



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2023-24 / 99

Dated 25.09.2023

To,

**Shri P K Purwar Ji,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi.**

Subject: Extension of E1 plus 5 increments as interim measure to the executives recruited post 01.01.2007 in E1 Grade - Regarding.

Respected Sir,

We wish to highlight this long pending issue of the executives who have been recruited in Revised E1 scales who are facing a huge pay loss due to the non-extension of the interim benefit of 5 increments to the initial basic of E1. These executives are the youngest executives recruited in BSNL and are very meritorious, efficient and highly talented. They need to be treated with compassion in terms of their pay, pension and promotions. Though the issue of Promotions and Pension is affecting each and every BSNL recruit but the differentiation in initial pay scales being extended to various batches of executives has become a very demotivating and discouraging factor for these talented and meritorious executives. This fact is very much proved with the mass exodus of the young, professionally qualified and talented executives from BSNL.

Department has earlier extended five increments on interim basis to the executives of few batches while proposal was processed and approved for few more batches which came in the organization later on but the same is pending to be considered by BSNL Board. We wish to highlight that this interim benefit needs to be extended to all the executives who have been recruited/promoted post 01.01.2007 irrespective of the pay scales notified in their recruitment notification.

It will be worth to mention that BSNL Board has approved standard pay scales of E2 (20,600-46500) for all the JTOs and JAOs. In this context, all these JTOs/JAOs are entitled for this Interim Benefit of five increments and all these executives are a subject of pay loss. In this context, matter was discussed with the HR group in the various agenda meetings held with this association and wherein management appreciated the points raised by association and agreed to refer the matter to a committee for resolution.

Accordingly, we request your good self to kindly direct the HR cell for resolving the matter with a holistic consideration and arrange to extend five advance increments to the initial basic of JTOs/JAOs recruited/promoted in E1 grade. This will address the issue of differential time period of first time bound financial upgradation which these executives shall be getting in 6

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years instead of 4 years as has been extended to similarly placed previous batches. **The immediate settlement of the issue is imminent need of the hour as the issue of 3rd PRC to BSNL employees is under discussion and these residual issues of 2nd PRC is needed to be resolved before the implementation of 3rd PRC to avoid a cumulative loss to the executives affected out of pay loss.**

With Warm Regards,



Ravi Shil Verma
General Secretary

Copy to :

1. Shri Arvind Vadnerkar Ji, Director (HR), BSNL Board, New Delhi for kind information & n/a pl.