

**JOINT FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**  
**(SNEA, AIGETOA, BASE (I), BSNLOA, TSOA)**  
**CHQ, New Delhi**

No: JF/2017-18/07

Dated the 25<sup>th</sup> October, 2017.

To

Shri Nitin Gadkariji,  
Hon Union Cabinet Minister,  
Govt of India, New Delhi.

**Sub: Request your personal intervention on the injustice to about 42000 officers in BSNL by their demotion to lower pay scales due to wrong presidential order issued by DoT, totally negating the recommendations of BSNL Board by lowering the pay scales of the entry level cadres of JTO and SDE equivalent from the proposed E2 scale to E1 and E3 scale to E2.**

**Ref: Your kind intervention on the matter on 31.05.2017.**

Respected Sir,

We, the Joint Forum of BSNL Executives Associations representing about 47000 Executives in BSNL request your **personal intervention** to address the injustice to the about 42000 officers working in BSNL throughout the country by their demotion to lower pay scales. Your intervention will definitely help us in getting rid of the present dead lock in settlement of the issues thereby giving justice to the deprived Executives of BSNL, who are the backbone of BSNL. The matter is struck up in DoT and we have already represented it to Hon MOC, Govt of India Hon. Shri. Manoj Sinha and the copy of the memorandum is submitted by us in the meeting with your goodself on 31.05.2017.

Sir, about 42,000 Executives, working in JTO and SDE equivalent cadres are directly affected by this order and facing demotion to the lower scales of E1 and E2. 15,000 Executives recruited after 01.01.2007 till today, completely demoralized as their basic pay has come down by at least Rs 4200/-. BSNL recommended for the revision of the intermediary pay scales of Rs [9850-250-14600](#) (E1A) for JTO equivalent cadres and Rs [11875-300-17275](#) (E2A) for SDE equivalent cadres with standard pay scales of E2 and E3 w.e.f 01.01.2007 as per the conditions stipulated by 2<sup>nd</sup> PRC. The financial implication on BSNL to implement this proposal is just 46 Crores per annum which BSNL is ready to meet. However DoT approved lower pay scales of E1 and E2, demoting thousands of Executives.

Pre-revised scale	Revised scale proposed by BSNL	Revised scale approved by DoT	Difference in Basic pay
E1A <a href="#">9850-250-14600</a>	E2 <a href="#">20600-46500</a>	E1 <a href="#">16400-40500</a>	Rs 4200
E2A <a href="#">11875-300-17275</a>	E3 <a href="#">24900-50500</a>	E2 <a href="#">20600-46500</a>	Rs 4300

Sir, on your kind personal intervention in this regard on 31.05.2017, DoT informed that it sought some clarifications from BSNL on its proposal. The matter will be reconsidered on getting the reply from BSNL. In fact BSNL had sent a detailed reply, fully justifying its proposal with all the relevant information on 12.06.2017 itself. Subsequent queries have been replied on 05.07.2017 also.

BSNL satisfies all the conditions stipulated by 2<sup>nd</sup> PRC and DPE guidelines. 2<sup>nd</sup> PRC implementation is based on the profit for the year 2007-08 and BSNL recorded Rs 4451 Crores profit during 2007-08. Accordingly, 2<sup>nd</sup> PRC recommendations are fully implemented for all the Executives working as on 31.12.2006, prior to the date of implementation of 2<sup>nd</sup> PRC. 2<sup>nd</sup> PRC benefits on pay scales are not extended to the new recruits after 01.01.2007, rather they had given a lower pay scale.

Against these facts, we seek your immediate kind intervention once again to impress upon Hon MoSC to reconsider the DoT decision to lower the pay scales of the entry level cadres of JTO/JAO and SDE/AO from proposed E2 scale to E1 and E3 scale to E2 and in getting the latest proposal of BSNL processed and approved by DoT as quickly as possible. BSNL already requested DoT to review the Presidential order.

With Regards,

(Sebastin. K)  
(Mob: [9868266200](tel:9868266200))  
Convenor, Jt Forum of BSNL Executives Associations.

### **Highlights of the issue**

- Joint Forum represents 47,000 Executives working in BSNL throughout India.
  - Issue is DoT order dated 28.03.2017, replacing the Non Standard Pay scales of E1A and E2A with lower pay scales of E1 and E2 for 42,000 officers of BSNL, completely ignoring the BSNL proposal.
  - In 2003, DoT approved E1A, E2A, E3, E4, E5 and E6 pay scales for the BSNL Executives. E1A (between E1 and E2) and E2A (between E2 and E3) are non standard pay scales.
  - As per 2<sup>nd</sup> PRC, DPE issued guidelines making standard pay scales of E0, E1, E2, ---, E9 mandatory in all CPSUs w.e.f 01.01.2007.
  - Instead of standard pay scales, BSNL Board proposed revised non standard pay scales of E1A and E2A which was rejected by DoT and DPE twice, in 2011 and 2014.
  - On rejection, revised proposal was sent by BSNL in 2016 proposing E2 and E3 scales, replacing E1A and E2A and since then matter is pending in Department of Telecom.
  - In March 2017 DoT issued Presidential Orders lowering the pay scales from E1A to E1 and E2A to E2, neglecting the BSNL proposal.
  - Approximately 42,000 officers in BSNL out of total 47,000 working officers are affected by this order.
  - Many of the officers are causing loss of about Rs. 10000 per month. This order violates the principal of Equal Work Equal Pay.
  - All these officers are working at different places throughout India and many are working at very difficult stations wherein private operators are not ready to provide telecom services.
  - BSNL management has again requested to reconsider this wrong presidential order and with full justification it has requested for revised Presidential Order with E2 & E3 pay scales replacing present Non Standard E1A & E2A Scales respectively.
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- BSNL fully satisfies all the conditions of 2<sup>nd</sup> PRC. 2<sup>nd</sup> PRC implementation is based on the profit for the year 2007-08 and BSNL recorded Rs 4451 Crores profit during 2007-08. Accordingly, 2<sup>nd</sup> PRC recommendations are fully implemented for all the Executives working as on 31.12.2006, prior to the date of implementation of 2<sup>nd</sup> PRC.
  - 2<sup>nd</sup> PRC benefits on pay scale are not extended to the new recruits after 01.01.2007.
  - The resolution of this issue before implementation of 3<sup>rd</sup> PRC is must and within 2-3 months 3<sup>rd</sup> PRC may be implemented.
  - There is no financial implication on Govt of India and BSNL also will have to bear just Rs. 46 Cr per year.
  - Approval of BSNL proposal will motivate the Executives and give momentum to BSNL which is in revival path.
  - On your kind intervention after the meeting on 31.05.2017, positive steps are taken by DoT.
  - DoT replied that they sought some clarifications from BSNL and on receipt of the reply,

**the matter will be reconsidered.**

- **BSNL replied to all the queries of DoT on 12.06.2017 itself.**
- **However the same officers in DoT which ignored the BSNL proposal and lowered the pay scales is not settling the issue.**
- **The matter is now pending with the Hon MoSC office for decision.**
- **This matter will be resolved with intervention of Hon Shri. Manoj Sinhaji Hon MoC, Govt of India.**
- **We once again request your good self to use your good offices by taking up the issue with Hon MoC in giving justice to 42000 officers facing losses for last ten years.**