

Detail on achieving the Milestone of upgraded Standard Pay Scales - One of the vision AIGETOA

Friends!!! It is indeed a big achievement that joint committee has recommended the replacement pay scale of E-2 and E3 for JTO Equivalent and SDE equivalent. However some messiahs of BSNL who are claiming it to be their achievement and have been writing on all the walls that it is because of their historic struggle, the committee was constituted. We have been searching for the traces of the so called historic struggle but could not find them as there were no historic struggle off late. Yes, Historic struggle was there and their top leaders even sat for indefinite hunger fast at BSNL CO but that was for the Kerala transfer issue and we salute them for that but is any such struggle for the issues of DRs???...Sab Maya Hai... **some associations are claiming that they have achieved their decades dreams of standard pays scale of E2 and E3 due to their long and sustained fight after formation of BSNL. Fact is not hidden from anyone that BSNL and DOT was more than willing to give standard pay scale of E2 and E3 for JTO and SDE equivalent respectively as same is already offered to MTNL but they have compromised with E1A and E2A on account extending government pension benefit to absorbed executives which is not available to direct recruits. If they would have not compromised the same all direct recruits would have got standard pay scale from Oct-2000 itself.** Below are some facts which are to be thought upon (Each and every statement can be proved from their previous updates on the website). We leave it to the people for themselves to decide:

Firstly when the committee was constituted in 2012 in response to strike of united forum (AIGETOA+AIBSNLEA+SNEA), the then mathadhish of the mutt while going to meeting with management was having withdrawal letter in his hand and was ready to withdraw after management offered them that existing post of DGM will not be touched for recruitment of new DGMs and Senior DGMs. It was the vigilant effort of our CHQ office bearers present at BSNL CO and their visionary decision to insist on the formation of the committee for other issues. It was the efforts of our leaders at BSNL CO that they got this letter issued which opened the long and continued process of implementation of CPSU Hierarchy and Standard Pay scales of E2 and E3 in place of E1A and E2A. These well -wishers thereafter never ever made any effort to settle the issue and in fact went to the extent of derailing the issues by hitting the table in one meeting and created unnecessary tantrums which put almost a stop to further meetings and further discussions. These well -wishers were dead against extending E1+5 increments and in fact it was AIGETOA and its leaders who prevailed upon to minimize the pain by ensuring protection of Pay loss which has now become easier to take decision

on upgraded pay scale. There after the issue was precipitated once again by the Historic struggles of AIGETOA in July - August 2013 and February 2014 when all the DRs came out of their offices and made management realize and address the issues. The issue came in fast gear after the issuance of the minutes and formation of the High level committee. Seeing the success of these struggles, the well-wishers themselves launched an agitation program to withdraw before starting the fight so that the credit can be claimed. Still we don't have any issue over it, let them claim the credit. The same group gave some agitation notice in 2014 also but that also went unnoticed and was withdrawn without any actual start of fight. It was always AIGETOA and thereafter united forum of AIBSNLEA and AIGETOA who were continuously in touch with Management and pursuing for the issues. The committee was always in making with arrival of new incumbents in HR wing and our new CMD also assured us that April onwards, he shall be taking care of the HR issues but since our well-wishers knows the art of credit mongering very well, sensing the opportunity, they served the notice all alone despite of efforts by AIGETOA and AIBSNLEA to bring them on a common platform (May be because by now they may have realized the meaning of one upmanship). The fact that the committee was constituted only for the issues which were raised by AIGETOA itself proves the truth as their notice contained other issues also which found no mention in the so called achievement letter of the well-wishers. Any way still we don't have any regrets on that, we know people will realize the truth.

These well-wishers have always been on the wrong side of the coin for DRs. Their approach in the committee also tells the same story.

While the committee has agreed for extending E2 and E3 in place of E1A and E2A but it definitely took us a lot of efforts to convince the committee that discussion on cascading effect was not in the purview of the committee and hence they should not hesitate in recommending the replacement scales alone without bothering about it's cascading effect. The management side was worried that upgrading these two scales may have impact on EPP and other scales. At this point well-wishers suggested that they should make the second upgradation from E-3 to E3 scales i.e. new DRs and other executives who will get their second upgradation after 2007 will have to remain in E3 scales for 10 years avoid cascading effect on other scales. However, we convinced the management side that they should give the recommendations without bothering for cascading effect which can be dealt later on and views of all the participants should be recorded in the minutes. In fact we had to use very harsh words to make some members of the committee to understand our point of view. We requested

committee chairman to conclude the decision on standard pay scales and take decision on the same because this is not our demand but the same is compulsion of all CPSE in view of DPE order. He understood the point and agreed that the discussion on the cascading effect is not in scope of the committee and the same shall be discussed later on. As per the facts and documents submitted by committee don't have any other option left but take decision for upgrading the pay scale to next standard pay scales.

On the issue of Arrears, committee members from management side were of the view that same should not be extended as the BSNL is in loss and the same shall be given when company comes in profit. However, AIGETOA strongly objected on that and pleaded that for the delay on the part of administration in deciding the issue, executive should not be made the scape goat. Young executives are already facing loss in gross pay than their pre-revised, Had this decision been taken 5-6 years back they would have got all these benefits much before and would have earn interest also. We argued that implication on pension contribution may be more but on account of arrears for DRs of 2007-2008 batches, the implication is about Rs 120 Cr. for last six years which is not that much for company having revenue in tune of Rs 27000 Cr. When again it was told that BSNL is in loss and cannot be extended, AIGETOA said that all other executives including management side except post 1.1.2007 recruited executives have availed the benefit of Pay revision and received handsome arrears on account of that. It is very easy for any decision maker to show their concern for financial implication of the company by sacrificing the benefits which doesn't pertain to the decision makers. Since the company is for all and everybody seems to be very much concerned about the financial health of the company, it is the duty of all to ensure the welfare of the company. Since Post 1.1.2007 batches in comparison to others will still remain on the receiving end even after extension of E2 scale to them, it will not be justice for them to deprive them of the arrears in the name of loss to company. However, since we all are concerned about the financial benefits, it will be better that management should decide to recover on an average Rs. 10,000 to 20,000 or even more from those who have availed the benefit of complete fitment and arrears. The money should be deducted from everyone account including the higher management and the board and should be utilized for extending arrears to the deprived lot. Everybody should pay for the loss and not only the new batches. The management side however out rightly rejected the idea. AIGETOA said that it is very easy to think of the benefit of BSNL when the money is extracted from others pocket and becomes very difficult when it comes to decide on a person's own loss. Then AIGETOA advised other method that the higher ups should forgo the

perks and allowances like transport allowance, LTC etc which nobody else is getting and they should relinquish them as the company is in loss. This was also not acceptable to them. We then requested the committee members that they should not think of the financial benefit of the company on the cost of employees and indeed if they think that this is the need of the company then the example should be set by us first by sacrificing our benefits. The committee members understood our point of view and said that they will record the suggestions of the association side and let the CMD and board take a call on the issue of the arrears. All this time our well -wisher was however very silent and agreeable that arrears should be given when company is in profit. Our point of view was that when we are willing to share the profit than we should be willing to bear the loss also.

Although we have achieved one milestone of upgraded standard pay scale which was not at all our demands but compulsion of all CPSEs in view of DPE order followed by 2nd PRC but same will be counted as our real achievement when we are not sacrificing our other benefits on account of finalization of standard pay scales. Some association's leaders are in synch with BSNL top management that on account of finalization of pay scales executives must be upgraded from E2 TO E3 than E3 to E3 to avoided the cascading effect of the same which means young executives must remain 10 years on E3 pay scale instead of 5 years as of now. Certainly this association is not going to allow any such modification in EPP and we must ready to fight against any such decision of BSNL authority mingling the hands with some associations.

Friends!! Believe us or not!! It is AIGETOA only who will fight for the issues of DRs in true spirits and nobody else. Yes we may not be able to provide you the benefits of transfer or posting or certain local and individual issues but when it comes to cadre issues, nobody else will fight for you. Our point of view, our actions may sometime not appear to be in line with your wishes but we always decide on what is best in the prevailing situation by thoroughly analyzing the pros and cons associated with the decision as being in helm of the affairs, we are informed about all the probabilities and we choose what is best. We never think in batches but we keep ourselves committed for the cause of Cadre as whole. Let's keep our unity intact and that is the only key to success. We are also thankful to our AIBSNLEA counterparts who have supported us at each and every struggle after signing the MoU for united forum.

Our next target is to achieve implementation of CPSE cadre hierarchy in BSNL creating no space for external recruitments above JTO/JAO, first promotion in four years, implementation of superannuation benefits in totality w.e.f. 01-01-2000 as per the provision of sub-rule (23) of

rule-37A OF CCS pension rule and DPE order followed by 2nd PRC etc. which needs support of each and every direct recruits. This is high time for all direct recruits to remain united and in synch for these issues despite having differences on other sides. We are confident that with your unconditional and committed support we will achieve all targets in due time.