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**BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL,
CHANDIGARH BENCH, CHANDIGARH**

CP No.060/00001/2017

IN OA No.060/00361/2015

SURINDER KUMAR

Applicant

VERSUS

ANUPAM SRIVASTAVA & ORS.

Respondents

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Dated: 11.07.2017

Place: Chandigarh

Through Counsel

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, CHANDIGARH
BENCH, CHANDIGARH

MA NO. _____ of 2017 in

CP NO.060/00001/2017 IN

OA NO.060/00361/2015

SURINDER KUMAR

.....APPLICANT

VERSUS

ANUPAM SHRIVASTAVA AND OTHERS

.....RESPONDENTS

Miscellaneous application under Rule 12
(5) of the CAT (Procedure) Rules, 1987
for permission to place on record Reply
to rebuttal to the compliance affidavit.

RESPECTFULLY SHOWETH: -

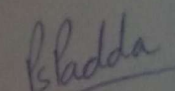
1. That the above-mentioned Reply to rebuttal to the compliance affidavit is filing before this Hon'ble Court with this application.
2. That the respondents desire to file Reply to rebuttal to the compliance affidavit to CP. Hence the answering respondents pray that Reply to rebuttal to the compliance affidavit may kindly be allowed to be taken on record.
3. That in view of the submissions above, it is respectfully prayed that the Reply to rebuttal to the compliance affidavit may kindly be taken on record in the interest of justice.

It is, therefore, respectfully prayed that the accompanying Reply to rebuttal to the compliance affidavit on behalf of respondent may kindly be placed on record in the interest of justice.

Place: Chandigarh
Dated: 10.07.2017

Through

(Sanjay Goyal)
Senior Panel Counsel


Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001

**For and on Behalf of
Respondents**

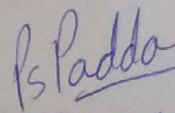
VERIFICATION:-

I, Preetinder Singh Padda working as Dy. Controller of Communication Accounts in the office of Controller of Communication Accounts, Haryana Telecom Circle, CTO Compound, Doorsanchar

Bhawan, Lawrence Road, Ambala Cantt. - 133001, do hereby verify that the contents of para No.1 to 3 of the application are true and correct to my knowledge and belief as per legal advice. No part of it is wrong and nothing material has been kept concealed there from.

Place: Chandigarh

Dated: 10.07.2017


Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001
Respondents

**IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, CHANDIGARH
BENCH, CHANDIGARH
CP NO.060/00001/2017 IN
OA NO.060/00361/2015**

SURINDER KUMAR

.....APPLICANT

VERSUS

ANUPAM SHRIVASTAVA AND OTHERS

....RESPONDENTS

Reply to rebuttal to the compliance affidavit dated 30.03.2017 for and on behalf of respondent no.3 to the above titled CP.

RESPECTFULLY SHOWETH:

PRELIMINARY SUBMISSIONS:

1. That consequent upon formation of BSNL on 01.10.2000, Group 'A', 'B', 'C' and 'D' employees of the Government Department were transferred to these companies on 'as is where is basis' along with their posts on deemed deputation. The officers were required to give option for absorption in BSNL or revert back to the Government. About 3,97,800 Group 'B', 'C' and 'D' employees were absorbed in BSNL.
2. That the applicants are not DoT absorbed employees. They belong to 2004 batch of JTO recruited by BSNL. Their pay and allowances are totally governed by BSNL only as per Executive Promotion Policy (EPP) of BSNL.
3. That after due consideration of the recommendations of the 2nd PRC, an Office Memorandum No.2(7)/08-DPE-(WC) dated 26.11.2008 was issued by the Department of Public Enterprises conveying decision of the Government on revision of pay of board level and below Board Level executives and Non-Unionized

Ps Padda

Supervisors in CPSEs w.e.f. 01.07.2007. As per the said OM, the revised pay scales for below Board Level executives were as under:

Grade	Existing	Revised
E0	6550-200-11350	12600-32500
E1	8600-250-14600	16400-40500
E2	10750-300-16750	20600-46500
E3	13000-350-18250	24900-50500
E4	14500-350-18700	29100-54500
E5	16000-400-20800	32900-58000
E6	17500-400-22300	36600-62000
E7	18500-450-23900	43200-66000
E8	20500-500-26500	51300-73000
E9	23750-600-28550	62000-80000

4. That the proposal received from BSNL for replacing two intermediary pay scales of E1A and E2A by E2 and E3 respectively was carefully considered by the Department of Telecommunications in consultation with its Internal Finance Division in the light of the orders/instructions issued by the Department of Public Enterprises. Having regard to the various relevant considerations particularly the affordability and sustainability in view of declining revenue of the company, the proposal was found to be devoid of merit.

5. That it is respectfully reiterated that orders and instructions issued by the Department of Public Enterprises regarding revised pay scales notified for CPSEs are clear and explicit. These orders/instructions, inter-alia, lay down that below board level executives of CPSEs have necessarily to be fitted in the specified grades of E0 to E9 and these grades and the corresponding pay scales cannot be altered by CPSEs. The said orders instructions further lay

down that no intermediary scales have been permitted under DPE OM dated 26.11.2008 and 02.04.2009.

6. That it is further submitted that the proposal made by BSNL for creation of new revised pay scale as replacement pay scale for E1A and E2A was carefully considered by the Department of Telecommunications in consultation with its Internal Finance Division in the light of the orders/instructions issued by the Department of Public Enterprises. Having regard to the various relevant consideration & including the affordability and sustainability in view of declining revenue of the company, the proposal was found to be devoid of merit.

7. That it is denied that respondent No.3, viz. Department of Telecommunications had rejected the proposal of BSNL for revision of pay scale on flimsy grounds and it was necessary for this Department to refer this proposal to the Department of Public Enterprises.

8. That in this regard, it is respectfully reiterated that DPE OM dated 26th November, 2008 notifying the revised pay scales for CPSEs on the recommendations of 2nd PRC, it was stipulated that any anomalies in the revised pay structure should be forwarded by the CPSEs with the approval of the Board of Directors to the administrative Ministry/Department who will examine the same and dispose of the issue.

9. That through OM dated 26.11.2008, the Department of Public Enterprises issued clarification regarding scales of pay and grades of executives at below Board level in CPSEs and the said OM has been issued by this Department to fulfil its mandate. The applicant is unnecessarily raising untenable issues to support his misplaced contentions.

B. Padma

PARA-WISE REPLY ON MERITS:

1&2. That contents of Para-I and II of the rebuttal filed by petitioner are a matter of record. Hence no comments are offered.

3. That the contents of this para as explained are wrong hence denied. The 2nd Pay revision issued by the Department of Public Enterprises (DPE) for CPSEs on 26.11.2008 and accordingly pay scales as per 2nd PRC (Pay Revision Committee) were implemented in BSNL w.e.f. 1st January, 2007. The applicants in the instant case are BSNL employees, recruited by BSNL after 01.10.2000 i.e. after the formation of BSNL and therefore are not DoT absorbed employees. The DoT order dated 28.03.2017 (Copy enclosed as **ANNEXURE R-1**) is in accordance with DPE guidelines indicating standard pay-scales from E1 to E9. DPE vide their letter dated 09.07.2014 (Copy enclosed as **ANNEXURE R-2**) has also indicated that there is no scope for introduction of intermediary scales of pay in 2nd PRC. This has been communicated to BSNL vide DoT letter dated 18.07.2014 (Copy enclosed as **ANNEXURE R-3**). The executives appointed by BSNL after its formation till 01.01.2007 should have been recruited in E1 pay scale by BSNL. It is relevant to add that presently BSNL is recruiting executives in E1 pay scale. E1A and E2A are not the DPE prescribed pay scales. The applicants are deliberately misleading the Hon'ble Tribunal. As per DoT order dated 28.03.2017, E1A and E2A scales have not been mentioned. In 2003 and 2004, during absorption of DoT employees in BSNL, few steps were taken as one-time measure for smooth absorption of DoT employees in BSNL. This action was taken as a special compensation to DoT employees with a view to ensuring that there was no loss of emoluments on absorption in BSNL and also to facilitate the absorption process smoothly.

B. Ladda

The proposal received from BSNL for replacing two intermediary pay scales of E1A and E2A by E2 and E3 respectively was carefully considered by the Department of Telecommunications in consultation with its Internal Finance Division in the light of the orders/instructions issued by the Department of Public Enterprises. Having regard to the various relevant considerations particularly the affordability and sustainability in view of declining revenue of the company, the proposal was found to be devoid of merit which was also communicated to BSNL vide letter dated 9th August, 2016 (Copy enclosed as **ANNEXURE R-4**).

The BSNL has its own recruitment rules as well as its own promotion policy for their executives. All applicants have been recruited by BSNL. Their claim on promotion from Rs. 11875-17275 to Rs. 22800-46500 is not justified as per promotion policy of BSNL as well as existing guidelines of DPE. On first promotion, they are eligible for pay scale of Rs. 20600-26500 only.

It is relevant to add that BSNL is a CPSE working under DoT and wherever inputs/comments are required, DoT takes inputs from BSNL. DoT letter dated 28.03.2017 has been issued after taking into account the proposal dated 09.01.2009 received from BSNL and the same has been mentioned in the presidential order.

It is further pertinent to mention here that DoT order dated 28.03.2017 is in compliance with DPE OM dated 26.11.2008 (**Annexure R-5**) related to revision of scales of pay w.e.f. 01.01.2007 and has been issued after taking approval of the competent authority.

B. Ladda
It is further clarified that BSNL's letter dated 03.04.2017 and 26.04.2017 were processed in DoT and vide letter dated 18.05.2017 (**Annexure R-6**) BSNL was asked to provide information

relating to financial implication including pension, number of concerned employees scale-wise and consequent possible repercussion for the remaining scales. The reply received on 12.06.2017 (**Annexure R-7**) from BSNL is incomplete and further clarifications from BSNL were required. Accordingly, information has been sought from BSNL vide letter dated 22nd June, 2017 (**Annexure R-8**), the reply of which is awaited.

Still further, it is brought to the notice of this Hon'ble Court that BSNL is one of the highest loss making CPSE in India and continuously making losses of more than Rs. 5000 crores every year since the last 7-8 years and may be categorised as incipient sick CPSE as per DPE guidelines.

The applicants are recruited by BSNL and their pay scales are governed by BSNL's recruitment policy and their promotion in the next pay scales are also governed by BSNL's Executive Promotion Policy (EPP). DoT generally does not interfere in recruitment and their matter of promotion, as these recruited employees are PSU employees, unless there are financial and legal matter which have a bearing to the Government.

The DoT order dated 28.03.2017 is in compliance of DPE OM dated 26.11.2008 (**Annexure R-5**). The argument that BSNL has not accepted the DoT order dated 28.03.2017, does not invalidate a government order. The applicant should pursue with BSNL for an early implementation of said order. The contention of applicants regarding illegality of the government order merely on the fact that it is not acceptable to BSNL and its employee, does not have any legal and administrative footing.

4. That the contents of this para as explained are wrong hence denied. The DoT order dated 28.03.2017 (**Annexure R-1**) is

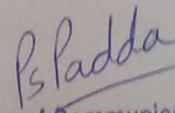
Pladda

in compliance of DPE OM dated 26.11.2008 (**Annexure R-5**). The DoT order has been issued as per guidelines of DPE. This order is merely a correction in implementation of 2nd PRC of DPE in BSNL and is not downgrading of pay-scales.

The answering-respondents further submits that DoT has implemented the order dated 22.08.2016 passed by this Hon'ble Tribunal and the same has been issued as per guidelines of DPE and is based on the proposal dated 09.01.2009 received from BSNL.

Place: - Chandigarh

Dated: - 10.07.2017


Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001
Respondents

Through

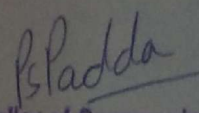
(SANJAY GOYAL)
Senior Panel Counsel

VERIFICATION:

I, Preetinder Singh Padma working as Dy. Controller of Communication Accounts in the office of Controller of Communication Accounts, Haryana Telecom Circle, CTO Compound, Doorsanchar Bhawan, Lawrence Road, Ambala Cantt. - 133001, do hereby verify that the contents of para No. 1 to 9 of the preliminary submissions as well as para no.1 to 4 of the reply on merits are true and correct to my knowledge and belief No part of it is wrong and nothing material has been kept concealed there from.

Place: - Chandigarh

Dated: - 10.07.2017


Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001
Respondents

**IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, CHANDIGARH
BENCH, CHANDIGARH**

MA NO. _____ of 2017 in

CP NO.060/00001/2017 IN

OA NO.060/00361/2015

SURINDER KUMAR

.....APPLICANT

VERSUS

ANUPAM SHRIVASTAVA AND OTHERS

.....RESPONDENTS

AFFIDAVIT IN SUPPORT OF REPLY TO REBUTTAL

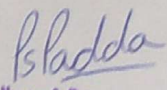
I, Preetinder Singh Padda working as Dy. Controller of Communication Accounts in the office of Controller of Communication Accounts, Haryana Telecom Circle, CTO Compound, Doorsanchar Bhawan, Lawrence Road, Ambala Cantt. - 133001, do hereby solemnly affirm and declare as under:-

1. That the instant reply to Rebuttal is being filed through Sh. Preetinder Singh Padda working as Dy. Controller of Communication Accounts in the office of Controller of Communication Accounts, Haryana Telecom Circle, CTO Compound, Doorsanchar Bhawan, Lawrence Road, Ambala Cantt, who has been duly authorized to file the same on behalf of all the respondents in official capacity.
2. That the contents of the reply to Rebuttal have been gone into and the same are true and correct.
3. That no part of the same is false and nothing material has been kept concealed there from. The Contents of the above reply to rebuttal are within my personal Knowledge as per official record.

Place: Chandigarh

Dated: 10.07.2017

Verification:-


**Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001
Deponent**

Verified that the contents of Para No. 1 to 3 of the above affidavit of mine are true and correct to my Knowledge as per legal

1
advice. No part of it is false and nothing material has been kept
Concealed there from.

Place: Chandigarh
Dated: 10.07.2017

P. S. Padda
Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001
Deponent

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL, CHANDIGARH
BENCH, CHANDIGARH

MA NO. _____ of 2017 in
CP NO.060/00001/2017 IN
OA NO.060/00361/2015

SURINDER KUMARAPPLICANT
VERSUS
ANUPAM SHRIVASTAVA AND OTHERSRESPONDENTS

Application under Rule 12 (5) of CAT
Procedure rule for exemption from filing
the certified copies of Annexures.

RESPECTFULLY SHOWETH:

1. That the present CP is pending before this Hon'ble Court and is fixed for hearing on 11.07.2017.
2. That the respondents are filing uncertified copies of Annexures along with the Reply to rebuttal to the compliance affidavit.
3. That the respondents may kindly be permitted to exemption for filing the certified copies of Annexures.

It is therefore, respectfully prayed that the permission to exempted from filing the certified copies of Annexures may kindly be allowed.

Place: Chandigarh
Dated: 10.07.2017

P. Padda
Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001
Respondents

Through
(Sanjay Goyal)
Senior Panel Counsel

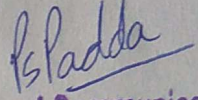
VERIFICATION:-

I, Preetinder Singh Padda working as Dy. Controller of Communication Accounts in the office of Controller of Communication Accounts, Haryana Telecom Circle, CTO Compound, Doorsanchar Bhawan, Lawrence Road, Ambala Cantt. - 133001, do hereby verify that the contents of para No.1 to 3 of the application are true and

correct to my knowledge and belief as per legal advice. No part of it is wrong and nothing material has been kept concealed there from.

Place: Chandigarh

Dated: 10.07.2017


Dy. Controller of Communication Accounts
Haryana Telecom Circle - Ambala-133001
Respondents

No. 61-2/2016-SU
Government of India
Ministry of Communications
Department of Telecommunications

Sanchar Bhawan, New Delhi-110001
Dated 28th March, 2017

ORDER

In exercise of the powers conferred by the Article 145 of Articles of Association of the Bharat Sanchar Nigam Limited (BSNL) and in continuation of this Department's Presidential Order No. 61-01/2009-SU dated 27.02.2009 conveying the approval of pay scales, fitment formula, DA guidelines and other relevant issues as per the Department of Public Enterprise (DPE) O.M. No. 2(70)/08-DPE (WC) dated 26.11.2008, and with reference to the BSNL proposal for grant of replacement scales for pre-revised E1A, E2A pay scales for JTOs, SDEs and equivalent cadres, the President is pleased to approve the settlement of E1A and E2A pay scales in BSNL as follows:

A. The pay scale of JTO/JAOs cadre may be revised in the scale of 16400-40500 in the following manner:

(i) Pay of absorbed appointees in the cadre of JTO/JAOs drawing pay in the scale of 9850-14600 may be revised in the scale of 18850-40500 as personal to the incumbent to continue the benefit granted to them in the pre-revised E1 scale.

(ii) Employees appointed to the cadre either by direct recruitment or on promotion and who are placed in the pay scale of 9850-14600 similar to the absorbed employees shall also be accorded the same pay scale, i.e. 18850-40500 as personal to the incumbent.

(iii) With immediate effect, new appointments to the cadre by direct recruitment or by promotion shall be in the E1 IDA scale 16400-40500.

B. The pay scale of SDE/AO cadre may be revised in the scale of 20600-46500 in the following manner:

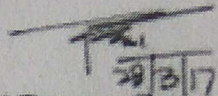
(i) Pay of absorbed appointees in the cadre of SDE/AOs drawing pay in the scale of 11875-250-17275 may be revised in the scale of 22800-46500 as personal to the incumbent to continue the benefit granted to them in the pre-revised E2 scale.

(ii) Employees appointed to the cadre either by direct recruitment or on promotion and who are placed in the pay scale of 11875-17275 similar to the absorbed employees shall also be accorded the same pay scale, i.e. 22800-46500 as personal to the incumbent.

(iii) With immediate effect, new appointments to the cadre by direct recruitment or by promotion shall be in the E2 IDA pay scale 20600-46500.

....2/-

2. BSNL has to bear additional financial implications on account of any pay revision arising from this order, from its own resources and no budgetary support will be provided by the Government.
3. All instructions/guidelines issued by DPE in this regard from time to time may be scrupulously followed by BSNL.
4. This has the concurrence of Internal Finance Division of DoT vide Dy.No. 689/M(F)/2017 dated 27.02.2017.
5. This order is effective with immediate effect.


(Pawan Gupta)
Director (PSU-I)
Tel. 2303 6019

To

Shri Anupam Shrivastava
Chairman & Managing Director
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhawan, Janpath
New Delhi-110001

with reference to BSNL letter No. 1-50/2008-PAT (BSNL) dated 09.01.2009.

Copy to:

1. Secretary (T), DoT
2. Member (F)/ Member (T)/ Member(S), DoT
3. AS(T)/ JS(T), DoT
4. DDG (B&PEF)/ DDG(Estt.)/ DDG(Accounts)/ DDG(SU)

Copy also to:

Joint Secretary
Department of Public Enterprises
Public Enterprises Bhawan
Block No 14, CGO Complex
Lodhi Road, New Delhi.

16
Annexure R-2

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F. No. W-08/0002/2014-DPE(WC)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan
Block No. 14, CGO Complex, Lodi Road
New Delhi, 9th July, 2014

OFFICE MEMORANDUM

Subject: - Comments/views of DPE on the proposal of BSNL to introduce E1A, E2A and E9A
IDA pay scales for their executives

The undersigned is directed to refer to Department of Telecommunication (DoT) ID Note No. 61-01/2014-SU dated 30.5.2014 on the subject noted above and to state that DPE vide OM dated 24.4.2009 has clarified that there is no justification for introducing intermediary pay scales and if there have been any aberrations, they need to be corrected. It was also clarified that every officer has to be fitted into the corresponding new scales. It has been observed, that DoT itself has not agreed to the proposal of introduction of intermediary pay scales by BSNL for the reasons indicated in their communication to DPE.

2. In view of above, DPE is in agreement with the views of DoT and there is no scope to introduce intermediary scales of pay in 2007 pay revision in light of DPE guidelines.

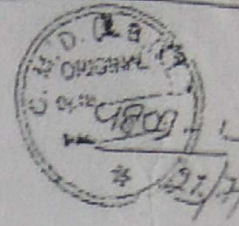
Sharma
(Samrat Haque)
Under Secretary

0/6
Department of Telecommunication,
(Shri Sanjeev Gupta, Director (PSU)),
Sanchar Bhawan,
New Delhi

314

Annexure-VI

No. 61-01/2014-SU
Government of India
Ministry of Communications & IT
Department of Telecommunications
PSU-I



Sanchar Bhawan, New Delhi
Dated: 18th July, 2014

To

Shri A.N. Rai
Chairman & Managing Director
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhawan, Janpath
New Delhi-110 001

Amle S.



Sub: Proposal of BSNL for reconsideration of revised IDA Pay Scales for E1A and E2A in BSNL -regarding.

Sir,

Kindly refer to your predecessor D.O. letter No. 1-02/2012-PAT(BSNL) dated 13th December, 2013 (copy enclosed) requesting for taking up the above issue with Department of Public Enterprises for approval of revised E1A/E2A pay scales.

2 In this connection, I am directed to inform you that the above proposal of BSNL to introduce E1A, E2A and E9A IDA pay scales for their executives was sent to DPE for offering their comments/views vide this office letter No. 61-01/2014-SU dated 30.05.2014. In response now DPE vide letter No. W-08/0002/2014-DPE(WC) dated 9th July, 2014 (copy enclosed) has stated that:

"DPE vide OM dated 2.4.2009 has clarified that there is no justification for introducing intermediary pay scales and if there have been any aberrations, they need to be corrected. It was also clarified that every officer has to be fitted into the corresponding new scales. It has been observed, that DoT itself has not agreed to the proposal of introduction of intermediary pay scales by BSNL for the reasons indicated in their communication to DPE.

In view of the above, DPE is in agreement with the views of DoT and there is no scope to introduce intermediary scales of pay in 2007 pay revision in light of DPE guidelines."

3. This is for your kind information and necessary action please.

Yours faithfully,

(Vijay Kumar)

Section Officer (SU)

Tel: 2303 6758

PA. P. in pl.
Dy. PAT
30/7/2014

K. 30/7/2014

SM (ESTT)

-35-

No. 61-2/2016-SU
Government of India
Ministry of Communications & IT
Department of Telecommunications

4883 + 2
9.8.16

Sanchar Bhawan, New Delhi-110001
Dated 9th August, 2016

To

The General Manager (Estt.)
Bharat Sanchar Nigam Limited
Bharat Sancahr Bhawan, Janpath
New Delhi-110001.



Subject: Proposal for grant of replacement scales for pre-revised E1A, E2A pay scales for JTOs, SDEs & equivalent cadres and upgradation of E3, E4, E5 & E6 scales w.e.f. 01.01.2007.

.....

Madam,

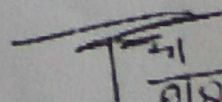
Please refer to your letter No. 1-13/2015-PAT (BSNL) dated 06.06.2016 on the above mentioned subject.

2. The proposal has been examined in consultation with Finance Wing of DoT. It is observed that considering the present financial position of the Company and the huge financial burden on Government exchequer in the shape of revised pensionary benefits and recurring burden on pension if it is implemented, the proposal cannot be acceded to. Further, as DPE has already constituted the 3rd PRC and its recommendations are to be implemented w.e.f. 01.01.2017, any aberrations in 2nd PRC may be referred to DPE.

Please PU

Estt.
11/8/16

Yours faithfully,


(Pawan Gupta)
Director (PSU-I)
Tel. 2303 6019

Annexure-II

No.2 (70)/08-DPE (WC) - *G-7/V/08*
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan
Block No.14, CGO Complex, Lodi Road
New Delhi, the 26th November, 2008.

OFFICE MEMORANDUM

Sub: Board level and below Board level executives and Non Unionised Supervisors in Central Public Sector Enterprises (CPSEs) -revision of scales of pay w.e.f. 01.01.2007.

The last revision of the scale of pay of below Board level and Board level executives and non-unionised supervisors, in Central Public Sector Enterprises was made effective from 1.1.1997 for a period of ten years. As the next pay revision fell due from 1.1.2007, the Government had set up a Pay Revision Committee (2nd PRC) under the chairmanship of Justice M. Jagannadha Rao, Retd. Judge of Supreme Court of India, to recommend revision of pay and allowances for above categories of employees following IDA pattern of pay scales. The Government after due consideration of the recommendations of 2nd Pay Revision Committee, have decided as follows:-

1. Revised Pay Scales:- The revised Pay scales for Board and below Board level executives would be as indicated in Annex.-I

2. Fitment Benefit:

(i) A uniform fitment benefit @ 30% on basic pay plus DA @ 68.8% as on 01.01.2007 would be provided to all executives. The aggregate amount would be rounded off to the next ten rupees and pay fixed in the revised pay scale.

(ii) If any extra ordinary increment (s) and / or increase in the pay in respect of executives/non unionized supervisors have been granted with retrospective effect, which affects the revision of pay as on 1.1.2007, such increment and / or increase in pay will be ignored for the purpose of fitment/ pay revision.

(iii) Where executives drawing pay at two or more consecutive stages in an existing scale get bunched, then, for every two stages so bunched, benefit of one increment shall be given.

3. Affordability for implementation of pay revision:- The revised pay scales would be adopted, subject to the condition that the additional outgo by such revision for a period of 12 months should not result in more than 20% dip in profit before tax (PBT) for the year 2007-08 of a CPSE in respect of executives as well as non-unionised supervisory staff taken together in a CPSE. CPSEs that cannot afford to pay full package, can implement with either part PRP or no PRP. These CPSEs

may pay the full package subsequently, provided the dip in the profit (PBT) is fully recouped to the original level

4. The CPSEs, which are not able to adopt revised pay scales (2007), may give an increase on the basic pay plus DA drawn in the pre-revised scale as on 01.01.2007 with a uniform lower fitment of 10% or 20%, depending upon their affordability, with the approval of their Ministry/ Department.

5. **Increment:** Annual increment will be at the rate of 3% of the revised basic pay. Stagnation increment and increment for pay fixation on promotion will be as per Annex-II (A).

6. **Dearness Allowance:** 100% DA neutralization will be adopted for all the executives and non-unionised supervisors, who are on IDA pattern of scales of pay, w.e.f. 01.01.2007. Thus, DA as on 01.01.2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100, which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months, as per the existing practice for these categories. The quarterly DA payable from 01.01.2007 will be as per new DA scheme as given in Annex-II (B).

7. **House Rent Allowance:** The House Rent Allowance to the employees of CPSEs will be at the following rates

Cities with population	Rates of HRA
50 lakhs and above	30% of Basic Pay
5 to 50 lakh	20% of Basic Pay
Less than 5 lakh	10% of Basic Pay

8. **Leased Accommodation:** The Board of Directors may decide the level of executives, who will be provided company leased accommodation and the size, type and locality of such accommodation. For purposes of CTC, 30% of basic pay may be considered as expenditure on Housing.

9. **City Compensatory Allowance:** The City Compensatory Allowance stands dispensed with.

10. **Other Allowances/ Perks:** The Board of Directors will decide on the allowances and perks admissible to the different categories of the executives subject to a maximum ceiling of 50% of the Basic Pay. Instead of having a fixed set of allowances, the CPSEs may follow "Cafeteria Approach" allowing the executives to choose from a set of perks and allowances. In places, where CPSEs have created infrastructure such as hospitals, colleges, schools, clubs, etc., these facilities should be monetized at replacement cost for the purpose of computing the perks and allowances. The following allowances will, however, be outside the purview of ceiling of 50% of the Basic Pay:

- i) North-East Allowance limited to 12.5% of Basic Pay
- ii) Allowance for Underground Mines limited to 15% of Basic pay.

- iii) Special Allowance upto 10% of Basic Pay for serving in the difficult and far flung areas as approved by concerned Ministries in consultation with the Department of Public Enterprises from time to time.
- iv) Non Practicing Allowance limited to 25% of Basic Pay for Medical Officers.

11. The admissibility, quantum and procedure for determination of Variable Pay/Performance Related Pay has been given in Annex -III.

12. Long Term Incentives, introduction of cost to the company (CTC) concept in CPSEs, Pay of Executives on deputation / transfer to CPSEs, Pay of Government officers on deputation to CPSEs and Superannuation Benefits will be as per Annex -IV

13. Gratuity: The ceiling of gratuity of the executives and non-unionised supervisors of the CPSEs would be raised to Rs. 10 lakhs with effect from 1.1.2007

14. Company Car: The company car would be provided to the Directors and CMDs. The Executive Directors/ General Managers heading the projects of CPSEs may also be provided with the company car. For purposes of CTC, the expenditure on car provided should be excluded.

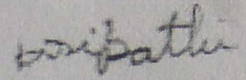
15. Pay Revision in respect of non-unionised supervisory staff: The revision of scales of pay for non-unionised supervisory staff may be decided by the respective Board of Directors of the CPSEs.

16. Financial Implications: The CPSE concerned has to bear the additional financial implications on account of pay revision from their own resources and no budgetary support will be provided.

17. Issue of Presidential Directive, effective date of implementation and payment of allowances etc.: The revised pay scales would be implemented by issue of Presidential Directive in respect of each CPSE separately by the concerned Administrative Ministry/Department. The revised pay scales will be effective from 1.1.2007. The payment of HRA, perks and allowances based on the revised scales will, however, be from the date of issue of Presidential Directive. The Board of Directors of each CPSE would be required to consider the proposal of pay revision based on their affordability to pay and submit the same to the Administrative Ministry/ Department for approval. The concerned Administrative Ministry with the concurrence of its Financial Advisor will issue the Presidential Directive. A Copy of the Presidential Directive issued to the CPSEs concerned may be endorsed to the Department of Public Enterprises.

18. Issue of instructions/clarifications and provision of Anomalies Committee: The Department of Public Enterprises will issue necessary instructions /clarifications wherever required, in implementation of the above decisions. An Anomalies Committee consisting of the Secretaries of Department of Public Enterprises, Department of Expenditure and Department of Personnel & Training has been constituted to look into further specific issues / problems that may arise in implementation of Government's decision on the recommendations of 2nd PRC. Any

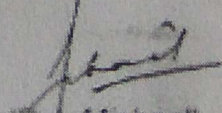
anomaly should be forwarded with the approval of Board of Directors to the administrative Ministry/ Department, who will examine the same and dispose off the issue. However, if it is not possible for the Administrative Ministry to sort out the issue, the matter may be referred to DPE, with their views, for consideration of the Anomalies Committee.


(K.D. Tripathi)

Joint Secretary to the Government of India

Administrative Ministries/ Departments (Secretary by name) of the Government of India.

1. Copy to:
Chief Executives of CPSEs.
2. Copy also to:
 - i) Financial Advisors in the Administrative Ministry/Department.
 - ii) C & AG of India, 10, Bahadur Shah Zafar Marg, New Delhi
 - iii) Department of Expenditure, E-2 Branch, North Block, New Delhi.
 - iv) Department of Personnel & Training, North Block, New Delhi.
 - v) Chairman, PESB/Member(s), PESB/Secretary, PESB, CGO Complex, New Delhi.
3. Copy also to:
Prime Minister Office, (Shri Karnal Dayani, Director)
4. Copy also to:
 - i) Cabinet Secretariat (Shri C. S. Kedar, Joint Secretary)
 - ii) Cabinet Secretariat (Shri K. L. Sharma, Director)
5. Copy also to:
 - i) PS to Minister (HI&PE).
 - ii) PS to MoS (HI&PE).
 - iii) PS to Secretary (PE).
 - iv) AS & FA (PE).
 - v) All officers of DPE.
 - vi) NIC Cell, DPE with the request to upload the O.M. on the DPE website.


(P. J. Michael)
Under Secretary

REVISED SCALES OF PAY OF BOARD AND BELOW BOARD LEVEL
EXECUTIVES IN CPSEs

1	2	3
Grade	Existing	Revised
E0 *	8550-200-11350	12,600-32,500
E1	8600-250-14600	16,400-40,500
E2	10750-300-16750	20,600-46,500
E3	13000-350-18250	24,900-50,500
E4	14500-350-18700	29,100-54,500
E5	16000-400-20800	32,900-58,000
E6	17500-400-22300	36,600-62,000
E7*	18500-450-23900	43,200-66,000
E8*	20500-500-26500	51,300-73,000
E9*	23750-600-28550	62,000-80,000
Grade	Existing	Revised
Director (D)	18500-450-23900	43200-66,000
CMD (D)	20500-500-25000	51300-73,000
Director (C)	20500-500-25000	51300-73,000
CMD (C)	22500-600-27300	65,000-75,000
Director (B)	22500-600-27300	65,000-75,000
CMD (B)	25750-650-30950	75,000-90,000
Director (A)	25750-650-30950	75,000-1,00,000
CMD (A)	27750-750-31500	80,000-1,25,000

*E7 only in CPSEs of Schedule A, B & C.

*E8 only in CPSEs of Schedule A & B.

*E9 only in CPSEs of Schedule A.

Annex II(A)
(Para 5)

- i) **Stagnation Increment:** The rate of stagnation increment will be 3% of the revised basic pay and executives will be allowed to draw maximum three stagnation increments, one after every two years, upon reaching the maximum of the revised pay scale provided the executive gets a performance rating of "Good" or above
- ii) **Pay Fixation on Promotion:** One notional increment equal to the increment being drawn by the executive in the pay scale, before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs. 10.

Annex II(B)
(Para 6)

Rates of Dearness Allowance for the employees of
CPSEs following IDA pattern

Date of Dearness Allowance	Rate of Dearness Allowance (in percentage)
01.01.2007	0
01.04.2007	0.8
01.07.2007	1.3
01.10.2007	4.2
01.01.2008	5.8
01.04.2008	6.3
01.07.2008	9.2
01.10.2008	12.9

Annex III
(Para 11)

i) Variable Pay/Performance Related Pay:

The PRP has been directly linked to the profits of the CPSEs/units and performance of the executives. The percentage ceiling of PRP progressively increasing from junior level to senior level executives, expressed as percentage of pay are indicated below.

Grade	Percentage of Basic Pay
E-0 to E-1	40
E-2 to E-3	40
E-4 to E-5	50
E-6 to E-7	60
E-8 to E-9	70
Director (C&D)	100
Director (A & B)	150
CMD(C&D)	150
CMD(A & B)	200

For Non Unionised Supervisors, PRP as percentage of Basic Pay will be decided by the respective Board of Directors in a CPSE.

The above PRP will, however, be on the following conditions:

a) The PRP would be payable at 100% eligibility levels in case the CPSE achieves the Memorandum of Understanding (MoU) rating as "Excellent". If the CPSE's MoU is rated as "Very Good", the eligibility of PRP would be 80% of the Basic Pay. In respect of "Good" and "Fair" ratings, the eligibility levels would be 60% and 40% respectively. However, there will be no PRP irrespective of the profitability of the CPSE, in case it is rated as "Poor".

b) The PRP would be based on physical and financial performance and will come out of profits of the CPSE. 60% of the PRP will be given with the ceiling of 3% of Profit before Tax (PBT) and 40% of PRP will come from 10% of incremental profit. Incremental profit would mean the increase in profit as compared to previous year's profit. The total PRP, however, will be limited to 5% of the year's PBT, which will be for executives as well as non unionized supervisors in a CPSE. The PRP for the year will be calculated latest by December of the following year based on the CPSE's performance as per audited accounts. The proposed PRP scheme will begin from the financial year 2007-08. There will be no incremental profit for the

year 2007-08 as it will be the first year of introduction of PRP scheme. The amount available for PRP for above will be 3% of PBT of 2007-08. For the purpose of calculating the incremental profit, the starting year would be 2007-08. The Variable Pay component coming from incremental profit for the first time will be after knowing the results of CPSE's performance for the year 2008-09. Thus, this portion of PRP will be payable w.e.f. 2009-10.

ii) **Memorandum of Understanding (MoU):** Each CPSE would be required to sign the MoU with its parent Ministry/Department/holding company. The MoU rating will form the basis of PRP with all the Key Result Areas identified in the MoU. No PRP will be eligible for the CPSEs that do not enter into MoU.

iii) **Performance Management System (PMS):** Each CPSE would develop a robust and transparent Performance Management System. CPSEs would adopt "Bell Curve Approach" in grading the officers so that not more than 10% to 15% executives are "Outstanding/ Excellent". Similarly, 10% of executives should be graded as "Below Par". Some CPSEs already have a PMS and others will have to frame a robust and transparent PMS to be able to pay PRP. However, CPSEs which do not have a robust and transparent PMS till date may put in place a robust and transparent PMS by 31.03.2009. For the period 01.01.2007 and till a PMS is in place not later than 31.03.2009, the executives will be governed by the existing guidelines of DPE on PRP, which is limited to 5% of distributable profit in an enterprise.

iv) **Remuneration Committee:** Each CPSE would have Professional Boards with Independent Directors. CPSE to constitute a Remuneration Committee headed by an Independent Director. CPSE will not be eligible for PRP unless the Independent Directors are on its Boards. Remuneration Committee will decide the annual bonus/variable pay pool and policy for its distribution across the executives and Non Unionised Supervisors, within the prescribed limits.

i) **Long Term Incentives:**

All CPSEs would formulate Employees Stock Option Plan (ESOP) and 10% to 25 % of the PRP should be paid as ESOPs. In order to see that Enterprises are able to operate ESOPs scheme, the concerned Administrative Ministry/Department should encourage the CPSEs coming under its control to get them listed on the Stock Exchanges.

ii) **The concept of cost to company (CTC) in CPSEs:**

The concept of cost of Company would be introduced in all the CPSEs. The entire cost of an executive is explicitly made known by the CPSEs adopting the system of CTC for the purpose of reporting executive compensation. Pay, allowances, perquisites and retirement benefits should all be monetized and included while reporting the cost of manpower to the CPSE.

iii) **Pay etc. of Executives of CPSEs, on deputation / transfer:** The executives, who are brought into holding companies from subsidiary companies or vice-versa on deputation/transfer, will continue to draw their basic pay as drawn in the original company. They will, however, be entitled to draw the allowances and variable pay /performance related pay as applicable to the borrowing CPSE.

iv) **Pay etc. of Government officers on deputation to CPSEs:** The government officers, who are on deputation to the CPSE, will continue to draw the salary as per their entitlement in the parent Department. Only those, who come on permanent absorption basis, will get the CPSE scales, perks and benefits.

v) **Superannuation Benefits:** CPSEs would be allowed 30% of Basic Pay as Superannuation benefits, which may include Contributory Provident Fund (CPF), Gratuity, Pension and Post-Superannuation Medical Benefits. The CPSEs should make their own schemes to manage these funds or operate through Insurance companies on fixed contribution basis. The amount of Pension, Gratuity and Post-Retirement Benefit will be decided based on the returns from the schemes to be operated. The Pension and Medical benefits can be extended to those executives, who superannuate from the CPSE and have put in a minimum of 15 years of service in the CPSE, prior to superannuation.

S.No. 80(I)

606

No. 61-2/2016-SU
Government of India
Ministry of Communications
Department of Telecommunications

Sanchar Bhawan, New Delhi-110001

Dated 18th May, 2017
TAF

To

The Chairman & Managing Director
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhawan, Janpath
New Delhi-110001

Subject: Proposal for grant of replacement scales for pre-revised E1A, E2A pay scales for JTOs, SDEs & equivalent cadres w.e.f. 01.01.2007.

Sir,

I am directed to refer to your letter No. 1-13/2015-PAT (BSNL) dated 1st May, 2017 on the above mentioned subject and to request that in order to further examine BSNL proposal, the following information may be provided:

(i) As per DPE pay revision OM dated 26.11.2008, the Board of Directors of each CPSE are required to consider the proposal of pay revision based on their affordability to pay and submit the same to the Administrative Ministry for approval.

The net loss of BSNL for the years 2012-13, 2013-14, 2014-15 and 2015-16 are Rs.7884.44 Cr., Rs.7019.76 Cr., Rs.8842.64 Cr. and Rs.3879.92 Cr. respectively. As per projected balance sheet, BSNL will incur loss in 2016-17. Further, as per reports, due to present situation in the telecom sector, most of the telecom service providers are likely to incur losses in current financial year 2017-18 too.

BSNL may provide details of total financial outgo on account of increase in pension contribution, pay and allowances to be paid to direct recruited employees appointed after 01-01-2007 and the pension arrears to be paid from 01-01-2007 to 31-12-2016.

Since BSNL proposal of 01-05-2017 has a financial implication, therefore, how the proposal will be affordable in light of continuous losses for last number of years and how BSNL proposes to meet this from its own resources.

2/-

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-2-

- (ii) The details of direct recruit executives in BSNL at every grade from E1 to E9 may be provided for every year from 01-01-2007 onwards. Similar details may be provided for DoT absorbed executives. These details should include percentage of salary paid and the amount paid in each grade.
- (iii) The details of total number of executives who are covered by the DoT order dated 28.03.2017 may be provided. These details may be provided for each scale.
- (iv) BSNL may clarify how the DoT order dated 28.03.2017 will adversely affect retention of existing talent and attracting fresh recruitment in BSNL.
- (v) As per BSNL letter no 1-13/2015-PAT(BSNL) dated 06-06-2016, the Management Committee of BSNL Board had recommended up gradation of pay scales of E3, E4, E5 and E6 for Sr. SDE, DE, DGM, DGM -SG to E4, E5, E6, and E7 respectively w.e.f. from 01-01-2007. It may be clarified whether the proposal stands withdrawn in light of letter dated 01-05-2017.
- (vi) As per the proposal in letter dated 01-05-2017, E2A will be replaced with E3 scale and similarly for E1A to E2 scale. It may be clarified whether such proposal is in line with the BSNL Executive Promotion Policy (EPP) as it is possible that with such replacement, some executives may be upgraded without requisite period of service in the scale. The likely legal and administrative issues which may arise may be examined and how these will be addressed may be informed.
- (vii) In DoT orders dated 28-07-2003 and 27-02-2009 there has been no mention of designation while the proposal of BSNL has linked designation with grade. It may be clarified whether the same designation is being used for executives in different grades. If yes, details of all such designations with their corresponding grades and present strength may be provided.
2. You are requested to provide details on the above issues for further examination of the matter.

Yours faithfully,


(Pawan Gupta)
Director (PSU-I)
Tel. 2303 6019

Annexure R-7

S.No. 95(R)

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BHARAT SANCHAR NIGAM LTD
(A Government of India Enterprise)



CORPORATE OFFICE
Establishment Cell
Bharat Sanchar Bhawan
H.C. Mathur Lane, New Delhi-01

No. 1-13/2015-PAT(BSNL)

Dated: 12.06.2017

To

Sh. Pawan Gupta
Director (PSU-I),
Department Of Telecommunications,
New Delhi

DR (PSU-I)
E/247/27/2007/CP/IPC
13/6/17

Sub: Proposal for grant of replacement scales for pre-revised E1A, E2A pay scales for JTOs, SDEs & equivalent cadres w.e.f. 01.01.2007.

Sir,

I am directed to refer your letter No. 61-2/2016-SU dated 19.05.2017 on the above cited subject and submit the following information / para-wise comments to your letter referred above:

(i) The proposal for revision of existing E1A and E2A pay scales w.e.f. 01.01.2007 is the pending item of pay revision under 2nd PRC. As per para 3 of DPE OM dated 26.11.2008, the affordability for implementation of pay revision has been defined in terms of additional outgo by such revision, which for a period of 12 months should not result in more than 20% dip in profit before tax (PBT) for the year 2007-08 of a CPSE. BSNL was in profit during 2007-08 and the financial outgo for the present proposal for revision of E1A and E2A pay scales is within the prescribed limit as provided in DPE guidelines. It is also relevant to point out that all other BSNL employees got benefit of 2nd PRC like 30% fitment and 78.2% IDA neutralization. The benefit of revised scales is not extended to only one set of executives.

Financial year	Income in Cr.	Profit in Crores (before TAX)
2007-08	38054	4451

Financial implication of the proposal for replacement of E1A/E2A with E2/E3 scales with effect 1.1.2007 is as follows:

- Pay & allowances by BSNL: Recurring annual financial implication of Rs. 38 Crores will be there on account of Pay & allowances.
- Pension contribution by BSNL: Total financial outgo on account of increase in pension contribution for period from 01.01.2007 upto 31.03.2016 is around Rs. 157 Crores. Annual recurring expenditure on Pension Contribution payable to DOT will be Rs. 06 Crores.
- Pension liability of Govt.: As already stated in BSNL letter dated 21.06.2016, with regard to pension arrears to be paid from 01.01.2007 to 31.12.2016, there would not be any additional pension liability in respect of BSNL executives

Signature



retired during the said period. This is due to the reason that there would not be any increase in pay and, therefore, also in the pension in respect of the absorbed employees as they are already drawing pay higher than the minimum of the pay scale.

BSNL has made profit of Rs. 4451 Crores during 2007-08. Therefore, in terms of DPE guidelines, BSNL meets the affordability clause for implementation of the proposed revised standard scales. As mentioned above, the proposal has financial implication of Rs. 157/- Crores and a recurring implication of about Rs. 44 Crores which would not be, therefore, difficult to meet by BSNL.

- ii) The details of direct recruit executives at every grade from E1 to E9 year-wise from 01.01.2007 onwards is attached as Annexure-I. Similar details of DOT absorbed executives are placed as Annexure-II. The percentage of salary as required by DOT in the referred letter is not available.
- iii) The details of executives who are covered by the DOT order dated 28.03.2017 pay scale wise, are provided in the Annexure-III.
- iv) On implementation of the DOT order dated 28.03.2017, the pay scales of the entry level executives of BSNL i.e. JTOs / JAOs etc. will be downgraded from pre-revised E1A (Rs. 9850-14600/-) to revised E1 (Rs. 16400-40500/-). Similarly, the pay scales of SDE and equivalent grades will also be downgraded. These are explained below :

Cadre	Pay scale as on 31.12.2006	Pre-revised pay scale corresponding to Presidential Order dated 28.3.2017
JTO equivalent	Pre-revised 9850-14600	The Pay scale of Rs. 16400-40500/- now granted by DoT corresponds to pre-revised pay scale of Rs. 8600-14600/-
SDE equivalent	Pre-revised 11875-17275	The Pay scale of Rs. 20600-46500/- now granted by DoT corresponds to pre-revised scale of Rs. 10750-16750

This down-gradation of pay scales w.e.f. 1.1.2007 is definitely going to affect the motivation of employees already working the grade JTO/JAO and also the aspiring Non-executives particularly the young DR TTAs comprising of Graduate engineers who see this as an opportunity to go higher up in the organization through DR quota examination.

Further, there would be out flow of direct recruits to other CPSEs like BHEL, NTPC, ONGC etc. as the recruitment at entry level in such organisation is being made at E2/E3 level after 2nd PRC.



- v) Vide letter dated 06.06.2016, BSNL had proposed to revise E1A and E2A pay scales by grant of E2 and E3 scale and also for upgradation of E3 to E6 pay scales to E4 to E7 in respect of Sr. SDE, AGM, DGM and SG-DGM cadres. But, DoT conveyed vide letter dated 9.8.2016 that the proposal of BSNL cannot be acceded to. However, considering that E1A & E2A pay scales in BSNL were given in 2003 with due approval of DoT & DPE and revision of these pay scales due from 1.1.2007 is still pending even after passage of ten years because of Govt's decision not to allow intermediary pay scales, BSNL is requesting for E2 & E3 scales in replacement of pre-revised E1A & E2A. Part I of the proposal in BSNL's letter dated 6.6.2016 for replacement of E1A & E2A with E2 & E3 is a residual issue of 2nd PRC and may be approved. The Part II of the BSNL's proposal will be taken up at the time of 3rd PRC.
- vi) With the grant of E2 scale in replacement of E1A, there will be simple placement of executive in the revised pay scale. This cannot be treated as up-gradation under BSNL Executive Promotion policy (EPP). In EPP, up-gradations are defined linking with scales as well as grades. The combined residency period in the pre-revised E1A scale and the proposed replacement E2 scale will be considered for the first time bound up-gradation in E3 scale (instead of present arrangement of up-gradation from E1A to E2A). Similarly, for 2nd time bound up-gradation under EPP, the combined residency period in E2A and E3 scale will be considered. Therefore, the question of EPP up-gradation without requisite period of service in the scale will not be attracted in this case. As this is mere replacement of non-standard pay scales of E1A & E2A with the standard pay scales of E2 & E3 in line with DPE guidelines, therefore, no legal or administrative issue are envisaged. Rather, it will be quite helpful in settling the pending court cases including various representations / Grievances on CPGRMS etc. which are being defended by BSNL.
- vii) In the erstwhile DoT, the scales in existence for different grade of officers were as under:
- JTO and equivalent grades- Rs.6500-200-10500
 - SDE and equivalent grades- Rs. 7500-250-12000
 - Sr. SDE and equivalent grades - Rs. 8000-275-13500
(Sr. SDE and Sr. AO are non-functional grades)
 - ADG/DE and equivalent grades- Rs. 10000-325-15200
 - JAG and equivalent grades- Rs. 12000-375-16500

On corporatization w.e.f 1.10.2000, the officers working there were absorbed in BSNL in the corresponding IDA scale as conveyed vide DoT order no. 61-

34414

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CORPORATE OFFICE
Establishment Cell
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H.C. Mathur Lane, New Delhi-01

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6/2002-SU dated 28.7.2003. As per this order, the IDA scales corresponding to the CDA scales are as under:

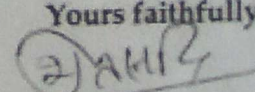
Existing CDA scale	Corresponding IDA scale
6500-200-10500	9850-14600
7500-250-12000	11875-17275
8000-275-13500	13000-350-18250
10000-325-15200	14500-350-18700
12000-375-16500	16000-400-20800

From the above, it is clear that each designation has a definite link to the pay scale or the grade for that matter.

Further, in BSNL, designation is linked with the substantive post held by the Executive. As per the DOT approved BSNL EPP, two tier promotions are prescribed - (a) time bound up-gradation and (b) post based promotions. With time bound up-gradations, the pay scale is upgraded to the next higher scale after the prescribed qualifying service in the scale. However, with this up-gradation of scale no change of designation takes place. For example, a JTO recruited in E1A scale on grant of time bound up-gradation may be placed in higher scales of E2A, E3 and so on. His designation will, however, change only on his post based promotion to the post of SDE. This arrangement is in accordance with the terms & conditions of absorption of Group-B officers of erstwhile DOT in BSNL w.e.f. 01.10.2000. The terms and conditions of absorption states that '*on absorption in BSNL, the officers will be allowed up-gradation to the next higher pay scale on time bound basis varying between four to six years upto the level of JAG-SG*'. As per EPP, the time bound up-gradation to next higher scales is personal to the employee and no such data with regard the designations with the corresponding grades, is being maintained.

Encl: As above.

Yours faithfully,


[Sheo Shankar Prasad]
Dy. General Manager (Estt.)
Ph. 011-23715155

Annexure-J

No. of Executives(Direct Recruits) Pay Scale wise and Year wise

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
IDS-E1	2242	1697	3398	5469	4886	4320	4264	4948	3037	5287	5287
IDS-E2	4157	4766	4826	5058	5828	2249	1697	3398	5668	4886	4879
IDS-E3					12	4157	4766	4826	5058	5828	5267
IDS-E4										12	580
IDS-E5					43	43	43	43	8	9	9
IDS-E6											
IDS-E7									10	35	35
IDS-E9	4	4	4	4	4	4	5	14	18	25	28
Total	6403	6467	8228	10531	10773	10773	10775	13229	13819	16082	16085

Annexure-K

No. of Executives(Absorbed) Pay Scale wise and Year wise

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
IDS-E1	23387	13374	11033	9389	10997	8581	6097	4626	6642	1851	2041
IDS-E2	18113	14704	14813	13473	12494	14877	8407	3979	1429	3518	2621
IDS-E3	3440	12745	13148	10505	9575	6061	11074	12986	12017	10252	7975
IDS-E4	6069	5312	5290	8033	8990	9888	11041	10986	10368	7687	7869
IDS-E5	446	1526	1552	1384	1288	1088	824	768	1827	5030	6854
IDS-E6	104	278	255	386	384	384	430	474	314	378	284
IDS-E7											
IDS-E9											
Total	51559	47939	46091	43170	43728	40879	37873	33819	32357	28716	27644

No. of Executives as on 01.01.2017

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Annexure-III

Total number of executives covered by DOT Order dated 28.3.2017								Annexure-III		
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 Total
JTO	1332	485	1987	1720	52	56	42	2	19	36 5731
JAO	14	92	147	422	198		1		467	153 1494
Total	1346	577	2134	2142	250	56	43	2	486	189 7225

<-----Rs. 18850-40500-----> <-----Rs. 16400-40500----->

Note: The pay scales prescribed by DOT order dated 28.3.2017 will also cover SDE / AO & equivalent grades. But, their pay will not be affected.

Annexure R-2

No. 61-2/2016-80
Government of India
Ministry of Communications
Department of Telecommunications

Sanchar Bhawan, New Delhi-110001
Dated 22nd June, 2017

To

The Chairman & Managing Director
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhawan, Janpath
New Delhi-110001.

Subject: Proposal for grant of replacement scales for pre-revised E1A, E2A pay scales for JTOs, SDEs & equivalent cadres w.e.f. 01.01.2007 in BSNL.

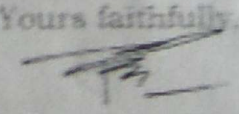
Sir,

Please refer to your letter No. 1-13/2015-PAT (BSNL) dated 01.05.2017 and 12.06.2017 on the above mentioned subject.

2. This Department have received representations from various associations of BSNL (AIBSNLEA, TOA and AIBSNLOA) regarding BSNL Management proposal only for E1A and E2A. The associations have also informed that they will be forced to start active trade union actions and agitations. Further, this will lead to litigations and chaos and will result in anomalies and disparities between seniors and juniors in terms of time span to reach same pay scale under time bound promotions. It is also alleged that the move will impact the EPP, MSRR and MTRR and there is no reason for BSNL to go back from its earlier proposal.

3. BSNL is requested to give its comments/ inputs on the representations which are enclosed.

Yours faithfully,


(Pawan Gupta)
Director (PSU-II)
Tel. 2303 6019

Encl. As above.