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GS/AIGETOA/2020/26

Dated 23.04.2020

To,

Shri Anshu Prakash Ji,
Secretary (T), Dept of Telecom,
Govt of India, New Delhi.

Subject: Approval for BSNL Management Committee proposal dated 06.06.2016 for replacement of intermediary scale of E1A & E2A with Standard Scale of E2 & E3 to extend it to JTO/JAO and SDE/AO equivalent grades in view of long awaited due and recent proposal of MTNL merger with BSNL-Reg.

Respected Sir,

We would like to draw your kind attention towards one of the oldest but extremely important HR issue of BSNL executives i.e. implementation of standard pay scale of 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 either side but it remains a fact that the standard pay scale of E2 and E3 for JTO and SDE equivalent grade in BSNL is still pending for implementation in want of required approval from the DoT. In this regard, ***we seek your kind attention towards this issue as appraised by then CMD BSNL vide No 1-13/2015-PAT (BSNL) dated 1st May, 2017*** about its merit and importance. This issue is lingering since more than ten years and needs early redresser to bring justice to the deprived executive's fraternity. Although the above letter is self explanatory but we would like to emphasize some points for your ready reference please.

- DoT vide its order dated 28.07.2003 has approved following scale for JTO and SDE 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

In this approval, DoT kept the scale of JTO and SDE as E1 and E2 as provisional and specifically mentioned that the "Proposal of BSNL on E1A, E2A, E9A and E9B will be dealt separately".

- The existing scale of E1A and E2A for JTO and SDE 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 w.e.f. 01.01.2007 in replacement of E1A & E2A scales for JTO and SDE equivalent grades in BSNL.

In the light of above facts, we request for your kind intervention for the approval of E2 and E3 for JTO and SDE equivalent executives in line with the recommendation sent by BSNL on 06.06.2016 considering earlier as well as new circumstances arising out after VRS 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 as beneficiary, who are not covered with government pension. Hence, liability towards implementation of the standard scale of E2 and E3 for JTO and SDE equivalent in BSNL has reduced many folds.
- The government approved revival package includes merger of MTNL with BSNL. In MTNL, the scale of JTO and SDE 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.

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

* *Provisional Scale*

Further, the scale of executives recruited on E1A can't be degraded and hence it has to be upgraded to E2 and to bring parity among different batches i.e. all JTO/JAO equivalents will have to be extended E2 and all SDE/AO equivalents with E3. This is important considering the fact that fate of thousands of executives lingering since years despite the recommendation sent by BSNL Management Committee to the DoT in 2016. Also in post VRS, reduced employee's strength of BSNL needs a much motivated and energized work force to compensate the shortage of officials to maintain the network/services.

Therefore, we earnestly request for your kind intervention and consideration of DoT approval for standard scale of E2 and E3 in replacement of E1A and E2A scales in line with the BSNL proposal dt 06.06.2016. So that standard scale of E2 & E3 can be extended to all JTO-SDE equivalents in BSNL.

With kind regards,

Dated: 23.04.2020

Yours Sincerely,

[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri P. K. Purwar ji, Chairman & Managing Director, BSNL for kind intervention Pl.
2. Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi for kind info and N/A Pl.
3. Shri S. K. Gupta, Director (Finance), BSNL Board, New Delhi for kind information Pl.