



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION

CENTRAL HEAD QUARTERS
AD-87B, Pitampura, Delhi-110034

President
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General Secretary
RAKESH SETHI

Mobile : 9868210449

No. AIBSNLOA/CHQ/2015/12

Dated: 2nd February 2015

To

Shri Anupam Shrivastava,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Subject: Request to remove discrimination in grant of JAG Selection Grade Scale to absorbed Group 'B' Executives to ensure justice----Regarding blatant violation of instructions of DOT letter dated 26.08.2008 and DPE OM dated 24.12.2012 by operating IDA scale of Rs.17500-400-22300 w.e.f. 01.10.2000 in place of Rs. 18500-23900

R/Sir,

We would like to draw your kind attention towards a very important issue viz. removal of discrimination in grant of JAG SG pay scale to absorbed Group B Executives. In this regard, we fully agree with your suggestion in your recent appeal dated 23.1.2015 to all unions and associations, that we should resolve all our differences within ourselves only and need not involve outside agencies. We would be grateful if you bestow your personal attention to this issue and get it resolved within BSNL.

2. You may be aware that as per the instructions issued by DOT vide its letter dated 26.08.2008, IDA Scale of Rs. 18500-450-23900 (E-7) has been approved for BSNL absorbed executives by the administrative department as replacement for the CDA Scale of Rs. 14300-400-18300 (JAG Selection Grade) with effect from 01.10.2000. Further as per Para 3 of DPE OM dated 24.12.2012 (copy enclosed), **a CPSU cannot have more than one pay scale in a grade (DGM & GM in E 8 pay scale) to promote its executives within the same grade.**

3. However, in violation of the above instructions, BSNL has two scales for JAG Selection Grade like E-6 and E-7 without the approval of the administrative department i.e DOT though IDA Scale of Rs. 17500-400-22300 (E-6) stands superseded by IDA Scale of Rs. 18500-450-23900 (E-7) with effect from 01.10.2000 as per DOT letter dated 26.08.2008

4. As per exiting rule in CPSU IDA Scale for below board level executives is adopted as per approval of the administrative department. Further, BSNL Board had earlier decided against the operation of two IDA scales for a GM level post like IDA Scale of Rs. 23750-600-28550(E-9) and IDA scale of 20500-500-26500(E-8).

5. As per terms of absorption of Group B officers in BSNL, they have been allowed promotion up to JAG Selection Grade and accordingly, under **para 1.0 (I) a** of BSNL OM No. 400-61/2004-Pers.I/308 dated 18.01.2007 following is provided:

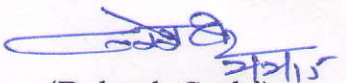
“Time Bound IDA scale up gradation shall be provide to the Executives from the pay scale of Rs. 9850-250-14600(IDA) up to IDA pay scale of JAG Selection Grade (Rs. 17500-400-22300).”

6. It is submitted that, earlier, Group A absorbed executives were also in the IDA Scale of Rs. 17500-400-22300(E-6). However, when DOT allowed IDA scale of Rs. 18500-450-23900 w.e.f. 01.10.2000 in supersession of the IDA scale of Rs. 17500-400-22300(E-6), Executives (absorbed as Group A officers) were allowed IDA Scale of Rs. 18500-450-23900 but this scale was not made available to the Executives (absorbed as Group B officers) in violation of the decision of the administrative department though several requests were made by executives earlier in this regard,

7. It is, therefore, requested that this case may please be got examined in terms of DOT letter dated 26.08.2008 and DPE OM dated 24.12.2012 and early decision may be taken to ensure justice to the absorbed executives in the matter.

Encl: As above

Yours sincerely,



(Rakesh Sethi)
General Secretary.

No. 2(12)/2009-DPE(WC)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan,
Block No. 14, CGO Complex,
Lodhi Road, New Delhi-110 003
Dated: 24th December, 2012

OFFICE MEMORANDUM

Subject:- Scales of Pay and Grades of executives at below Board level in CPSEs.

The undersigned is directed to refer to Annex-I of DPE O.M. dated 26.11.2008 which, inter-alia, provided different grades and corresponding pay scales in 2007 pay revision. It has come to the notice of this Department that in violation of DPE O.Ms. dated 26.11.2008 and 02.04.2009 some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision, for their executives at below Board level.

2. It is clarified that below board level executives of CPSEs have necessarily to be in the specified grades of E0 to E9 in a CPSE depending upon the schedule of their CPSE. CPSEs are free to recruit executives for each grade as per their functional requirement, and as per the rules framed therefor. However, each CPSE can only adopt and recruit executives to the 10 grades (E0 to E9) provided in the DPE guidelines. For example, in case if it is 'E0 Grade', the corresponding pay scale must be Rs. 12,600-32,500 and in case it is 'E6 Grade', it has to be Rs. 36,600-62,000/-. The grade and corresponding scale of pay cannot be altered by the CPSEs. Appropriate nomenclature for these Grades as per the standard practice of the CPSEs may be followed.

3. Further, no intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with its corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade.

4. Administrative Ministries/Departments may suitably issue instructions to the CPSEs under their administrative control for their information and necessary action.

Dated: 24th December, 2012

OFFICE MEMORANDUM

Rajendra Kumar
(Rajendra Kumar)
Director
24360624

The undersigned is directed to refer to Annex-I of DPE O.M. dated 26.11.2008 which, inter-alia, provided different grades and corresponding pay scales in 2007 pay revision. It has come to the notice of this Department that in violation of DPE O.M. dated 26.11.2008 and 02.04.2009 some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision for their executives at below Board level.

2. It is clarified that below Board level executives of CPSEs have necessarily to be in the specified grades of E0 to E9 in accordance with the following guidelines:

CPSEs are free to recruit executives for each grade as per the functional requirement, and as per the rules framed therefor, subject to the condition that they adopt and recruit executives to the 10 grades (E0 to E9) as provided in the DPE guidelines. For example, in case it is 'E0 Grade', the corresponding pay scale must be Rs. 12,600-32,500 and in case it is 'E6 Grade', it has to be Rs. 36,600-62,000. The grade and corresponding scale of pay cannot be altered by the CPSE. Appropriate nomenclature for these grades as per the standard practice of the CPSEs may be followed.

3. Further, no intermediary scales have been permitted under DPE O.M. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one grade to next higher grade with its corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & G.M. in E8 pay scale) to promote its executives within the same grade.



भारत संचार निगम लिमिटेड

BHARAT SANCHAR NIGAM LTD.

(भारत सरकार का उपक्रम)

(A Government of India Enterprise)

कार्पोरेट कार्यालय (Corporate Office)

भारत संचार भवन (Bharat Sanchar Bhawan)

हरीश चन्द्र माथुर लेन (Harish Chandra Mathur Lane)

नई दिल्ली - 110 001 (New Delhi-110 001)

No.1-5/2006-PAT(BSNL)

Dated, the 29-9-2008

To

All Heads of Telecom. Circle/
All Heads of Administrative Units
BSNL.

Sub:- Cailing of option for absorption of Group 'A' officers of Indian Telecom. Service (ITS)/Telegraph Traffic Service (TTS)/Telecom. Factories (TFS)/IP&T A&FS/P&T BW/GCS in BSNL - Fixation of pay and Special Allowance regarding.

Sir,

DOT letter No.A-11013/1/2005-Admn.II/Absorption Cell (ITS/TTS/TFS/IP&T A&FS/P&T BW/GCS) dated 26.8.2008 has been circulated vide BSNL/32-1/SR/2008 dated 5.9.2008.

In continuation of this office letter No.1-5/2006-PAT(BSNL) dated 5.5.2006, it is informed that necessary action may kindly be taken towards fixation of pay in IDA pay scale in respect of absorbed Group 'A' officers in terms of DOT letter No.A-11013/1/2005-Admn.II/Absorption Cell (ITS/TTS/TFS/IP&T A&FS/P&T BW/GCS) dated 26.8.2008. It is further informed that Special Allowance may also be calculated as per Para 7 of Annexure of DOT letter dated 26.8.2008.

The revised IDA pay scale of Rs. 18500-450-23900(E-7) corresponding to CDA pay scale of Rs. 14300-400-18300 and new methodology of calculation of Special Allowance may also be applied to all those Group 'A' officers who have been absorbed in BSNL prior to issue of DOT letter dated 26.8.08.

Yours faithfully,

(Sheo Shanker Prasad)
Section Officer (PAT)
Phone. 23037474

Copy for information to:-

- (i) PPS to CMD, BSNL.
- (ii) PPS to Dir.(F)/Dir(HRD)/Dir(Opr.)/Dir (PL & NS)/Dir (C&M).
- (iii) Under Secretary, DOT, New Delhi.
- (iv) All PGM/GM in BSNL Corporate Office.
- (v) DDG(SU)/DDG(Estt)/DDG(SR) DoT, Sanchar Bhawan, New Delhi.
- (vi) Executive Associations of BSNL.
- (vii) AD(OL) with a request to provide the Hindi version of the letter.