



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

**CENTRAL HEAD QUARTERS
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No. AIBSNLOA/CHQ/2016/119

Dated: 5th April 2016

To

Smt. Sujata Ray,
Director (HR),
Bharat Sanchar Nigam Limited,
New Delhi.

SUBJECT: REMOVAL OF DISCRIMINATION IN GRANT OF JAG SELECTION GRADE SCALE TO ABSORBED GROUP 'B' EXECUTIVES TO ENSURE JUSTICE -- REGARDING BLATANT VIOLATION OF INSTRUCTIONS OF DOT LETTER DATED 26.08.2008 AND DPE OM DATED 24.12.2012 BY OPERATING IDA SCALE OF RS.17500-400-22300 W.E.F. 01.10.2000 IN PLACE OF RS. 18500-23900

R/Madam,

We had earlier drawn the attention of the BSN Management on several occasions, towards a very important issue viz. removal of discrimination in grant of JAG SG pay scale to absorbed Group B Executives.

2. As per the instructions issued by DOT vide its letter dated 26.08.2008, IDA Scale of Rs. 18500-450-23900 (E-7) has been approved for BSNL absorbed executives by the administrative department as replacement for the CDA Scale of Rs. 14300-400-18300 (JAG Selection Grade) with effect from 01.10.2000. Further as per Para 3 of DPE OM dated 24.12.2012, **a CPSU cannot have more than one pay scale in a grade (DGM & GM in E 8 pay scale) to promote its executives within the same grade.**

3. However, in violation of the above instructions, BSNL has two scales for JAG Selection Grade like E-6 and E-7 without the approval of the administrative department i.e DOT though IDA Scale of Rs. 17500-400-22300 (E-6) stands superseded by IDA Scale of Rs. 18500-450-23900 (E-7) with effect from 01.10.2000 as per DOT letter dated 26.08.2008.

4. As per exiting rules in CPSUs, IDA Scale for below board level executives is adopted as per approval of the administrative department. Further, BSNL Board had earlier decided against the operation of two IDA scales for a GM level post like IDA Scale of Rs. 23750-600-28550(E-9) and IDA scale of 20500-500-26500(E-8).

5. As per terms of absorption of Group B officers in BSNL, they have been allowed promotion up to JAG Selection Grade and accordingly, under para **1.0(I)** a of BSNL OM No. 400-61/2004-Pers.I/308 dated 18.01.2007 following is provided:

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“Time Bound IDA scale up gradation shall be provide to the Executives from the pay scale of Rs. 9850-250-14600(IDA) up to IDA pay scale of JAG Selection Grade (Rs. 17500-400-22300).”

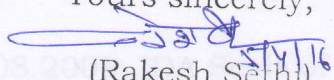
6. It is submitted that, earlier, Group A absorbed executives were also in the IDA Scale of Rs. 17500-400-22300(E-6). However, when DOT allowed IDA scale of Rs. 18500-450-23900 w.e.f. 01.10.2000 in supersession of the IDA scale of Rs. 17500-400-22300(E-6), Executives (absorbed as Group A officers) were allowed IDA Scale of Rs. 18500-450-23900 but this scale was not made available to the Executives (absorbed as Group B officers) in violation of the decision of the administrative department though several requests were made by executives earlier in this regard.

7. On 8.9.2015 during our scheduled meeting with you, we had elaborate discussions over the issue and you had directed the Establishment Section to re-examine the issue. But it appears that there has been no serious consideration of the issue by the Establishment section.

8. It is, therefore, requested that this case may please be got examined in terms of DOT letter dated 26.08.2008 and DPE OM dated 24.12.2012 and early decision may be taken to ensure justice to the absorbed executives in the matter.

With kind regards,

Yours sincerely,


(Rakesh Sethi)

General Secretary

- Copy to: 1. Ms. Madhu Arora
General Manager (Estt), BSNL
2. Shri D. Chakravarti,
Sr. General Manager (Pers), BSNL CO.