

Facts on Standard Pay Scale : E2 - JTOs/ JAOs & E3 for SDE/AOs

BSNL executive's lost three chances for getting E2 / E3 scale ;

Identify the real Culprits :

The pay scale of JTO In JTO RR 1990 was **1640-60-2600**(CDA Pay scale) .In 1997JTO pay scale increased to **6500-200-10500**(CDA)&In the JTORR 1999, JTO RR 2001 the pay scale was 6500-200-10500 (CDA pay scale)

Missed Chance -1 : DoT to BSNL Absorption

In the year from 2000 – 2004, when post absorption formalities were under way, the legacy associations of BSNL and MTNL bargained under the platform of ENC (Executive Negotiating Council) .

And Finally MTNL got E2 pay scale (10750-300-16750) corresponding to CDA scale 6500-200-10500 ; But BSNL received only E1A (9850 -250-14600) .

Please see the web updates and absorption conditions agreed on 2003 and ENC negotiation process.


This was the **first chance we missed the E2 pay scale**. BSNL legacy associations, **compromised the pay scale in lieu for government pension for their rest of service in BSNL.**

ENC initially demanded

Taking the JTO (basic grade) as the first level of Executive, we demand the following IDA pay scales from JTOs to DEs.

JTOs (basic grade)	-	Rs. 10,750-300-16,750
JTOs (L.A) & SDEs	-	Rs. 13,000-350-18,250
Sr.SDEs	-	Rs. 14,500-350-18,700
DEs	-	Rs. 16,000-400-20,800

On 2nd sept 2003 the IDA pay scale was finalised for BSNLas below



Sl.No.	Existing CDA Pay scales	Corresponding IDA pay scales
1	5500-175-9000	7800-225-11175 *
2	6500-200-10500	9850-250-14600
3	7500-250-12000	11875-300-17275
4	8000-275-13500	13000-350-18250
5	10000-325-15200	14500-350-18700
6	12000-375-16500	16000-400-20800

Web updates of ENC negotiations:

DDG (SR) and Sr.DDG (Per) invite ENC leaders for formal talk. On behalf of the CMD BSNL Sr.DDG (Per) informed the ENC leaders that CMD is very actively involved in getting the paycales cleared from the DPE. CMD once again written a DO letter to Chairman, Telecom Commission for expediting the issue. The leaders were requested to withdraw the agitation considering the positive, active and determined efforts on the part of the BSNL and DOT for approval of the payscale. A letter to this effect addressed to G.L.Jogi, G S, BSNL EA (I) and W. Seshagiri Rao, GS, TEOA (I) was also issued informing the status and requesting the ENC to withdraw the

requesting the LINC to withdraw the agitation. The three GSs rejected the request outright and informed that they would settle for nothing less than the immediate clearance of the pay scales from the DPE. They also informed the senior officers that they are not interested in frivolous dialogue at any level. Agitation programme to be activated with total commitment and determination to realize the demand for the finalization of the pay scales of BSNL/ MTNL and pension scheme orders of MTNL.

**SANCHAR NIGAM EXECUTIVES'
ASSOCIATION (INDIA) KERALA CIRCLE
(Formerly known as BSNL Executives'
Association)**



MARCH 2003 EVENTS

PS to Hon Minister for Commn.& IT on 01-04-2003 assured clearance of BSNL paycsales also very shortly.

All Executives of MTNL / BSNL rally behind the people who fight to the very last - to attain the projected goal - to fulfill all the promises - to realise all your dreams.

MTNL payscales reported to be cleared by DPE. Await further details.

Executives Negotiating Council represented by **Com.G.L.Jogi, GS, BSNL EA(I) ; Com.W.Seshagiri Rao, GS TEOA(I) & Com.Tomar, GS, MTNL EA** was invited for a meeting with the Chairman, Telecom Commission; Member (Services), Adviser (HRD) and other Senior officers of DOT and MTNL on 31-10-2002. During the meeting it was decided that the **MTNL Executives will be paid pension by the Government as per the relevant rules.**

Necessary orders in this regard will be issued.

(2) **E2, E3, E4 and E5 Pay Scales** for MTNL Executives recommended by the MTNL Board will be approved by the DOT and all efforts will be taken to get the same cleared by the Dept of Public Enterprises with **minimum delay.**

Since these assurances have been conveyed in writing by the DOT to the Executives Negotiating Council, the demands raised in respect of MTNL Executives in the Trade Union notice served on 03-10-2002 **have been settled in full.**

As already reported broad agreement has been reached on **pay scales of BSNL Executives on 29-10-2002** between BSNL Board and the Executives Negotiating Council. The remaining demands in respect of BSNL Executives have also been agreed to be settled in our favour and same will be communicated in writing tomorrow.

As such the agitational programmes declared by the ENC of TEOA(I), BSNL EA(I) & MTNL EA stands called off.

Congratulations to all members, supporters and sympathisers whose active participation, co operation and goodwill made this agitational programmes a total and resounding success in execution and result.

This was the commencement pay scale issues in BSNL .And We the BSNL recruits are the victims of their short sightedness and we are facing all the pay anomalies and pay losses.

We have no issue in giving pension to DoT absorbed employees , as it was their right . **But the proclaimed SENA agreed to reduce BSNL payscales which affected directly our salary and super annuation benefits and made a huge financial loss to all BSNL recruits.**

Missed Chance -2 :Second PRC implementation time

Later in 2007 ,the 2nd PRC directed that standard pay scales should be adopted by all the PSUs. But in BSNL they have not finalized the pay scale of JTO/JAO and SDE/AO and kept provisional. **Please remember that BSNL was earning 10000+ Crores profit and huge reserve fund was there. So the scale implementation was much easier**

Grade	Pre-revised IDA Scales	Revised IDA Scales
E1A	9850-250-14600*	##
E2A	11875-300-17275*	##
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
E9	23750-600-28550	62000-80000
E9A	25000-650-30200#	##
Director	25750-650-30950	75000-100000
CMD	27750-750-31500	80000-125000

In 2nd PRC, BSNL was Classified as A+ category ,So got 30 Percent fiment and 78.2 % DA Merger ,But Legacy Assosiations accepted Category D payscales , as to lower the pension Contribution towards DoT and to ensure the pension protection of 100%(which was 40:60/DoT:BSNL at the time of absorption.)

It may also be noted that , the 6th CPC recommendation on 01.01.2006 upgraded the payscale of DoT JTO from 6500- 250-10500 (CDA) to 7450-11500 (CDA) which is equivalent to IDA scale of E3(13000-350-18250).

This is the second time we lost the pay scale to E2 for JTO/JAOs

Salient features of Recommendations of 2nd Pay Revision Committee for PSU Executives

- ❖ CPSEs be grouped into 5 Categories namely A+, A, B, C and D, based on the Total Income, Size of Manpower and Geographical spread of their Operations for the purpose of deciding the 'Fixed' component of the package. **(BSNL has been put in Category A+)**

Table- 6.1 Fixed pay for Executives in Category "A +" Enterprises

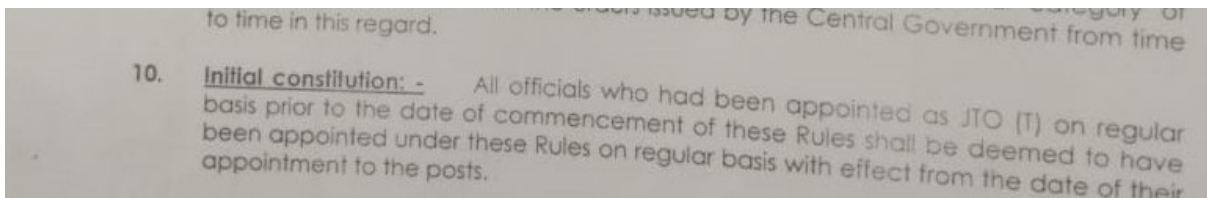
S. No	Grade	Pre-revised Pay Scale	Revised Pay Scale (Basic Pay)	Risk Pay	Total Fixed Pay	
					Minimum	Maximum
1.	E0	6550-200-11350	14500-25000	1300	15,800	26,300
2	E1	8600-250-14600	19000-32100	1700	20,700	33,800
3	E2	10750-300-16750	24000-37000	2200	26,200	39,200
4.	E3	13000-350-18250	29000-40100	2500	31,500	42,600
5.	E4	14500-350-18700	33500-44000	3500	37,000	47,500
6.	E5	16000-400-20800	37000-48200	4500	41,500	52,700
7	E6	17500-400-22300	41000-52000	6000	47,000	58,000
8	E7	18500-450-23900	45000-58000	8000	53,000	66,000
9	E8	20500-500-26500	50000-64000	9000	59,000	73,000
10	E9	23750-600-28550	55000-70000	10000	65,000	80,000
11	E10	New Scale	65000-75000	15000	80,000	90,000
12	Director	25750-650-30950	80000 (Fixed)	20000	1,00,000	1,00,000
13	CMD	27750-750-31500	100000 (Fixed)	25000	1,25,000	1,25,000

3. Missed Chance -3 :official reduction of E1 scale Through JTO RR-2014

The payscale E1A was officially degraded to E1 which in turn affected the E2 prospects and ex recognised corners congratulated the same in the pretext of regularisation. **Please check their website.** This draconian measure of degradation affected entire LICE & DR JTOs/ JAOs from 2016 onwards. **It is a matter of fact that new JTOs in MTNL are placed in E2 scale and The JTOs in DOT are placed in 44900-142000 (after 7th CPC) and the BSNL JTOs still struggling with E1 pay scale(16400-40500).**

This was the 3rd chance we lost to get the pay scale.

Through clause 10 of JTO RR 2014 they agreed to reduce the payscale of existing JTOs as well as future recruitments. By sensing the situation, only AIGETOA protested before the management against this



AIGETOA Protected the pay status against retrospective implementation of RR 2014 and subsequently impleaded for incorporating E2 scale in JTO RR.

With AIGETOAs untiring organisational & legal efforts, BSNL management already made submissions to DoT for E2/ E3 scales. But **the ex recognised corners are much worried about other things** as the hapless BSNL recruits are the only affected parties.

Now we are having one more chance for getting E2 scale, ie the merger of MTNL as subsidiary of BSNL. This merger with HR restructuring, we get a good chance to bargain back the E2 / E3.

Should we lose that 4th chance by allowing the proclaimed SENA leaders again to represent us at Corporate office/DoT level?