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No. GS/AIGETOA/2019/03

Dated 04.01.2019

To,

Smt Aruna Sundararajan
Secretary
Department of Telecommunication
Sanchar Bhavan
20, Ashoka Road, New Delhi.

Sub:-Implementation of standard pay scales of E2 and E3 in place of the non standard pay scales of E1A & E2A for JTO & SDE equivalent cadre in BSNL in accordance with recommendation of 2nd PRC and various other directives communication/references made by DPE – without going for any subsequent revision of the successive pay scales- Regarding.

Respected Madam,

With warm greetings on the new year 2019, we introduce ourselves as an operational association in BSNL who has been representing the issues of around 24000 Executives Recruited by BSNL after its inception. We would like to put forth the under mentioned submission for replacement of non standard pay scales of E1A & E2A by E2 and E3 pay scales for JTO and SDE equivalent cadres of BSNL. **We would like to recall the discussions on the matter which were held in the meeting held between AUAB representatives of BSNL and Hon'ble Minister of State (I/C) for Communications Shri Mnoj Sinha ji in presence of your good self on 10.12.2018. Hon'ble Minister was kind enough to consider our request and direct for resolution of this very basic left out issue of 2nd PRC which has been lingering for over a decade .**

(1) After the lapse of a period spanning over a decade after implementation of the 2nd PRC recommendations for the CPSEs, **the basic and backbone cadre of JTO and SDEs in BSNL are still deprived of their basic identity i.e. The Pay Scales.** In an organized sector, an executive is recruited upon which earmarks the identity, not only in terms of career but also his social stature but the same has not been extended in BSNL as the scales for JTOs and SDEs are still provisional in BSNL as proposal for E2 scales for JTOs and E3 Scales for SDEs is still under examination/deliberation in DOT.

Regn. No. : HR/019/2016/02138

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(2) The sufferers are mostly professionally qualified BSNL Recruited executives (B.TECH, M.TECH, CA, CS, ICWAs, MBAs, Diploma Holders) who have been recruited/promoted by BSNL after its inception on 01.10.2000 and have been taking the challenges faced by BSNL from front in this cut throat competitive era and have been instrumental in running the technical operations, marketing and accounts/finance works of BSNL.

(3) For whole of this decade, this issue has been struck in various interpretations, clarifications and deliberations in BSNL, in DoT and DPE. The DPE in its clarification has been very clear that intermediary scales can not exist in any PSU and BSNL should adopt standard pay scales. BSNL has sent the recommendations of E2 scale for JTOs and E3 scale for SDEs delinking the same from subsequent pay scales. However, the same has yet not been implemented in BSNL and is causing a direct monetary loss to the affected executives recruited/promoted after 1.1.2007 who happen to be the youngest lot in BSNL and are to go a very long way in the department.

(4) Being the administrative ministry to BSNL, we request your good self for kind intervention in resolution of this decade long pending issue of 2nd PRC without going in to any matter of subsequent cascading of successive pay scales as of now.

(5) It is pertinent to mention here that the disposal of the issue of non standard pay scales would not bring any sort of financial liability in terms of Increased Pension to DOT as the most of the aggrieved segment of this anomaly comes from the executives recruited or promoted after 01.01.2007. Even Financial liability for BSNL on account of this implementation is a bare minimum. BSNL is about to devise a new time bound promotion mechanism, so if any implementation anomaly aspect arises after this standardization of pay scales, the same can be addressed in BSNL's domain of administration.

We are in very big hope of getting the first ray of new sunrise in this very beginning of the year 2019 to get this issue resolved without going for CASCADING OF SUBSEQUENT PAY SCALES. We shall be remaining grateful and obliged for the resolution of this long pending left out issue of the 2nd PRC implementation.

Thanking You

Sincerely yours

Sd/-

[Ravi Shil Verma]

General Secretary

Copy to :-

- (1) PPS to Hon'ble Minister of State (I/C) for Communications for kind information please.
- (2) Additional Secretary (DoT) for kind information please.
- (3) CMD BSNL for kind information please.
- (4) DIR HR BSNL for kind information please.