

**UNITED FORUM OF EXECUTIVES ASSOCIATIONS**  
COMPRISING (AIBSNLEA, AIGETOA & AITEEA)  
CHQ, New Delhi

No: UF/CMD/16-17/

Dated the 21<sup>st</sup> December 2016

To,

Shri Anupam Shrivastava Ji,  
Chairman and Managing Director  
Bharat Sanchar Nigam Limited  
Janpath, New Delhi.

**Subject: Replacement of Intermediate Pay Scale E1A & E2A by Standard Pay Scale E2 & E3 respectively - Regarding**

Respected Sir,

With due regards, Following is submitted about the long pending genuine issue of replacement of Intermediate Pay Scale E1A & E2A respectively by Standard Pay Scales E2 & E3.

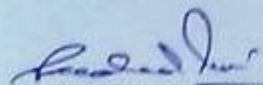
1. The United Forum has taken a considered view about above mentioned subject that it is high time for BSNL management to pursue the replacement of Intermediate Pay Scale E1A & E2A by Standard Pay Scales E2 & E3 respectively with a maximum residency period of 5 years in any scale/grade as per existing Executive Promotion Policy (EPP)-2007. This proposal will have minimum financial implications.

Replacement of E1A scale by E2 in Food Corporation of India (FCI) has been implemented successfully despite having a substantive post at E2. It could be a glaring & pertinent example/way to deal with such a situation. Fortunately in BSNL, there is no substantive post at E3 level; therefore the replacement of Intermediate Pay Scale E1A & E2A by Standard Pay Scales E2 & E3 respectively in BSNL is more rational & easier to implement.

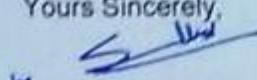
2. After applying above proposal, anomaly, if any arises, may be dealt separately after due discussions & deliberations.

With Kind Regards,

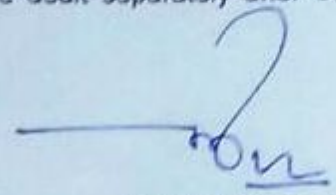
Yours Sincerely,



(PRAHLAD RAI)  
GS, AIBSNLEA  
9868278222



(RAVI SHIL VERMA)  
GS, AIGETOA  
8373967833



(MANOJ SINGH)  
CS, AITEEA  
9412739350

**Enclosures: Copy of the FCI order letter for replacement of E1A by E2 without any up-gradation of further higher scales.**

Copy to:

1. Shri J.S. Deepak, Secretary (T), DoT, Govt. of India, New Delhi-110001
2. Smt. Sujata T. Ray, Director (HR), BSNL Board, New Delhi-110001
3. Smt. Madhu Arora, GM (Estb.), BSNL CO, New Delhi-110001
4. Shri A.M. Gupta, GM (SR), BSNL CO, New Delhi-110001