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No. AIBSNLOA/CHQ/2014/53

Dated: 15th July 2014

To

Shri A.N.Rai,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi.

Subject: Request for approving E2 and E3 scales for JTOs/equivalent cadres and SDEs/equivalent cadres without further delay - reg

R/Sir,

We have been drawing the attention of the management quite a number of times during the past five years, to the undue delay in approving E2 and E3 scales for JTOs/equivalent cadres and SDEs/equivalent cadres respectively and requesting early decision on the matter. Although a committee had been constituted to go into the issue, nothing fruitful has emerged. The delay has been causing unrest among the affected Executives, since they have been drawing pay in a scale lesser than the one in which they had been drawing pay prior to revision of pay scales w.e.f. 1.1.2007.

2. We had also time and again pointed out that *Department of Public Enterprises, in its O M No. 2(70)/08-DPE(WC)-GLVII/09 dated 02.04.2009 (vide Para 2.vi), had clearly instructed against introduction of any intermediary scales and further asserted that "If there has been any aberrations, they need to be corrected."*

3. But BSNL, only recently had reportedly represented to DPE requesting to allow BSNL introduce E1 A, E2 A equivalent scales. **As expected, it is learnt that DPE has turned down the request of BSNL.**

4. In this regard, **we once again reiterate the points submitted earlier by us, justifying approval of E2 scale for JTOs/equivalent cadres and E3 scale for SDE/equivalent cadres :**

- (1) When BSNL issued orders on 5th March 2009 revising the pay scales of BSNL Executives w.e.f. 1.1.2007, Revised IDA scales for JTOs and SDEs (in replacement of existing E1A and E2A scales) were not declared. It had been stated that "Revised IDA pay scale for E1A, E2A and E9A will be notified

later." It had also been stated that "In respect of Executives of E1A and E2A scales, their pay may be fixed in the revised E-1 & E-2 IDA scales of Rs.16400-40500 and Rs.20600-46500 respectively till the time new scales are notified.

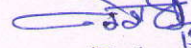
- (2) The Department of Public Enterprises, in its O M No. 2(70)/08-DPE(WC)-GLVII/09 dated 02.04.2009 (vide Para 2.vi), has clearly instructed against introduction of any intermediary scales and further asserted that **"If there has been any aberrations, they need to be corrected."**
- (3) For this reason only, DoT vide its letter No.61-02/2010-SU dated 24th January 2011 on BSNL's proposal for revision of IDA pay scales of E1A, E2A and E9A in respect of BSNL Executives had observed that, " (i) Case of E1A and E2A scales is not justified. (ii) No merit has been found in the case of E9A scale."
- (4) Thus even after the lapse of nearly 5 years, the new scales have not been notified, whereby, the JTOs and SDEs continue to draw only E1 and E2 scales respectively, which are lower than what they were drawing in pre-revised scales.
- (5) **Since E1 and E2 scales do not reflect revision of pay of JTOs and SDEs who were drawing E1A and E2A scales prior to pay revision, the only option available for removing the anomaly is approving E2 scale for JTOs/Equivalent cadres and E3 scales for SDEs/Equivalent cadres.**
- (6) **No additional expenditure will be incurred by granting the standard scales E 2 to JTOs and E 3 to SDEs.**
- (7) A JTO who was at the minimum of the pay scale 9850 as on 01-01-2007 would get fitted at $9850 \times 1.688 \times 1.3 = 21615$ rounded off to 21620. This is higher than the minimum of E2 scale. Hence he would get fitted at 21620 even if he is given E 2 Scale.
- (8) Likewise a SDE who was at the minimum of the pay scale 11875 as on 01-01-2007 would get fitted to $11875 \times 1.688 \times 1.3 = 26059$ rounded off to 26060. This is higher than the minimum of the E 3 pay scale. Hence he would get fitted to 26060 even if his scale is E 3.
- (9) Further, since the increment value being 3 % of the basic pay and is not a fixed stage as earlier the annual increment a JTO/SDE gets by granting the standard E2 /E3 scale will not also get altered in any way. **As such even if E2 scales to JTO and E3 scale to SDE are given there is no hike in the actual pay drawn by the JTOs/SDE and hence there is no resultant arrears also.**
- (10) Pension contribution is being paid on the basis of the maximum of the pay scales now. But DoT has committed in the Memorandum of Understanding between DoT and BSNL that it will ensure that pension contribution is paid on the basis of actual pay drawn. **Therefore there will not be much difference in pension contribution in respect of those who were in service before 1.1.2007.**
- (11) The financial benefit will, however, be available only for the new entrants at JTO/JAO level after 1.1.2007. BSNL needs to retain the services of these Executives and ensure that they are not forced to migrate to other Organization in search of higher emoluments. This will further boost the sagging morale of

the Executives at these levels and motivate them to contribute their best instead of trying to find greener pasture. But this issue will not arise in granting of E3 scale to SDE since there is direct recruitment to SDE.

5. We, therefore **request your immediate kind intervention in this matter so that a final decision is taken at least now to grant E2 scale for the JTOs/equivalent cadres and E3 scale for the SDE/equivalent cadres respectively.**

With kind regards,

Yours sincerely,


(Rakesh Sethi)

General Secretary

Copy to: Shri R. K. Goyal,
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BSNL CO , New Delhi