



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

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No.AIBSNLOA/CHQ/2010/ 75

Dated: 30th November 2010

To

Shri Gopal Das,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Sub: **Denial of revised IDA Pay Scales to the JTOs/JAOs equivalents and SDE/AO Equivalents – A serious and unprecedented lapse**

Sir,

We are shocked to know, as per information provided by the DPE in reply to a questions under RTI Act, that ***“DPE has not received any proposal for introduction of intermediary scales equivalent of E1A and E2A from BSNL/Department of Telecommunications”*** [Copy of the reply received is enclosed for ready reference]. This information has sent a shock-wave among all the BSNL Executives in general and the Executives at the level of JTOs/JAOs, SDEs/AOs in particular. So far, we were made to believe that approval of revised scales from DPE for these grades has been sought and the same is awaited. Now, DPE says that no proposal regarding revised pay scales has been received from BSNL/Department Telecommunication. We could never imagine that BSNL Management would behave and act in a manner which one would term as betrayal of the faith on the Management by the concerned unsuspecting Executives. The credibility of the Management is now totally lost.

2. It is pertinent to mention here that while issuing orders on revision of IDA pay scales for BSNL Executives vide No.1-50/2008-PAT (BSNL) dated 5th March 2009, BSNL had stated that ***‘Revised IDA pay scale for E1A, E2A and E9A will be notified later.’*** But no such notification has been issued till date even after the lapse of 20 months, resulting in a situation where the JTOs and equivalent cadres & SDEs equivalent cadres are drawing lesser pay scales viz. E1 and E2, than what they were drawing prior to pay revision.

3. Earlier, we had submitted several representations in regard to revision of pay scales vide our letters dated 16.3.2009, 12.5.2009, 9.9.2009 and letters dated 5.11.2009 and 12.1.2010 addressed to the Secretary, DoT with copies endorsed to you. It seems no action was taken on those representations. Had the Management been serious on the matter of revision of pay scales at these Grades, we would not have landed in a situation like this.

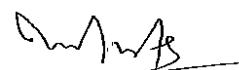
4. Now we would like to again say that the Department of Public Enterprises, in its O M No. 2(70)/08-DPE(WC)-GLVII/09 dated 02.04.2009 (vide Para 2.vi), had clearly instructed against introduction of any intermediary scales and further asserted that *"If there has been any aberrations, they need to be corrected."* Hence, as pointed out in our letters cited above, the DPE is not likely to approve intermediary scales like E1A and E2A. In its reply to questions under RTI, the DPE has clearly spelt out that, **"DPE had earlier received the proposal for introduction of intermediary scales particularly in respect of Oil Sector CPSEs. The proposal was not agreed to."**

5. Therefore, the only way out now is to accept our proposal (given in our earlier letters) to grant the following standard 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. This 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.

6. In view of the above, it is requested that that BSNL would move expeditiously and on war footing to amend its mistakes and regain the confidence of the Executives by granting the standard IDA scales as requested above to all sections of the Executives including JTOs & Equivalents and SDEs & equivalents for which no approval from DPE is required. Let the serious injustice meted out to this section of the Executives be removed. Otherwise, entire BSNL Management would lose the confidence of all its employees in general and the Executives in particular.

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Kapil Sibal,
Hon'ble Minister of Communications & IT,
Government of India.
2. Shri R.Chandrasekhar,
Secretary, DoT,
New Delhi

MOST URGENT
RTI MATTER
SPEED POST

No. 3(49)/10-DPE (WC)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan
Block No. 14, C.G.O. Complex
Lodi Road, New Delhi-110 003
Dated: 23 July, 2010

To,

R.R. Balasubramanian,
II Floor,
Subhiksha Apartment,
10/41, Sowrashtanagar 7th Cross Street,
Choolaimedu,
Chennai – 600 094.

Subject :- Seeking Information under RTI Act.

Sir,

Please refer to your letter dated 12.07.2010 on the subject noted above. The pointwise information is given as below:

1 to 4. DPE has not received any proposal for introduction of intermediary scales equivalent of E1A and E2A from BSNL / Department of Telecommunications.

5 & 6 DPE had earlier received the proposal for introduction of intermediary scales particularly in respect of Oil Sector CPSEs. The proposal was not agreed to.

Yours faithfully


(Rajendra Kumar)
Director

Copy to: CPIO (Shri Rakesh Bhartiya, Director) DPE with reference to their letter dated 19.07.2010.