



Regn. no. HR/019/2018/02138

All India Graduate Engineers & Telecom Officers Association
Central Headquarter, New Delhi
(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2022/

dated 22.09.2022

To,

Sh. Mahesh Shukla ji
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 26/08/2022 addressed to Member Services, DoT, New Delhi
2. GS/AIGETOA/2022/86 dated 08/08/2022 addressed to Member Services, DoT, New Delhi
3. F. 62-4/2020-SU (E-103496) dt 29.04.2022 of Deputy Secretary (PSU-I), DoT, New Delhi
4. AIGETOA L. No GS/AIGETOA/2021/144 dated 03.01.2022 to the Secretary, DoT, New Delhi
5. BSNL CO-A/11 (11)/11/2021-ESTAB dated 29.11.2021 of Sr GM(Estt.), BSNL CO New Delhi
6. Do No-1-13/2015-PAT (BSNL) dated 01.05.2017 of CMD BSNL New Delhi
7. No -61-01/2009-SU dated 27.02.2009 of Director PSU-I, Dept of Telecom, New Delhi
8. File No- 61-02/2014-SU dated 24.01.2011 of Section Officer(SU), DoT, New Delhi
9. File No- W-08/0002/2014-DPE(WC) dated 29.08.2018 of Under Secretary, DPE, New Delhi
10. File WR-09-2016-07 dated 06.07.2016 of GM(EP), Food Corpn of India, New Delhi

Respected Sir,

Our Heartfelt gratitude to the Govt of India for extending the much-needed support in the form of second revival package and the role of the DoT to shape the package for our ailing company BSNL. We know, that we have miles to go before our beloved company attains the target of at least 25% market share and profit of at least 1000 Crores, but we are very sure that under the captainship of your good self and the patronage of our Hon'ble Prime Minister, we will definitely achieve the target in the set time. We assure that each and every rank and file of BSNL is standing for the tone set by the DoT and we will ensure accomplishment of objective set by the government for BSNL.

Telecom has been recognized as a strategic sector by the GoI and BSNL is the only PSU in Telecom sector which is ideally placed to further the strategic interests of nation. Hence it is imperative that the efforts put forth by GoI are not allowed to fritter away. **We being the recognized representatives of executives of BSNL are of the considered opinion that an intervention and monitoring at the highest level to keep revival measures of BSNL on track is an imminent necessity.** There is requirement to look for the reasons for the slow progress of earlier revival measures extended by Government of India. Proper accountability and answerability must be there at each level to keep the

revival process on track. There is a need for enquiring into other aspects also which is acting as show stopper in this revival process.

Sir, in addition to the extension of 2nd Revival package to BSNL, there are some more issues, which needs to be addressed to inculcate more dedication to outperform in each and every areas. ***One amongst them is the issue of non replacement of intermediary pay scale of E1A & E2A with Standard Scale of E2 & E3 w.e.f 01/01/2007 as per the 2nd PRC dues which was approved by the DPE, which have kept employees especially those recruited by BSNL completely bogged down for years in their quest for obtaining the justified Pay in BSNL after 01/01/2007.*** Contentment amongst employees with regard to their minimum genuine pay issues is a must to keep the organization afloat with vibrancy, efficiency and output. Your firm emphasis on Perform or Perish and quantifying the performance parameters in your recent interaction with Heads of Circles of BSNL has given us a definite hope that the efforts which you have taken to bring BSNL back on revival track will not go waste and you will definitely ensure a firm and rugged HR Eco System in BSNL.

Kindly refer to earlier submission and plight of Young Telecom Officers' of BSNL (JTO/JAO and SDE/AO Equivalent Grades), who are suffering with huge losses in pay due to recurring effect of non approval of the proposal of the Management Committee of BSNL Board of E2 and E3 by the Dept of Telecom, Govt of India. Following points needs your kind consideration;

1. 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 came up with a outstanding revival package to the organization and vast amount business opportunities.
2. 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 and 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".*
3. 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.***
4. ***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."***
5. 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 26.01.2008 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."***

6. 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.
7. 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

8. 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

9. 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**”.
10. 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.
11. **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.
12. 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.
13. 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.

14. 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 the JTO/JAO and SDE/AO equivalent grades of BSNL.

15. 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 dated 06.07.2016 of GM(EP), Food Corpn 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: 22.09.2022

Yours Sincerely,
Sd/--

[MD. WASI AHMAD]
General Secretary

Copy to:

1. The Hon'ble Secretary, Dept of Telecom, GoI, New Delhi for kind information please.
2. The Chairman & Managing Director, BSNL for kind information Please.
3. The Director (HR), BSNL Corporate office Bharat Sanchar Bhawan, New Delhi.
4. Raiti Madhava Rao, Deputy Secretary, PSU-I, DoT, GoI, New Delhi for kind information please.