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No.AIBSNLOA/CHQ/2009/55

Dated: 5th November 2009

To
Shri.P.J.Thomas,
Secretary, DoT,
New Delhi – 110 001

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

Sir,

We would like to seek your kind attention towards 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 as they were given lower pay scales vis-à-vis equivalent cadres in other PSUs, particularly in MTNL, at the time of formation of BSNL and the absorption of the Executives in BSNL.

2. Again, when 2nd Pay Revision for PSU Executives was implemented in BSNL w.e.f. 1.1.2007, the JTO and SDE level Executives of BSNL have been proposed to be granted 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 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. We had submitted a proposal to *BSNL which completely fits in the guidelines issued by Department of Public Enterprises vide its No. 2(70)/08-DPE(WC)-GLVII/09 dated 02.04.2009 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. BSNL is yet to consider the proposal.*

4. 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 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.

5. 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.

6. As we have already submitted 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.*" Therefore this opportunity may be utilized 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. **Recently DPE has forwarded to DoT, our representation on this matter for necessary action, vide its No.1 (1)/09-DPE (WC) dt.20.10.2009.** (Copy enclosed).

8. 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

Copy to:

1. Shri Kuldeep Goyal,
CMD, BSNL.
2. Shri Gopal Das,
Director (HRD),
BSNL Board.