

SETTLEMENT OF REPLACEMENT/UPGRADATION OF PAY SCALES w.e.f. 1.1.2007

The DoT's recent Presidential order approving E1 scale as equivalent to the pre-revised E1A scale and E2 scale as equivalent to the pre-revised E2A scale has come as a shocking development, although it was known that AST, DoT had spelt out this stand even before the Membership Verification was held. After 2nd PRC Report, **DoT approving intermediary scales for those JTOs and SDEs who were already in service, itself is outrageous, illegal and against the guidelines of DPE.**

Three Associations (SNEA, AIBSNLEA and AIGETOA) who were part of the Khan Committee, constituted by BSNL, announced protest demonstration separately, with one association changing camp after the verification. **General Secretary AIBSNLOA took part in both the demonstrations and extended moral support of AIBSNLOA.** Later in a meeting with all the three associations together, he made it clear that any future course of agitation should be decided jointly after meeting the BSNL Management together, which is reported to be still standing by its proposal and is seeking review of DoT's Presidential order.

Bitter memories of the past, when these three associations opposed inclusion of AIBSNLOA in Khan Committee cannot be brushed away. They declared it as their success after the Khan Committee recommended replacement of ONLY E1A and E2A scales with E2 and E3 scales, implementation of which would have resulted in more anomalies and chaos.

Fortunately, BSNL Management later decided to get approval for replacement of E1A and E2 A with E2 and E3 scales and upgradation of E3, E4, E5 and E6 scales with E4, E5, E6 and E7 scales which is the only logical solution without giving space for anomalies – the proposal advocated by AIBSNLOA since 2009.

BSNL had informed DoT that “Under 2nd PRC w.e.f. 01.01.2007, the revised pay (78.2% fixation) corresponding to minimum of the pre-revised E1A scale (Rs.9850-14600) is Rs.22820/- which is higher than the minimum of the revised E2 pay scale. Thus, all executives in pre-revised E1A scale as on 1.1.2007 would be drawing higher than the minimum of revised E2 scale. Similarly, in all scales except E-6 the revised pay is higher than the minimum of the next higher scale as per 78.2% IDA pay fixation.”

While reminding DoT that “BSNL is paying pension contribution to Government in respect of absorbed employees calculated on the maximum of the pay scales, BSNL states that the estimated additional pension contribution of approximately Rs.315 Crores for the period from 1.1.2007 to 31.3.2016 will be paid to DoT once the proposal is approved. Thus it is claimed that there would not be any burden on Government exchequer by way of recurring pensionary benefits.”

The above is exactly the consistent stand of AIBSNLOA on the issue during the past seven years, even the expression in words remaining more or less the same. But the present recognised Association then advocated that only replacement of E1A and E2A with E2 and E3 scales was possible since upgradation of other pay scales will not be agreeable to DoT because of additional financial burden. **This was based on AST DoT observation that “Theoretically the process is neutral to financial benefits as it is only re-fixation in another pay scale and practically the process of rounding off during fixation may have marginally higher financial outlays and is not neutral.”** Instead of explaining to AST DoT that rounding off with 78.2% has already been done and there will not be even a single rupee additional financial outlay, the said association took AST’s observation as a support to its stand for seeking only replacement of E1A and E2A scales. **It is unfortunate that it has still not learnt its lesson.**

It is time now that all stop playing politics in order to gain from the sentiments of this or that section and strengthen BSNL Management’s hand on its proposal – not ignoring it as AIBSNLOA proposal – act unitedly including by meeting the BSNL Management together, discussing together and taking decisions together BEFORE launching a struggle. AIBSNLOA still believes that BSNL proposal is achievable.

AIBSNLOA believes that rationale and justification behind an issue, uncompromised belief in its settlement and taking everyone together are the stepping stones for success of any issue. AIBSNLOA will be part of any struggle decided on this basis. Even otherwise, it will still extend its moral support.

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