLOA/CHQ/2009/11

Dated, March 16, 2009

To

Shri Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi 110 001.

Subject: Removal of disparity in pay scales of the BSNL Executives – Request for immediate consideration

Sir,

Disparity in pay scales compared to the Executives of same status in other comparable CPSEs is one of the irritants and feeling of deprivation in the affected Executives. It certainly hurts them causing serious frustration leading to demoralization and demotivation. It finally affects the Organization that they serve. In such cases, initiative needs to be taken without hesitation to remove such a grievance when it is a genuine one, specially when there is no immediate financial burden on the Company. Here we take this opportunity to bring to your kind notice that there is a genuine feeling in the Executives at the lower strata in BSNL that the Management is denying them even a pay scale which was overdue. We are referring to the pay scales for the Executives at the level of Junior Telecom Officers, Sub Divisional Engineers, Divisional Engineers and Deputy General Managers of BSNL. Now they are being/have been granted just the replacement IDA pay scales following issue of Orders by Department of Public Enterprises on Pay Revision Committee Recommendations. It is a matter of great concern that these Executives are at present placed in lower IDA pay scales compared to their counter parts in other comparable CPSEs. ***An opportunity still exists for BSNL Management to recommend removal of this disparity to Department of Telecommunications without any financial implication.***

At present JTO and SDE level Executives of BSNL have been proposed revised IDA Pay Scales as 1(b) and 2(a). The Sr SDEs/Sr AOs, DEs and DGM level Executives have been granted the revised IDA Pay Scales of E-3, E-4 and E-5 grades in that order. But in other comparable CPSEs, the Pay Scales starts with E-2 grade or even more for the starting level Executives i.e., the Junior Telecom Officers level Executives. BSNL has recently got approved the revised IDA pay scale of E-6 grade also from Department of Telecommunications, but at present this grade has not been offered to any cadre. It is our earnest request to review the issue impassionedly and grant following IDA pay scales to the Executives from JTOs level to Dy GMs : (a) JTOs level : E-2 grade, (b) SDEs level : E-3 grade, (c) Sr SDEs/Sr AOs : E-4 grade, (d) DEs level : E-5 grade and (e) DGMs level : E-6 grade. With the new fitment formula for pay fixation in the new pay scales as ordered by DPE, there will no financial implication for the existing Executives if the proposal is accepted, since none of them will get any financial benefit. Even on their promotion to next

level, there will be no additional financial implication other than that would have been available against existing scales. The financial benefit will, however, be available only for the new entrants at JTO level after 1.1.2007. But this minimum expenditure on the part of BSNL for the highly qualified new entrants will give it back a big gain. BSNL need to retain the services of these Executives and ensure that they are not forced to migrate to other Organization in search of higher emoluments. BSNL is also proposing to recruit Management Trainees. With the low pay scale offered, no qualified personnel would tend to join or stay with BSNL for a longer period. They will always be on the look out for a better opportunity elsewhere. But our above request, if conceded to, will resolve this problem of BSNL also.

In view of the above, we would like to request you to kindly consider our **above proposal which is having no financial implication on the part of BSNL** and which will certainly *benefit BSNL to retain its highly qualified Executives and attract more new entrants to join and serve BSNL with more commitment and dedication.*

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Siddhartha Behura,
Secretary,
Deptt of Telecommunications.
2. Shri Gopal Das,
Director (HRD),
BSNL Board.
3. Shri.Rajesh Wadhwa,
Director (Operations),
BSNL Board.
4. Shri.R.K.Aggarwal,
Director (Planning & New Services)
BSNL Board.
5. Shri.Rajendra singh,
Director (Commercial & Marketing)
BSNL Board.
6. Shri.S.R.Kapoor,
Executive Director (Finance),
BSNL Board.