

SELF PROCLAIMED SAVIORS OF THE BSNL EXECUTIVES ONCE AGAIN EXPOSED – CAUGHT IN THE ACT OF HELPING THE MANAGEMENT AT THE COST OF THE EXECUTIVES

Though the hopes of the BSNL Executives for better pay scales got shattered and they have now to be contended with the uniform 30 % fitment benefit on pay + 68.8 % DA as on 01-01-2007 (and the benefit of DA merger not given in pay fixation which will get adjusted in the arrears), it is really a wonder what some Associations of BSNL Executives were discussing with DPE in their reported frequent meetings except pleading for releasing the recommendations early.

One association which boasted of a pay of over 41,000/- at the minimum of the scale for a JTO by applying a multiplication factor of 3.84 on E-2 scale in its power point presentation now does not utter a single word about the shattered hopes of BSNL Executives on getting lower pay scales and fitment benefit as decided by DPE with a multiplying factor of less than 2.2. $[(\text{basic pay} + 68.8 \% \text{ DA}) \times 1.3] = \text{basic pay} \times 1.688 \times 1.3 = \text{basic pay} \times 2.1944$.] i.e., the multiplication factor given by DPE is 2.1944. **The revised E-2 scale itself is just 20600/- - less than half of what was asked for by the said association in its presentation. Still they seem to be happy on their achievement!**

Now these Executives' Associations jointly met the management in BSNL and had discussed regarding implementation of 2nd PRC report. **As reported by one of the associations in their website, they (jointly) met Director(HRD) on 26.11.2008 and “requested for implementation of the standard pay scales approved by the Govt. recommended by the 2nd PRC i.e. E2, E3, E4, E5 and E6 pay scales to JTO, SDE, DE, DGM, SG DGM and equivalent Executives in BSNL respectively. Dir (HRD) assured that matter will be looked into at the time of implementation of 2nd PRC report approved by the Govt.”.** Earlier also they met GM (SR) and made similar request.

Do they not know that in BSNL, the DEs are already having standard E-4 scale and the DGMs standard E-5 scale and no body can give them a lower replacement scale than what they are already enjoying. Then what is the demand that these associations are making for DEs and DGMs? The question is whether the DEs, DGMs in BSNL do not deserve higher replacement scales? Whether there is no need now to demand to undo the injustice meted out to them by offering lower IDA pay scales compared to their counterparts in MTNL at the time of their absorption? Why these Associations did not ask for improvement now when an opportunity was available? One of these Associations once reported that they had asked 2nd PRC to give BSNL Executives parity in pay scales with MTNL. But the same people now have asked BSNL Management to continue with the disparity by asking the replacement revised pay scales of E-4 and E-5 for DEs and DGMs respectively instead of E-5 and E-6 as in MTNL. How then they could be believed? It is further astonishing and agonizing that these Associations have even requested Director (HRD) to lower down the pay scales for SG DGM by asking E-6 pay scales for them when this cadre is already placed in higher pay scale of E-7 scale. What home work are they doing before taking up the issues? Are they really serious on the issue or simply bent upon to assist the BSNL Management to badly hit the Executives below the belt?

Further, what about the replacement scale for the Sr. SDEs/Sr AOs who are presently in E-3 scale of Rs 13000-18250 and Management Trainees for whom advertisement has already been released for recruitment giving the pre-revised E-3 scale of Rs.13000-18250? Though Sr.SDE is not a vertical promotion, still a large number of our Executives are Sr. SDEs and placed in E-3 scale due to time bound promotion. Further, the Management Trainees at the initial entry point have been granted E-3 scale. If SDEs are to be given E-3 scale and DEs be given E-4 scale as demanded by them, then what about Sr SDEs/Sr AOs/Management Trainees? Will they get the same E3 scale of SDEs by lowering their pay scales?

So it is clear that these Executives' Associations have no further idea beyond asking for implementation of "standard" pay scales in lieu of existing non-standard pay scales for JTOs and SDEs and that is why they did not ask during their stated meeting with Director (HRD) for any higher replacement scales for Sr.SDEs/Sr AOs, DEs/CAOs and above.

If one makes an analysis with the approved pay scales and fitment formula ordered by DPE, it would be seen that even the E-2 scale for the JTOs and E 3 scale for the SDEs in BSNL is hardly to fetch any tangible financial benefit for them. With the revised scales and fitment formula approved by DPE, a JTO at the minimum of 9850/- at the pre revised scale will get fitted at 21620/- which is higher than the minimum of the revised E-2 scale i.e. 20600/-. Hence even if the JTOs are given standard E-2 scale, they will not have any additional financial gain on this account. Likewise, an SDE at the minimum of 11875/- at the pre revised scale will get fitted at 26060/- which is higher than the minimum of the revised E-3 scale which is just 24900/-. Here also if the SDEs are given standard E-3 scale, they also will not have any additional gain. Had the annual increment been on fixed amount basis, then there could have been a possibility of a higher pay scale having higher increment. But with the increment being in percentage basis that scope is also lost. Thus by giving E-2 scale for JTOs, E-3 for SDEs, there will be no additional gain in pay packets for any of them in BSNL and also there will be no extra expenditure for the BSNL.

A higher replacement scale of E-5 for DEs, E-6 for DGM etc., on the other hand, could have made substantial gain for these seniors. But alas! Our Executive Associations do not want BSNL to spend a single penny for the senior comrades. Hence there is no demand for higher revised scales for DEs and DGMs even for the sake of parity between BSNL and MTNL.

The demand for parity in scales for BSNL and MTNL is an old one. Now if JTOs in BSNL are given the same revised E-2 scale as in MTNL, the JTOs of MTNL who are now drawing higher basic pay due to their present E-2 scale will get higher fitment than the BSNL JTOs with same stages in their pay scale since there is no point to point fixation and fitment is 30% on basic pay plus 68.8% DA as on 1.1.2007 for all CPSEs. The pay fixation will therefore be higher for all MTNL Executives and this will be further carried forward with every promotion/financial up gradation. This could have been avoided had point to point fixation been there. However, now solution lies only through improvement in the minimum of the revised pay scales for

BSNL Executives. It is only the JTOs appointed on or after 01-01-2007 can get parity between MTNL and BSNL provided E-2 scale for JTOs in BSNL is allowed.

And what about the status of the demand for parity in pay scales between BSNL and MTNL with respect to Sr.SDE, DE, DGM and so on? Whether these associations, which claimed to have made effective submission and power point presentation before the PRC, forgot the demand when they recently met and asked Director (HRD) in presence of host other senior Officers of BSNL, as per their own admission, to give only the revised pay scales for DEs and DGMs in place of their existing scales without raising the scales to the levels as in MTNL and therefore demanded for continuation with the present disparity. In the process they even did not hesitate to demand for downgrading the revised pay scale of SG DGMs from existing E-7 to E-6. Still they claim that they are the only saviors of the Executives.

Yes. The leadership of these associations will do better if they realize that colorful presentations and art work do not fetch anything. An honest home work is to be done for justification for the higher pay scales. They very well know now that they are not capable of this. It is on record that earlier also they claimed the achievements of the other association in getting higher pay scales as their own achievements whether it was from 5th CPC or from BSNL regarding replacement IDA pay scales for the CDA scales. Now their true color is out for every one of the Executives to see. Alas. Finally, the Executives are only being put to loss.

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Extracts from AIBSNLEA Website:

26.11.2008: GS, President and GS, AGS SNEA (I) met Dir (HRD) in presence of GM (Pers), GM (Estt) and GM (SR) and discussed :

(e) Implementation of 2nd PRC report – We requested for implementation of the standard pay scales approved by the Govt. recommended by the 2nd PRC i.e. E2, E3, E4, E5 and E6 pay scales to JTO, SDE, DE, DGM, SG DGM and equivalent Executives in BSNL respectively. Dir (HRD) assured that matter will be looked into at the time of implementation of 2nd PRC report approved by the Govt.

25.11.2008: GS, President and GS, AGS, SNEA (I) met GM (SR) BSNL and discussed:

(1) Implementation of 2nd Pay revision Committee recommendations in BSNL:
We requested that Executives in BSNL should be granted the standard pay scale i.e. E2 10750-16750(20600-46500) to JTO/JAO E3:13000-18250(24900-50500) SDE/AO, E4:14500-18700(29100-54500) DE/CAO, E5:16000-20800(32900-58000) DGM, E6:17500-22300(36600-62000), SG JAG Scale. GM (SR) assured that the associations demand will be looked into while implementing the new pay scales in BSNL.