



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

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No.ABSNLOA/CHQ/2009/13

Dated, March 23, 2009

To

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

Subject: Anomaly in pay fixation in revised IDA scales for JTOs/JAOs/Assistants etc

Sir,

We have come across a number of cases, wherein persons who have been appointed or promoted to JTO/JAO/Assistants and equivalent cadres after 1.1.2007 and were drawing minimum of the pre-revised scale Rs.9850-250-14600, now get reduced emoluments on fixation of their pay at the minimum of the revised IDA scale of Rs. 16400-40500. They would have drawn Rs.17553/- in the pre-revised scale, but now on re-fixation of their pay in the revised IDA pay scale (E-1 grade) they would draw only Rs.16400/-. Similar anomalies have also been reported in respect of promotion to SDE and equivalent cadres also, where fixation is to be in the minimum of the revised pay scale of E-2 grade.

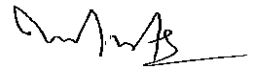
2. It is now a reality that if pay for these Executives are fixed in the revised IDA pay scale, there will be reduction in their emoluments for the month of March 2009 and this will also result in recovery for stated over payment. However, to avoid this unfortunate situation, pay fixation for these Executives has been stopped for the time being. This is certainly not a welcome situation. After all, benefit of revision of pay scales should be extended to one and all. This situation has arisen because of *provisionally* granting pay fixation in the revised E1 and E2 grades for them pending approval of proposed revised E1 A and E2 A scales in place of their existing scales in the same grade.

3. We therefore suggest that the pay of these officers may be *provisionally* fixed in the BSNL Board approved proposed revised E1A and E2A grades which are now awaiting approval by DPE, so that this unwarranted situation which invites reduction in emoluments and consequent recovery can be avoided.

4. In this context, we would like to draw your kind attention to our earlier request submitted vide our letter No.ABSNLOA/CHQ/2009/11 dated, March 16, 2009 [copy enclosed], for finally according approval of E2, E3, E4, E5 and E6 scales for JTOs/Equivalents, SDEs/Equivalents, Sr.SDEs/Equivalents, DEs/Equivalents and DGMs respectively *having no additional financial implication*. This will not only resolve many anomalous situations, but will also ensure attracting and retaining highly qualified persons, which is the requirement of the organization.

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Encl: As stated.

Copy to:

1. Shri Gopal Das,
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2. Shri D.P.De,
General Manager (Estt),
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