



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

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No. AIBSNLOA/CHQ/2016/183

Dated: 20.12.2016

To

Shri Anupam Shrivastava,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi 110001.



Subject : Replacement of E1A and E2A pay scales as assured in the Pay Revision order issued on 5.3.2009 – Rationale behind BSNL Proposal submitted to DoT and unfounded apprehensions of DoT regarding financial implications - reg

Sir,

We are very much concerned about the observations of AST DoT during a meeting with Unions and Associations in BSNL on 13.12.2016, that DoT proposes to move a cabinet note for having replacement scales equivalent to E1A and E2A pay scales which existed prior to pay revision w.e.f. 1.1.2007 and that when the incumbents move out, recruitment will be made to fill the vacancies in E1 scale only. We understand that this was based on his discussion with one of the BSNL Executive Associations wherein the association had mentioned that E1A and E2A pay scales were given as part of a settlement and that the present situation has arisen because DoT did not approve it.

2. We would like to bring to your kind notice that DoT earlier in 2011 had rejected the proposal of equivalent of E1A and E2 A scales as 'not justified' because 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), had clearly instructed against introduction of any intermediary scales and further asserted that *"If there has been any aberrations, they need to be corrected."* In reply to a RTI request the DPE had also stated that **"DPE had earlier received the proposal for introduction of intermediary scales particularly in respect of Oil Sector CPSEs. The proposal was not agreed to."** [Copy enclosed]

3. We therefore feel that DoT cannot propose intermediary scales now and even if it moves a cabinet note for introduction of intermediary scales, the note may not be approved by the DPE which had earlier not agreed to such proposal from Oil sector CPSEs.

4. DoT's suggestion to have E1 scale for future JTO recruitment will very badly affect BSNL, since it will act as a dampener for highly qualified candidates from seeking a job in BSNL.

5. We strongly feel that under the given circumstances, BSNL's proposal already submitted to DoT for replacing E1 to E6 scales with E2 to E7 scales will resolve the entire issue as there would be no additional financial implications either for BSNL or for DoT and there will be no anomalies arising out of it. This is what AIBSNLOA had been suggesting all along.

6. You will be aware that the DoT's contentions that 'practically the process of rounding off during re-fixation in another pay scale may have marginally higher financial outlays' and that 'the position may be seen in the light of existing pay scales and besides the consequential financial effects, the change in designation and nature of the job with the movement' are ill-informed and imaginary. Except for the new outside recruits by BSNL, no other Executive will have any financial benefit because of implementation of your proposal for replacing E1 to E6 scales with E2 to E7 scales, as all the Executives have already crossed the minimum of the next scales. The talk of additional financial implication for DoT in terms of the stipulation that the pension cannot be lower than 50% of the minimum of the pay scale, is also not correct, except in the case of E7 pay scale.

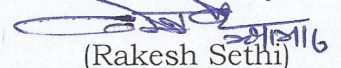
7. We would also like to point out that replacing only E1 and E2 scales with E2 and E3 scales and not upgrading the other E3 to E6 scales to E4 to E7 scales will result in many anomalies, like SDE and Sr.SDE remaining in the same E3 scale and its consequences which will badly impact the morale of the Executives .

8. As the Head of BSNL family and as the Chief Executive of the organisation, the responsibility of notifying the revised IDA pay scales for E1A and E2A, as assured in BSNL letter dated 5th March 2009 mentioned above, completely rests on you. We firmly believe that you have sent the proposal to DoT only after yourself being convinced about the rationale behind it.

9. We therefore request you not to take any decision for moving a cabinet note for equivalent E1A and E2A scales as suggested by DoT, which will be only a tactical move to deny justice. We further request you to insist DoT to re-examine the BSNL proposal for replacing E1 to E6 scales with E2 to E7 scales with all supportive calculations and justifications.

With kind regards,

Yours sincerely,


(Rakesh Sethi)
General Secretary

Encl: As stated

Copy to : 1. Shri Anant Geete,
Hon'ble Minister of Heavy Industries & Public Enterprises,
Room No.176, Udyog Bhawan, New Delhi.
2. Shri Manoj Sinha,
Hon'ble Minister of State for Communications
3. Shri J.S.Deepak
Secretary, DoT.
4. Smt. Sujata Ray,
Director (HR), BSNL
5. Ms. Madhu Arora,
General Manager (Estt), BSNL CO ND-1

