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OFFICERS' ASSOCIATION**

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Dated: 2nd May 2017

To

Shri Manoj Sinha,
Hon'ble Minister of State for Communications,
Government of India
New Delhi.

Subject: Violation of DPE guidelines against introduction of intermediary pay scales, by Department of Telecommunications – regarding

Ref: DoT Presidential Order No.61-2/2016-SU dated 28th March 2017

Respected Sir,

We are constrained to bring to your kind notice a blatant violation of DPE guidelines against introduction of intermediary pay scales, by the Department of Telecommunications (DoT) in respect of BSNL Executives.

2. After formation of BSNL on 1.10.2000, BSNL Executives were granted IDA pay scales based on the recommendations of First Pay Revision Committee. But two Executive cadres viz. Junior Telecom Officers & their equivalents and the Sub Divisional Engineers & their equivalents were granted intermediary pay scales of E1A Rs.9850-250-14600 (lying between the standard E1 and E2 pay scales recommended by First PRC) and E2A Rs.11875-300-17275 (lying between the standard E2 and E3 pay scales recommended by First PRC), respectively.

3. When pay scales were revised w.e.f. 1.1.2007 based on the Government decisions on recommendations of Second PRC, BSNL mentioned in its Order that "Revised IDA pay scales for E1A and E2A will be notified later". Pointing out the DPE O M No. 2(70)/08-DPE(WC)-GLVII/09 dated 02.04.2009 (vide Para 2.vi), which had clearly instructed against introduction of any intermediary scales and further asserted that "If there has been any aberrations, they need to be corrected", our Association had been demanding grant of standard pay scales of E2 and E3 to the above mentioned cadres, since they were drawing pay in scales higher than the pre-revised E1 and E2.

4. After dragging on the issue for more than eight years, DoT vide its Presidential order cited under reference (copy enclosed) has granted intermediary pay scale of Rs. 18850-40500 (between standard E1 and E2 pay scales) and Rs. 22800-46500 (between standard E2 and E3 pay scales) to the incumbent executives of the above grades. For the new entrants in JTO and SDE grades and

their equivalents, DoT has granted E1 and E2 pay scales respectively, which are lower than the pay scales of E1A and E2A these cadres were having prior to implementation of 2nd Pay Revision Committee w.e.f. 1.1.2007.

5. DoT's Presidential orders is thus against the DPE guidelines and granting of lower pay scale to the JTO grade which is entry grade in Executive level will act as a dampener for attracting new and young technical personnel to work in BSNL.

6. In fact BSNL Board had sought DoT's approval for replacement of E1A and E2 A with E2 and E3 scales and upgradation of E3, E4, E5 and E6 scales with E4, E5, E6 and E7 scales which is the only logical solution without giving space for anomalies. BSNL had stated in its proposal that there is no additional financial implication except for additional pension contribution to DoT by BSNL.

7. **BSNL had informed DoT that "Under 2nd PRC w.e.f. 01.01.2007, the revised pay (78.2% fixation) corresponding to minimum of the pre-revised E1A scale (Rs.9850-14600) is Rs.22820/- which is higher than the minimum of the revised E2 pay scale. Thus, all executives in pre-revised E1A scale as on 1.1.2007 would be drawing higher than the minimum of revised E2 scale. Similarly, in all scales except E-6 the revised pay is higher than the minimum of the next higher scale as per 78.2% IDA pay fixation."**

8. **While reminding DoT that "BSNL is paying pension contribution to Government in respect of absorbed employees calculated on the maximum of the pay scales, BSNL states that the estimated additional pension contribution of approximately Rs.315 Crores for the period from 1.1.2007 to 31.3.2016 will be paid to DoT once the proposal is approved." Thus it is claimed that there would not be any burden on Government exchequer by way of recurring pensionary benefits.**

9. It may not be out of place to mention here that Executives in MTNL have been drawing E2 to E7 scales from the date of its formation, while BSNL Executives were offered one stage lesser than their counterparts in MTNL on the plea that BSNL Executives would draw Government Pension under Rule 37A of CCS (Pension) Rules, 1972, while MTNL Executives were drawing Pension from a Fund. But now MTNL employees also have been granted pension from Government of India, like BSNL employees, under Rule 37 A of CCS (Pension) Rules, 1972. Therefore, accepting BSNL Board's proposal of replacement of E1A and E2 A with E2 and E3 scales and upgradation of E3, E4, E5 and E6 scales with E4, E5, E6 and E7 scales, will bring parity in pay scales between BSNL and MTNL Executives without any additional expenditure to the Government.

10. We now learn that BSNL has requested DoT to review its Presidential order and DoT has advised BSNL to send a formal letter to Secretary, DoT for examination and reconsideration of the proposal. At a time when the Government is examining the recommendations of the 3rd Pay Revision Committee, settling the issue of intermediary pay scales in BSNL has become an urgent necessity. Otherwise this



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may affect fixation of pay of BSNL Executives in the revised pay scales recommended by the 3rc Pay Revision Committee.

11. We therefore request you to kindly advice DoT and BSNL to sit together and resolve this issue once for all, in order to remove aberrations as per DPE's guidelines and also in order to remove the disparity in pay scales of BSNL and MTNL Executives.

With kind regards,

Yours sincerely,


(Rakesh Sethi)
e/c General Secretary

- Copy to: 1. Shri Pradeep Kumar Pujari
Secretary, DoT
2. Shri Anupam Shrivastava,
CMD, BSNL
3. Smt. Seema Bahuguna,
Secretary, DPE

