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BHARAT SANCHAR NIGAM LIMITED  
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No. AIBSNLOA/CHQ/2013/158

Dated: 8<sup>th</sup> August 2013

To

Shri R. K. Upadhyay,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi

**Subject: Non-resolution of long pending issues of BSNL Executives Finalization of standard E2 and E3 pay scales for JTOs and SDEs respectively and their equivalent cadres – reg**

Respected Sir,

This is in continuation of our letter dated 25<sup>th</sup> July 2013 on the subject noted above, wherein we had drawn your kind attention towards some vital issues pertaining to BSNL Executives viz. Finalization of standard E2 and E3 pay scales to JTOs and SDEs respectively and their equivalent cadres, no direct recruitment upto DGM level, time bound functional promotions, Pension Scheme for BSNL Recruited employees etc., on which AIGETOA and its members are now on struggle.

2. On the issue of finalization of standard E2 and E3 pay scales for JTOs and SDEs respectively and their equivalent cadres, this Association raised the issue immediately after BSNL issued orders on 5.3.2009 regarding revised pay scales for BSNL Executives w.e.f. 1.1.2007. In our letter dated 16.3.2009 addressed to CMD BSNL, we had requested for grant of E2 scale for JTOs and equivalent cadres and E3 scale for SDEs and equivalent cadres.

3. We had also time and again pointed out through our letters dated 12.5.2009 and 9.9.2009 that 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."* and hence approving E2 and E3 scales to JTOs & equivalent cadres and SDEs & equivalent cadres is the only way out, since DPE cannot be expected to approve intermediary E1A and E2A scales.

4. We also took up the issue with MoC, DPE, DoT and BSNL through letters on 6.4.2009, 5.11.2009 and 12.1.2010, 14.5.2010, 30.11.2010, 14.1.2011, 23.2.2011, 22.3.2011, 13.1.2012, 20.6.2013. We had informal discussions with senior officers in BSNL several times. Although it was agreed that the matter would be sorted out and even a committee was formed to deliberate on the issue, nothing concrete has emerged till now after though more than 4 years have passed

5. The JTOs and SDEs are drawing E1 and E2 scales after 1.1.2007, lower than the E1A and E2A scales they were drawing prior to pay revision. In this matter, we are to say that DPE had strongly advised against introduction of any intermediary scales and advised removal of aberrations already existing. DoT has also ruled against introduction of E1A and E2A scales. Therefore there is no choice for BSNL other than approving E2 and E3 scales in place of pre-revised E1A and E2A scales. Delaying settlement of the issue will be of no advantage to BSNL, since any decision will have to be implemented w.e.f 1.1.2007. If this problem is allowed to continue till the next pay revision, it will lead to more complications and anomalies.


6. BSNL Executives and Non-Executives accepted lower pay scales than those offered to MTNL employees on the ground that Government Pension for combined service was granted to BSNL employees. It is now been learnt that the Group of Ministers constituted make recommendations on revival of BSNL and MTNL is seriously considering some proposals on Pension of MTNL employees. In such a situation grant of E2 and E3 scales to JTOs and SDEs will partially offset the disparity in pay scales of BSNL and MTNL employees.

7. We are of the view that openness, positive approach and willingness to listen to and understand the problems are the need of the hour. Management needs to settle all the genuine issues without seeing as to who raised the issue and without waiting for it to precipitate. No one, howsoever vocal they may be, should be allowed to put spokes in settlement of genuine issues.

8. We therefore, once again appeal to you to kindly order high level discussions to resolve these issues by involving all the concerned sections of the Executives including our Association.

With kind regards,

Yours sincerely,

  
(Rakesh Sethi) 8.8.13  
General Secretary

Copy to:

1. Shri A.N.Rai,  
Director (HR), BSNL
2. Shri. A.K.Jain,  
Sr. General Manager (Pers), BSNL CO ND-1
3. Shri Neeraj Verma,  
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