



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2022/91

dated 26.08.2022

To,

Dr. Mahesh Shukla,
Hon'ble Member (Services),
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 2nd PRC due to these set executives -- It will impart great motivation to the Young Executives necessary in view of recent revival package and vast business by the Govt to resurrect the BSNL –Reg..

Reference:

1. GS/AIGETOA/2022/86 dated 08/08/2022
2. F. 62-4/2020-SU (E-103496) dt 29.04.2022 of Deputy Secretary (PSU-I), DoT, New Delhi
3. AIGETOA L. No GS/AIGETOA/2021/144 dated 03.01.2022 to the Secretary, DoT, New Delhi
4. BSNL CO-A/11 (11)/11/2021-ESTAB dated 29.11.2021 of Sr GM(Estt.), BSNL CO New Delhi
5. Do No-1-13/2015-PAT (BSNL) dated 01.05.2017 of CMD BSNL New Delhi
6. No -61-01/2009-SU dated 27.02.2009 of Director PSU-I, Dept of Telecom, New Delhi
7. File No- 61-02/2014-SU dated 24.01.2011 of Section Officer(SU), DoT, New Delhi
8. File No- W-08/0002/2014-DPE(WC) dated 29.08.2018 of Under Secretary, DPE, New Delhi
9. File WR-09-2016-07 dated 06.07.2016 of GM(EP), Food Corpn of India, New Delhi

Respected Sir,

We would like to first welcome you and extend our warm wishes for your new challenging assignment and shouldering the responsibility of Member Services in Dept of Telecom, Government of India. We do hope that your guidance will bring all necessary instrumentation to BSNL to resurrect it as a vibrant organisation. We also believe that you will extend all due care to ensure that the employees of BSNL should also be taken care with their legitimate benefits and keep in high state of motivation to meet and challenges of the organisation to meet the ambition of the people and the Government of India.

Here, we would like to attract your kind attention towards the plight of Young Telecom Officers' of BSNL (JTO/JAO and SDE/AO Eqvlt Grades), who are suffering with huge recurring losses in their pay due to non approval of the proposal of the Management Committee of BSNL Board of E2 and E3 by the Dept of Telecom, Govt of India. The recent communication of the DoT vide number 62-4/2020-SU (E-103496) dated 29.04.2022 of Deputy Secretary (PSU-I), DoT, New Delhi about its disagreement on the whole proposal itself on the pretext of cascading has further lowered the morale of the young executives in BSNL, when government has come up with a outstanding revival package to the organisation and vast amount business opportunities.

In this regard, we would like to bring to your kind knowledge that BSNL vide its DO letter No-1-13/2015-PAT(BSNL) dated 01.05.2017 as referred at #4 and subsequent communications has several times requested Dept of Telecom to accord approval for only Two Scales i.e. replacement of E1A with E2 & E2A

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E2A with E3 in line with the proposal of Management Committee of BSNL Board, which is a pending residual of 2nd PRC and specifically mentioned in the PO issued by the DoT vide letter 61-01/2009-SU dated 27.02.2009 of Director PSU-I, Dept of Telecom, New Delhi. *In the said presidential Order, it was clearly written that, "proposal of BSNL on E1A and E2A shall be dealt separately".*

Later Dept of Telecom vide letter under reference #7 vide 61-02/2014-SU dated 24.01.2011 of Section Officer(SU), DoT, New Delhi intimated BSNL that DPE has stated as follows:

"DPE vide OM dated 02.04.2009 has clarified that there is no justification for introducing intermediary pay scale and if there have been aberration, they need to be corrected. It was also clarified that every officer has to be fixed into the corresponding new scales. It has been observed, that DoT itself has not agreed to the proposal of introduction of intermediary pay scale by BSNL for the reasons indicated in their communication to the DPE.

In view of the above, DPE is in agreement with the views of DoT and there is no scope to introduce intermediary scales of pay in 2007 pay revision in light of DPE guidelines."

Further DPE clarified through its OM as referred at #8 vide No- W-08/0002/2014-DPE(WC) dated 29.08.2018 of Under Secretary, DPE, New Delhi that:

"There will be no change in ten pay scales for below board level posts as indicated in OM dated 26.011.2008 and there is no justification in introducing the intermediary pay scale. If there ha been any aberration, they need to be corrected. Every officer has to be fitted into corresponding pay scale."

In the light of above guidelines and communication made between BSNL, DoT and DPE; BSNL has recommended for replacement of E1A with E2 and E2A with E3. After submission of MC Proposal in 2016, CMD BSNL through DO Letter vide No-1-13/2015-PAT (BSNL) dated 01.05.2017 has explained all aspects in details and justification for the replacement of initial two scales with E2 and E3. In this regard following important points are highlighted for your kind 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.

<i>Grade of Executive</i>	<i>CDA Scale in Govt</i>	<i>IDA Scale in BSNL approved by DoT</i>	<i>Grade</i>
<i>JTO/JAO & Equivalent</i>	6500-200-10500	9850-250-14600	E1A
<i>SDE/AO & Equivalent</i>	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:

<i>Grade</i>	<i>Existing (in Rs.)</i>	<i>Revised (in Rs.)</i>
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 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 wef 01.01.2007 in replacement of E1A & E2A scales for JTO and SDE equivalent grades in BSNL.
- Further, 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 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.
- The recent communication of the DoT dated 29.04.2022 is in contravention to the proposal sent by the BSNL and hence must be withdrawn and proposal to approve E2 and E3 Scale as a residual may kindly be processed to grant long awaited due to JJTO/JAO & SDE/AO equivalent grades of BSNL.

It is further to add here that similar case of non standard scale came in the Food Corporation of India and they resolved it by offering next standard scale to their employees. The order issued in this regard by the FCI is enclosed at #9 vide WR-09-2016-07 dt 06.07.2016 of GM(EP), Food Corp of India, New Delhi.

Here, we would like to submit that a high segment of BSNL is suffering since last 15 years due to non approval of E2 and E3 Scales by the DOT. These JTO/JAO and SDE/AO are the youngest and lowest rank of executive grades, who are directly associated in executing the works at field levels and hence must be kept in a motivated states. It is worth to note that about 13500 Executives are suffering from the issue of standard pay scale E2 and E3 in BSNL, which is about 45% of the total strength of the executive's fraternity. The second revival package approved by the government is expected to bring vast business opportunity and responsibilities to the employees of BSNL and these young officers are important ingredient in the journey of resurrection of BSNL in coming days with the support of the government.

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 so that standard scale of E2 and E3 can be extended to all JTO and SDE equivalent grades in BSNL.

With kind regards,

Dated: 26.08.2022

Yours Sincerely,
Sd/--
[MD. WASI AHMAD]
General Secretary

Copy to:

1. The Hon'ble Secretary, Dept of Telecom, Govt of India, New Delhi for kind information please.
2. The Chairman & Managing Director, BSNL for kind information Please.