



**ALL INDIA**  
**BHARAT SANCHAR NIGAM LIMITED**  
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No. AIBSNLOA/CHQ/2009/46

Dated: September 9, 2009

To

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

**Subject: Removal of disparity in pay scales of the BSNL Executives -  
Request for immediate consideration**

Sir,

We would like to request you to kindly refer to our letter No.AIBSNLOA/CHQ/ 2009/11 dated March 16, 2009 on the above subject (copy enclosed for ready reference). We would like to reiterate that **our request, if acceded to would have removed the disparity in pay scales of two important sections of BSNL Executives and also a serious but genuine heartburn in the cadre of JTO/equivalents and SDE/equivalent cadres in BSNL without any additional financial implication for BSNL. Our proposal completely fits in the guidelines issued by Department of Public Enterprises that there should not be any aberrations in the approved standard IDA pay scales by proposing intermediary pay scales and existing aberrations are to be eliminated.**

2. The JTO and SDE level Executives of BSNL have been proposed to be given revised intermediary IDA Pay Scales of 1(b) and 2(a) and these scales are yet to be approved by DPE. On the other hand, the Sr SDEs/Sr AOs, DEs and DGM level Executives have been granted the revised IDA Pay Scales of E-3, E-4 and E-5 grades in that order. But in other comparable CPSEs, the Pay Scales for first level Executives like JTO equivalents starts with E-2 grade or even more. BSNL has recently got approved the revised IDA pay scale of E-6 grade also from Department of Telecommunications. Though BSNL, in its BSNLMS RR has recently wrongly offered this E-6 grade to NF SG DGMs, E-7 grade is the IDA pay scale that has been offered in DOT's option letter dated 26.08.2008 for Group A Officers of the same level. Thus, E-6 grade is still unutilized.

3. Therefore, our proposal to grant the following IDA pay scales to the Executives from JTOs level to Dy GMs onwards i.e. (i) JTOs level : E-2 grade, (ii) SDEs level : E-3 grade, (iii) Sr SDEs/Sr AOs : E-4 grade, (iv) DEs level : E-5 grade and (v) DGMs level : E-6 grade will help to resolve a genuine long pending demand of the JTOs/equivalent and SDEs/equivalent cadres and also to abide by the instructions

issued by DPE not to create any intermediary scales. Further, if the proposal is accepted, there will be no financial implication for the existing Executives on application of the fitment formula issued by DPE, since none of among these sections of Executives will get any financial benefit. Even on their promotion to next level, there will be no additional financial implication.

4. Some financial benefit, however, will be available only for the new entrants at JTO/JAO level after 1.1.2007. But this minimum expenditure on the part of BSNL for highly qualified new entrants will help to retain the services of these Executives and ensure that they are not migrating to other Organization in search of higher emoluments. BSNL has also issued notification to recruit Management Trainees. With the low pay scale offered, no qualified personnel would tend to join or stay with BSNL for a longer period. They will always be on the look out for better opportunities elsewhere. But our above request, if conceded to, will resolve this problem of BSNL also.

5. 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.*" Therefore BSNL may take this opportunity to remove the aberrations in the existing non-standard IDA scales of E1A and E2A scales for JTO equivalents and SDE equivalents by accepting our above proposal.

6. In view of the above, we would once again like to request you to kindly consider our **proposal which has no financial implication**. This will also help ***BSNL to retain the highly qualified Executives at these levels and attract more new entrants to join and serve BSNL with more commitment and dedication.***

With kind regards,

Yours sincerely,



(V.P.Arya)  
General Secretary

Encl: As stated.

Copy to:

1. Shri A Raja,  
Minister of Communications & IT, GOI.
2. Shri Siddhartha Behura,  
Secretary, Dept of Telecom.
3. Shri R Bandopadhyay,  
Secretary, DPE.
4. Shri Gopal Das,  
Director (HRD), BSNL.