



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

President
Ravi Shil Verma
9868525433
ravishil@gmail.com

General Secretary
R. P. Shahu
9424051555
r_p_shahu@yahoo.co.in

No. GS/AIGETOA/101

Dated 03.02.2015

To

Sh. Anupam Shrivastava

The Chairman & Managing Director, BSNL

Bharat Sanchar Bhavan

Janpath, New Delhi

Subject: Submission on the issue of pay scale finalization of JTO and SDE equivalent.

Respected Sir,

Your kind attention is invited towards the fact that executives as well as management of CPSE cannot enter into collective bargaining/ negotiation in respect of pay scale and compensation package of executives in CPSE and same is decided by the Government of India through Department of Public Enterprises. It is hard fact that BSNL is CPSE and we are executives of this company hence Decision of the Government in respect of pay scale and compensation package of the executives must be implemented in totality in letter and spirit. Based on various instructions, orders and guidelines issued by concern department of Government of India the pay scale of the executives in BSNL recruited with minimum qualification of Engineering Graduate must be E2 till 31.12.2007 and must be upgraded to E3 w.e.f. 01-01-2007 followed by the recommendations of 2nd PRC on following grounds:

1. Cabinet decision approved by Government clearly says that pay scale of executives working in different CPSEs in the same sector cannot be different when physical and financial performance is similar but potential to earn differs. BSNL was formed from DOT on 1st Oct-2000 and listed in schedule-A category CPSE. Accordingly pay scale of board level executives was fixed. Below board level executives were working on CDA pay scale. First two batches (2001 and 2002) of engineering graduates were also recruited in CDA Pay Scale of Rs 6500 with commitment to revise their pay scale as per equivalent IDA pay scale of the similar category of CPSEs.
2. After 1st pay revision all schedule-A category CPSEs were recruiting engineering graduate at minimum of E2 pay scale i.e. 10750-300-16750. Hence equivalent IDA pay scale of executives recruited with minimum qualification of engineering graduate in BSNL should not have been less than E2.

3. BSNL finalized IDA pay scale in year-2003-04 and fixed the engineering graduate at non-standard pay scale of E1A (Rs 9850) which was even less than MTNL (Rs 10750). MTNL and BSNL both are working in same sector and under the same administrative ministry. Both have recruited engineering graduates with similar recruitment rules and work profile of engineering graduate in these organizations is same. Ranking of BSNL in schedule-A CPSEs was also higher than MTNL Therefore; the pay scale of engineering graduates in BSNL cannot be less than MTNL.
4. BSNL had fixed non-standard and lower pay scale than MTNL just to accommodate the pensionary benefits extended to BSNL employees under rule 37A of CCS pension rule but same is not yet extended to direct recruits executives of BSNL hence in no case pay scale of direct recruits engineering graduate should have been lower than MTNL. For proper compensation against superannuation benefits proper stage translation in respect of BSNL recruited executives is necessary. Compromised stage of mapping will lead to lower contribution and defeat the purpose of future social security. Thus, it is of utmost importance to properly place the initial pay scale in the band of standard pay scale before projecting the future effect of superannuation benefits. Hence pay scale of JTO/JAO in BSNL prior to 2nd PRC must be minimum E2 (10750-300-16750), same as of MTNL and other Schedule-A category CPSEs.
5. Status of the officers in Government department and their eligibility for post in other government department/ CPSEs are decided by the pay band and grade pay, similarly Status of the executives working in CPSE and eligibility for post in other government department/ CPSEs are decided by pay scale. Hence there is clear relativity of pay scale between officer working in government department and executives working in CPSEs. Moreover Para 2.2.6 of terms of reference of 2nd PRC clearly says that while finalizing it's report the committee will also take into account the report of the sixth pay commission hence 2nd pay revision of CPSE executives is not completely independent of sixth pay commission. Followed by sixth pay commission recommendations all government department including our administrative Ministry has upgraded the pay scale of Engineering Graduate from pre-revised Rs 6500-10500 to Rs 7450-11500. Now every government department has to recruit engineering graduate with revised pay in pay band-2 (9300-24800) with initial pay of 12540 and grade pay of 4800 instead initial pay of 9300 and grade pay of 4200. When all the Government Department including DOT has upgraded the pay scale of JTO (officers recruited with minimum qualification of engineering graduate), moreover all schedule-A CPSEs have also upgraded the direct recruits Engineering Graduate to E3 (24900-) pay scale w.e.f. 01.01.2007. **There is absolutely no reason for BSNL to place the executives recruited with minimum qualification of Engineering Graduate, below E3 pay scale w.e.f. 01.01.2007.**
6. India is a developing country and CPSE executives have been playing crucial role in the economic development of the country. The basic motto of pay revision is to extend the benefits of economic development of the country to the CPSE executives. But in BSNL, direct recruits JTO/JAO have started getting less pay after

implementation of 2nd pay revision due to wrong interpretation and implementation of pay revision in respect of JTO/JAO recruited on or after 01.01.2007. JTO/JAO is a cadre and not a new recruitment in the company. JTO/JAO cadre already exists before 01.01.2007 hence there is no reason to put this cadre in the pay scale where gross emoluments become lower than pre-revised scale. Pay scale of the directly recruited executives after 01.01.2007 for the post against which recruitment is already in existence must be restructured in such a way that whole cadre must get the benefit of pay revision and there must be clear parity of pay scale with existing executives of same cadre. Considering this fact all CPSE including government department have restructured the pay scale by upgrading the pay scale of direct recruits after 01.01.2007 so that executives/officers working in the same cadre and performing same job with same designation are not discriminated in gross emoluments.

Sir, Joint Committee in this regard is already formed two year before but yet no discussion on record is imitated. Several times, this matter is referred to DOT and DPE on one or other pretext and now every input is available in hand to the committee. Instead of deciding the matter on merit, it is learnt that matter is again referred to DOT on hypothetical ground of proposed pay parity of MTNL with BSNL in 01.01.2017 after extending the pensionary benefit to MTNL absorbed employees. It is worth to mention that pensionary benefits is not extended to direct recruits of MTNL hence there is no question of lowering pay scale in respect of direct recruits in MTNL to maintain the pay parity with BSNL. Moreover, pay parity in BSNL and MTNL is necessary but same is not from 01.01.2017 but it must be retrospectively from 01.01.2000.

Considering above facts and submission, you are kindly requested to instruct the committee to expedite the finalization of standard pay scale in respect of JTO and SDE equivalent which will surly boost the moral and trust, especially among the young executives who badly suffering with loss of pay after implementation of pay revision.

Sincerely Yours

(R P Shahu)
General Secretary

Copy to:

1. Director (HR), BSNL, for kind consideration please.
2. Director (CFA), for kind consideration please.
3. ED (Finance), BSNL for kind consideration please.