

**To,
CMD,
BSNL, New Delhi**

Date :01/04/2009

Sub: Why should a Graduate Engineer join your Organization as a JTO-Can you give some justification?
Most of the qualified candidates in JTO-2007 have decided not to join BSNL.

Ref: The 2nd Pay Revision of Executives in BSNL (No.1-50/2008-PAT (BSNL) date 05/03/2009

Dear Sir,

It is hereby brought to your kind notice that the qualified professionals (new recruited youngsters) in BSNL have a feeling that BSNL Board and Management cheat them, while implementing the 2nd PRC. I am one of them. I have qualified the JTO Exam-2007 with my All India Rank-42, but I have decided not to join the BSNL. There are so many such sort of students (around 40%), who will prefer to leave BSNL and will look for another option, because in Other PSU like HAL, NTPC, SAIL, GAIL etc. a Graduate Engineer. at joining stage draws around Rs.40000.00 per month in Pre-Revised Scale itself and after Revision it will be around Rs.50000.00, but in BSNL after implementing the 2nd PRC it will be around Rs.26000.00 just half of others.

Three other my friends have also decided not to join BSNL, They are Rahul Yadav, Dinesh Kesarwani and Ajit Verma with All India Ranks 231, 417 and 15 respectively.

Following are the main Reasons: -

1. BSNL Board find very much Problems and Financial constraints in providing 30% fitment or E-2 scale to new entrants (Qualified Engineers), but feels very free and convenient in allowing 8th standard passed executives to draw a month salary around Rs.55000.
2. 1st Time Bound Scale up gradation is being provided to promote executives in 4 years but for direct candidate it is after 6 years.
3. BSNL Board, Management and DOT miss-interpreted the DPE (2nd PRC) guidelines in implementing the pay revision for Executives. Actually the Scales, which are notified by DPE, are for the PSUs, which are unable to provide fitment i.e. for `D` category PSUs. As BSNL is providing 30% fitment to its executives the corresponding scales should also be upgraded accordingly i.e. E1A (for JTO) should starts with Rs.21620 in new Pay scales.
4. Due to this miss-interpretation a very big disparity in new Pay has occurred (A JTO, who joins on 31/12/2006 will have a Basic Pay as Rs.21620 and the other who joins only 2 days later i.e. on 02/01/2007 will have Basic Pay as Rs.16400 or Rs.18800 if E1A notified) The difference in basic Pay of these two are around Rs.5200 and this would have a cumulative effect, because this time the increment rate is %wise i.e. 3%. (The difference will enhance by 3% each year).
5. If the pay of newly recruited JTO is fixed at the minimum band of Rs.16400 in E1 pay scale, they will be losing around Rs.2568 pm as compare to the old pay of 9850/- as commitment made in advertisement itself, which would be nothing but shocking to anyone. When other PSUs are increasing the Pay/Package of Executive to attract the cream layers of professionals, BSNL is De-grading their Pay.

So, Sir it is hereby requested to you that kindly go through the details of the matter and do accordingly to prevent the escaping of qualified professionals from your Company for the better future of BSNL, because once sentiments of Engineers hurted, it would be very difficult to restore it and in future no one would like to join BSNL.

I think being a Graduate Engineer you can realize the feelings of your community.

Thanks.

(Arun Kumar Dubey)
Roll No. JTO/2007/34/100/12458
All India Rank-42

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All the related officials
1. GS AIGETOA
2. MOC