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GS/AIGETOA/2020/45

Dated 24.06.2020

To,

Shri P. K. Purwar,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited, New Delhi

Subject: Kind Intervention for approval of BSNL Management Committee proposal dated 06.06.2016 to the DoT for replacement of intermediary scale of E1A and E2A with Standard Scale of E2 and E3 for JTO/JAO and SDE/AO equivalent grades in view of (a) Long awaited due of standard pay scale of E2-E3 (b) Proposed merger of MTNL with BSNL (c) No pension contribution applicability after VRS in BSNL (d) Retention of talented pool of JTO/JAO in BSNL.

Reference: 1. BSNL Proposal for standard pay scale of E2 and E3 dated 06.06.2016 sent to the DoT
2. Our communication bearing number GS/AIGETOA/2020/26 dated 23.04.2020

Respected Sir,

We would like to draw your kind attention once again towards one of the oldest but extremely important HR issue of BSNL executives i.e. implementation of standard pay scale, E2 for JTO/JAO equivalent and E3 for SDE/AO equivalent, a pending part of the 2nd PRC implementation in BSNL. In this regard, several communications have been made by this association time and again, with latest communication vide letter under reference number *GS/AIGETOA/2020/26 Dated 23.04.2020* but the status remains same till date, i.e. the standard pay scale of E2 and E3 for JTO/JAO and SDE/AO equivalent grade in BSNL is still pending for implementation in want of required approval from the DoT. In this regard, we once again seek your kind attention towards this issue as this one is lingering since more than ten years and needs early redresser to bring justice to the deprived executive's fraternity i.e. mostly those recruited after 01.01.2007. Although, above letter is self-explanatory but we would like to emphasize on some points for your ready reference please.

- DoT vide its order dated 28.07.2003 has approved following scale for JTO/JAO and SDE/AO equivalent in BSNL and the same was extended to both absorbed and BSNL recruited executives.

Grade of Executive	CDA Scale in Govt	IDA Scale in BSNL approved by DoT	Grade
JTO/JAO & Equivalent	6500-200-10500	9850-250-14600	E1A
SDE/AO & Equivalent	7500-250-12000	11875-300-17275	E2A

- Thereafter DoT, vide its order No 61-01/2009-SU dt 27.02.2009 gave approval for 2nd PRC in BSNL with respect to pay scale, fitment formula, DA guidelines and other relevant issues as per DPE OM 2(70)/08-DPE(WC) dated 26.11.2008 for implementation with effect from 01.01.2007. The initial three revised scales approved by the DoT through the said OM is as under:

Grade	Existing (in Rs.)	Revised (in Rs.)
E1*	8600-250-14600	16,400-40,500
E2*	10750-300-16750	20,600-46,500
E3	13000-350-18250	24,900-50,500

* Proposal of BSNL on E1A, E2A, E9A and E9B will be dealt separately

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- The existing scale of E1A and E2A for JTO/JAO and SDE/AO equivalent are not available in the ten standard scale approved by DPE from E0 to E9 for below Board level in the CPSE. Hence, revised scale of E1A and E2A as proposed by BSNL on 09.01.2009 was not agreed by the DoT and finally turned down on 18.07.2014 after consultation with DPE.

- Accordingly, Management Committee (MC) of BSNL Board sent its recommendation on 6th June, 2016 to the DoT for approval of the replacement of E1A and E2A scale with Standard Scale of E2 and E3 respectively w.e.f. 01.01.2007 as BSNL was fulfilling the affordability clause on 01.01.2007** and these scales were in the ten approved scale of DPE. But DoT issued PO on 28.03.2017, which was not in line with the recommendation of the BSNL.

- So, BSNL requested to review the PO issued by DoT dated 28.03.2017 in this regard as it was not in line with the recommendation of MC of BSNL as well as it was degradation of scale. It was further requested by BSNL to approve the standard scale of E2 and E3 wef 01.01.2007 in replacement of E1A & E2A scales for JTO and SDE equivalent grades in BSNL.

- It is important to note that after approval of BSNL Revival package by the Government of India; more than 50% of employees have left BSNL under the VRS scheme. So, one of reasons quoted of higher pension contributions has almost vanished after implementation of VRS as mostly BSNL Recruited executives are remaining end beneficiaries, who are not covered with government pension. Hence, liability towards implementation of the standard scale of E2 and E3 for JTO/JAO and SDE/AO equivalent in BSNL has reduced many folds and as per calculation the annual financial implication on implementation of E2 and E3 comes to be merely 48 Cr which is very minimal considering the amount BSNL will gain due to enhanced motivation level after implementation of standard scale E2 and E3.

- The government approved revival package includes merger of MTNL with BSNL and being a responsible association, we whole heartedly supported the Govt proposal as it will bring network stability for BSNL users in Delhi and Mumbai and MTNL users in rest part of the country. But the major hurdle in implementation of this merger needs to be addressed at the earliest i.e. difference in Pay scales. In MTNL, the scales for JTO/JAO and SDE/AO equivalent are E2 and E3, while in BSNL it is E1 and E2 (provisional) respectively. Hence in the light of upcoming merger of two entities, disparity in scale of same grade with same work & responsibilities will not be legitimate and may invite further dispute.

Executive Grade	Scale in BSNL *	Scale in MTNL
<i>JTO equivalent</i>	16,400-40,500 (E1)	20,600-46,500 (E2)
<i>SDE equivalent</i>	20,600-46,500 (E2)	24,900-50,500 (E3)

* **Provisional Scale**

- The non-finalization of Standard Scale till date has shattered motivation level of executives in JTO/JAO or SDE/AO cadre and especially those young executives who were recruited after 01.01.2007 (i.e. JTO 2007 and 2008 batch, JAO 2010 and 2016, SRD JTOs, GATE JTOs and LICE passed JTOs). Since inception itself they started getting reduction in basic to the tune of 4200/- and overall the pay has been reduced by about Rs 10,000/-.

Associated Grade	Pre-revised scale		Revised scale proposed by BSNL on 06.06.2016		Current basic associated with these two grades		Difference in Basic (Rs)
JTO/JAO Eqvlt	E1A	9850-250-14600	E2	20600-46500	E1	16400-40500	4200
SDE/AO Eqvlt	E2A	11875-300-17275	E3	24900-50500	E2	20600-46500	4300

In the light of above facts and circumstances, we request your kind intervention for the followings:

- Kindly take up the matter with the Secretary, Department of Telecommunication for approval of the BSNL Board Proposal dated 06.06.2016 for replacement of non standard scale of E1A and E2A with E2 and E3 for JTO/JAO and SDE/AO equivalent grade respectively in BSNL.
- As BSNL Board has approved the E2 for JTO/JAO equivalent grade in 2016, the scale of JTO in the prevailing JTO RR-2014 should be upgraded with E2. A suitable modification in this regard should be moved to BSNL Board for approval of E2 scale for JTO in JTO RR-2014.
- Those recruited in pre-revised E1A scale should be compensated by extending 2-3 additional increments over E2 to reduce their financial loss
- Till the approval of the E2 scale for JTO, all remaining batches of JTOs are extended five (5) additional increments in line with proposal passed by Management Committee.

We, on behalf of these executives, request for your kind intervention to render justice to these talented, professionally qualified and young officers of the department. The cadres of JTO/JAO and SDE/AO equivalent are the backbone of the company who are taking care of all additional workloads after implementation of VRS and working tirelessly to regain pristine glory of the BSNL.

With kind regards,

Dated: 24.04.2020

Sd/--

[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri Anshu Prakash Ji, Secretary, DoT for kind intervention Please.
2. Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi for kind info and needful PI.
3. Shri S. K. Gupta, Director (Finance), BSNL Board, New Delhi for kind information PI.
4. Shri A. M. Gupta Sr GM(SR), BSNL Corporate Office, New Delhi for kind info and N/A PI.