



**ALL INDIA
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Dated: 29th March 2016

To

Smt. Sujata Ray,
Director (HR),
Bharat Sanchar Nigam Limited,
New Delhi.

**SUBJECT: REVISION OF PAY SCALE OF RAJBASHA ADHIKARI AND
AUGUMENTATION OF RA POSTS – regarding**

R/Madam,

We would like to draw your kind attention to the recommendations of a committee which had been constituted to consider Reorganization of Hindi cadres in BSNL and had submitted its report as early as on 19.11.2013. While the committee had accepted one of our demands viz. revision of pay scale of Rajbasha Adhikari to SDE scale, it did not agree for augmentation of Rajbasha Adhikari posts. Since then, the Establishment Section was said to be processing the issue of revision of pay scale of Rajbasha Adhikari. But even after lapse of two years, no decision seems to have been taken. We submit below the rationale behind our demand for creation of Hindi posts and Revision of pay scale of Rajbasha Adhikari.

I. Creation of Hindi posts:

- a) A previous committee, in the year 2008, had recommended drastic reduction in RA/SHT/JHT posts without observing the guidelines on the subject matter from DOT/DOL etc. The posts connected with Hindi are created essentially for fulfilling the statutory obligations. If Hindi posts are downsized in the name of economy in expenditure, it would be a set-back to the implementation of Official Language Policy of the Government of India.
- b) As per the norms for creation of minimum number of Hindi posts issued by DOL on dated 22/07/2004, the number prescribed as minimum posts are provided on the basis of the number of the employees and the Regions where the office is located without any work study so that the implementation of Official Language policy is not adversely affected. These norms are framed by DOL and endorsed by DOT/DPE etc. for implementation in all PSU/PSE etc.
- c) Further, it has been clarified that the posts of Translator etc. which have already been created in an office on the basis of the earlier norms shall not be abolished on the ground that those are more than the number required according to revised guidelines.

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from DOL. But it is regretted to note the BSNL has abolished most of the Hindi posts in all Circles without any approval from DOL/DOT/DPE etc. Therefore order for re-fixation of sanctioned strength of Hindi posts issued by BSNL on 05/03/2008 is against the spirit of the guidelines dated 22/07/2004 issued by DOL.

II. Revision of pay scale of Rajbasha Adhikari:

- a) Pay scale of Rajbasha Adhikari working in BSNL is required to be revised at par with ADOL working in DOT as both cadres are identical and some ADOL opted for absorption in BSNL from DOT.
- b) 6th Central Pay Commission (CPC) has recognized the parity of all the official language positions including ADOL in various Ministries/Departments and recommended uniform pay scales for the ADOL across the Departments which was accepted by the Ministry of Finance vide Department of Expenditure OM No.1/1/2008-IC dated 24.11.2008.
- c) The said OM dated 24.11.2008, on "Revised pay scales for Official Language posts in various subordinate offices of the Central Government" states that, "Consequent upon the implementation of the recommendations of Sixth Central Pay Commission, this Department has received queries from many Ministries/ Departments regarding the revised pay structure applicable in the case of Official Language posts existing in subordinate offices of the Central Government. In this connection, it is clarified that in accordance with the recommendations of the Sixth Central Pay Commission as accepted by the Government, similarly designated posts existing outside the Central Secretariat Official Language Service (CSOLS) cadre in various subordinate offices of the Central Government have been granted the same pay scales as those granted to CSOLS. Accordingly, w.e.f. 1.1.2006, all Ministries /Departments etc., are required to grant the revised pay scales approved for various posts in the CSOLS to similarly designated Official Language posts existing in their subordinate offices."
- d) Later Dept. of Official Language vide its letter No.15/42/2013-Ra.Ba.(Services) dated 2.5.2013 has also advised grant of the revised scales to ADOL and equivalent posts existing in their subordinate offices.

Therefore, we request that **an early decision may be taken to implement revised pay scales for Rajbasha Adhikari, creating of adequate number of Hindi posts in BSNL may and filled up so as to implement the Official Language Policy of Government of India in its true spirit.**

With kind regards,

Yours sincerely,

(Rakesh Sethi)

General Secretary

Copy to: 1. Ms. Madhu Arora
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Sr. General Manager (Pers), BSNL CO.