**No: CHQ/AIGETOA/366 Dated: 17th July-2012**

**To**

Sh R K Upadhyay

CMD, BSNL

Corporate office, New Delhi

**Subject: finalization of pay scale of executives recruited on or after 01.01.2007.**

***Dear Sir,***

With immense disappointment and pain I regret to mention that despite of all effort from this association, management has so far remained completely passive on finalization of pay scale of the executives recruited on or after 1.1.2007. It is more than four years of implementation of 2nd pay revision but continuous ignorance of BSNL management on this part has resulted into great disappointment and demotivation to the young executives of this cmpany.

I am hereby resubmitting the complete facts about how the young executives recruited on or after 01.01.2007 are being deprived from the benefits of second pay revision with hope to attract your high attention towards immediate resolution.

* 2nd pay revision committee was constituted on 30th Nov 2006 by DPE and this committee took almost two years before submitting it’s recommendations. During this two years committee received inputs from several PSUs/associations and studied the economic and social development and the global economic scenario and competitive environment before submitting it’s final recommendations.
* It may be noted from the recommendations of the committee that executive’s pay scales were at higher than 30% fitment for existing executives for category-A+ CPSU e.g. 30% fitment on pre-revised scale of E2 (10750)

 = (10750+10750\*.688) + (10750+10750\*.688)\*.3

 =23590

 As per the 2nd pay revision committee recommendation, revised pay scale corresponds

 To the E2 (10750) =24000

* During the consideration of the recommendations DPE has lowered the executive’s revised pay scales before issuing the final order while 30% fitment for existing executives kept untouched for category-A+ PSUs. In this way direct recruits are already put into the loss by DPE.
* All the category A+ CPSUs have realized this loss to the direct recruits executives and hence upgraded the executives pay scale to the next level i.e. pay scale corresponding to the E2 is fixed at E1. In this way they not only rendered the justice to the executives recruited on or after 01.01.2007 but were also able to attract and retain better talent from market as well as kept their motivations level high.
* Unfortunately, BSNL instead of giving higher pay scales like other leading PSUs, lowered the pay scale from E1A to E1 as intermediate pay scale was denied by the DPE which resulted into a loss of the tune of rupees 5000 per month than the pre-revised gross salary to the newly recruited executives.
* After long persuasion of more than 3 years from this association recently management has only protected their gross pay by giving five increments on E1 but finalization of pay scale is yet pending despite a committee has been formed for the same.

**I humbly request your kind and plead your personal attention over this long pending and critical issue for immediate finalization of the pay scale to E2 and make provision of some additional increments over E2 for the Directly recruited executives w.e.f Jan’1 2007 so that their pay scale can be at par with the existing executives. This will not only motivate the young executives recruited on after 01.01.2007 but also help in attracting better talent from the market and retain them.**

 Thanking you.

Yours faithfully,

 (R.P. Shahu)

Copy to:

The committee constituted for finalization of Pay scales.