



ALL INDIA
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OFFICERS' ASSOCIATION
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No. AIBSNLOA/CHQ/2008/44

Dated: 4th December 2008

To
Shrii Gopal Das,
Director (HRD),
Bharat Sanchar Nigam Limited,
New Delhi 110 001.

Sub: Implementation of the decision of the Government regarding revised IDA Pay Scales - Cases of BSNL Executives.

Sir,

Decision of the Government on the recommendations of the 2nd Pay Revision Committee for CPSE Executives, as communicated by DPE vide its No 2(70)08-DPE(WC) dated 26th November 2008, has caused strong disappointment in all cross sections of the BSNL Executives. The Government has not only rejected one of the most important recommendations of the 2nd Pay Revision Committee to add one more category of CPSEs as A+ with BSNL as one of the CPSEs in this new category with better pay scales, but also has ordered introduction of the revised pay scales, which were recommended for the Executives of the lowest category (i.e. 'D'), as the new revised pay scales uniformly for the Executives in all the CPSEs irrespective of the categorization of the CPSEs. Further, the pay fitment method ordered in case of CPSE Executives is in discrimination to the one that was ordered for the Central Government Employees where the merged D.P. has been duly considered for fitment benefit which is not the case with CPSEs.

2. Considering the fact that great injustice has been meted out to the BSNL Executives and also that there is a need to motivate them for greater productivity and efficiency in the face of stiff competition from other private operators, BSNL Management may consider for their better placement in revised pay scales within its power. We would therefore request that:

(1) while the JTOs/JAOs and SDEs/AOs be placed in the revised standard IDA pay scale of Rs 20600-46500 (E-2) and Rs 24900-50,500 (E-3) respectively, the Sr SDEs/Sr AOs/Management Trainees, and DEs/CAOs equivalent be placed in the revised IDA Pay scale of Rs 29100-54500 (E-4) and Rs 32900-58000 (E-5) respectively. The DGMs, on the other hand, be placed in the revised IDA pay scale of Rs 36600-62000 (E-6). However, the SG DGMs, GMs and CGMs are already placed in E-7, E-8 and E-9 scale in that order. With this, the present discrimination in the pay scales of JTOs to DGMs in BSNL and MTNL, at least, will end.

(2) all the revised IDA pay scales, at least starting from E-2 to E-9, be modified at the minimum of the pay scales by giving higher start with a minimum of three increments in each pay scale and implemented in BSNL.


(3) maximum fitment benefit out of the orders issued by DPE be allowed. There should not be any dilution in the matter of allowing fitment benefit in new pay scales.

3. We shall be extremely thankful if you kindly spare some time at your earliest to enable us to present our views in person

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With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Kuldeep Goyal,
CMD, BSNL,
2. Shri Siddharth Behura,
Secretary, DoT.
3. Shri S D Saxena,
Member (Finance), BSNL Board.
4. Shri D P De,
General Manager (Estt),
BSNL C.O., New Delhi
5. Shri Shakeel Ahmad,
General Manager (SR),
BSNL C.O., New Delhi.