



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
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No.AIBSNLOA/CHQ/2009/15

Dated April 06, 2009

To

Shri R Bandyopadhyaya,  
Secretary,  
Ministry of Heavy Industries & Public Enterprises,  
Government of India,  
New Delhi.

**Subject: Revision of pay scales w.e.f. 01.01.2007 for Board level & below Board level Executives and non unionized supervisors in CPSEs – Case of BSNL Executives**

Sir,

Department of Public Enterprises, vide its O M No. 2(70)/08-DPE(WC)-GL-VII/09 dated 02.04.2009 has issued certain modifications to its earlier O.M. dated 26.11.2008 introducing revised IDA pay scales for the Board level & below Board level posts including non-unionized supervisors in the CPSEs. In its latest O.M. dated 02.04.2009 (vide Para 2.vi), DPE has clearly instructed against introduction of any intermediary scales and has further stressed that *“If there has been any aberrations, they need to be corrected.”*

In this connection we are to submit that *in Bharat Sanchar Nigam Limited, there are at present aberrations in respect of two Executive grades at the level of Junior Telecom Officers/Junior Accounts Officers/equivalent cadres and Sub Divisional Engineers/Accounts Officers/Equivalent cadres. They are placed in the intermediary pre-revised IDA pay scales of Rs 9850-250-14600 and Rs 11875-300-17275 respectively. Though there is an opportunity for BSNL and the Department of Telecommunications i.e. the Administrative Department to correct these aberrations by placing them in revised E-2 and E-3 grades respectively, it has been proposed to grant them intermediary replacement IDA pay scales and thereby to continue with the present aberrations. It is to point out here that BSNL/DOT has not utilized the revised E-6 grade i.e this grade has not been granted to any cadre or post. If this grade (E-6) is utilized, the present aberrations will be removed and there will be no need to introduce intermediary scales any further. The process is simple and without any financial implication. After granting E-2 and E-3 grades to the JTOs/equivalent and SDEs/Equivalent cadres, the other cadres, above the SDEs equivalent grades, are to be placed in the standard IDA pay*

scales in E-4 (Sr SDEs/Sr AOs/equivalent), E-5 (DEs/CAOs/equivalent) and E-6 (DGMs). The process will not invite any financial implication, since pay fixation in the revised IDA pay scales in the next higher grade as proposed does not change the stage to be fitted in the new scales.

Our above proposal, if accepted, will not only remove the present aberrations but also help BSNL to retain and attract the highly qualified Executives at the level of JTOs/SDEs/equivalent etc which is the need of the hour in the present competitive scenario in the telecommunication sector. This will further boost the sagging morale of the Executives at these levels and motivate them to contribute their best instead of trying to find greener pasture.

We shall, therefore, request you to kindly advice the Department of Telecommunications and also Bharat Sanchar Nigam Limited to utilize the available standard revised IDA pay scales for their below Board level posts and drop their proposal for introduction of non standard intermediary IDA pay scales for the JTOs/JAOs/Equivalent and SDEs/AOs/Equivalent posts in conformity with your decision to correct the existing aberrations.

With kind regards,

Yours sincerely,



(V.P.Arya)  
General Secretary

Copy to:

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|---|---|
| 1. Shri Siddhartha Behura,<br>Secretary, DOT.     | With request to kindly review the case in view of instructions contained in Para 2.vi of DPE's O.M. dated 02.04.2009. Our earlier letter No. AIBSNLOA/CHQ/2009/11 dated 16.3.09 on the issue may also kindly referred (copy enclosed) |
| 2. Shri Kuldeep Goyal,<br>CMD, BSNL               | -do-  |
| 3. Shri Gopal Das,<br>Director (HRD), BSNL Board. | -do-  |