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All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(A Recognised Association of BSNL Executives)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2023-24 / 140

Dated 07.03.2024

To,

Shri A K Sahu Ji,
Member (Services)
Department of Telecom
Government of India
Sanchar Bhawan, New Delhi.

Subject: Extending the standard pay scales of E2 to JTO/JAO/equivalent grades and E3 to SDE/AO/Equivalent grades. The objection raised by DoT on the five time bound up-gradations can be easily overcome by ending the discrimination in grant of JAG Selection Grade Pay Scale as E7 to absorbed Group 'B' Executives in accordance with DOT letter dated 26.08.2008 and DPE OM dated 24.12.2012 and inclusion of the same in EPP - 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.

Respected Sir,

Here, we would like to draw your kind attention towards the 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 issue has been raised and discussed several times and the latest one being in the tripartite meeting held at Sanchar Bhawan between DoT, BSNL and BMS affiliated unions and associations on 16th February 2024. Based on the discussions held and directions thereof, we once again are submitting the following for consideration by DoT and issuance of E2 and E3 as the replacement of the erstwhile E1A and E2A pay scales:

1. The 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 is contrary to the principle of natural justice as no executive's pay can be degraded by virtue of implementation of Pay Revision Recommendations whose sole purpose is to upgrade the quality of living spread over a period of 10 years. DoT should have implemented the decision of the BSNL Board which has sent the proposal on 06.06.2016 for approval of E2-E3 scale for JTO/JAO and SDE/AO equivalent grades and subsequently, through CMD BSNL's comprehensive letter to the Secretary DoT dated 01.05.2017 for implementation of E2-E3 in BSNL. **(Copies attached herewith as Annexure A and Annexure B).**
2. The issue of upgradation of Pay scales from E1A to E2 and E2A to E3 has been demanded by us since long. The DPE guidelines clearly state that no intermediary pay scales can exist in any public sector and must be replaced by standard pay scales. Following the order, various public sectors have upgraded the intermediary pay scales to higher side standard pay scales.

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On the contrary DOT/BSNL is trying to downgrade these scales to E1 & E2 which is detrimental to interests of the BSNL executives & perhaps is the only example in the list of public sectors which have downgraded the pay scales of the executives belonging to entry level. We strongly feel that the E1A & E2A pay scales must be immediately upgraded to E2 & E3 pay scale without cascading effect. In this regard, **a chorological sequence of events has been illustrated in the table attached as Annexure-C** to present the case through the communication made between BSNL DoT and DPE on the subject.

3. Owing to the meeting of CLC on the issue raised by one association, DoT hurriedly closed the issue by stating that they have issued the presidential orders and that they cannot issue the orders for upgrading the initial two scales also as that may result in indirect cascading effect. DoT has taken the pretext that DPE had also given the concurrence on the P.O issued by DoT of dated 28/03/2017 in which DoT had approved pay scales E1 and E2 for JTO/SDE equivalent and 18850/- to JTO/JAO and 22800/- to SDE/AO equivalent as Personal Pay. **(Copy of the Letter from DoT is attached herewith as Annexure-D)**

In this regard, a RTI was filed by BSNL executives to DPE seeking the clarification whether DPE has given concurrence to the DoT proposal regarding approval of intermediate pay scales for JTOs/JAOs. **DPE in its RTI reply dated 05-01-2023 stated that, it has not endorsed DoT P.O dated 28.03.2017. (The Copy of the RTI reply dated 05.01.2023 received from DPE is attached here with as Annexure-E)**

4. DOT in its various communication is stating that E1A and E2A pay scales was the pay scales which was negotiated at the time of formation of BSNL and that the higher start at 9850 as initial basic was provisioned for only the executives absorbed from DoT in BSNL at JTO/JAO/Equivalent level. **DoT has further stated that it was a onetime dispensation and there was no order to abandon or modify the IDA E1 and E2 Scales in its application for other appointees namely direct recruits and promotees to the above cadre.** DoT is stating that BSNL recruited Executives should have been extended the scales of 8600-250-14600 in respect of JTO/JAO cadres and 10,750-300-16750 (E2) in SDE/AO cadres.

In this regard, we seek the attention of your good self to the presidential orders issued by DoT vide SU section letter dated 28th July 2003 **(Copy enclosed herewith as Annexure-F)** wherein the scales of 9850-250-14600 and 11875-300-17275 have been notified **as the replacement scales (E1A and E2A) for the JTO/JAO/Equivalent and SDE/AO/Equivalent Cadres respectively.** In the same Presidential order, it is further mentioned that in respect of executives appointed by BSNL on or after 01.10.2000, the executives will be deemed to have been appointed in the corresponding IDA scales and their pay scales shall be fixed at the minimum of the IDA pay scale corresponding to the CDA scales in which they were appointed which in the instant case was CDA scales of 6500/- and the corresponding Minimum of the IDA pay scale was 9850/-. Hence, DoT's contention of the replacement scales of E1A and E2A not being applicable for the BSNL Recruited or Promoted executives is in complete contravention to the directions issued by the aforesaid presidential order issued in the year 2003. **The PO in fact nowhere mentions the non-applicability of the E1A and E2A scales for the BSNL Recruits.**

5. **Further, during discussions, it has been informed to us that there is a reluctance on the replacement of initial two scales also as five assured time bound upgradation shall be disturbed, if the SDE and non-functional Sr SDE scales are merged which ultimately will result into indirect cascading effect, as the fifth time bound scale shall not be available for upgradation.**

In light of the above observation, we wish to seek your kind attention to the DOT Order dated 26.08.2008 wherein the scale of JAG Selection grade of Rs.18500-450-23900 (E-7)

was allowed in place of Rs.17500-400-22300 (E-6) w.e.f. 01.10.2000 in BSNL while calling for option from Group A officer of DOT/ BSNL. On the contrary the Group B absorbed executives have been given the pay scale of Rs.17500-400-22300 (E-6) as per BSNL MS RRs and EPP giving rise to a discrimination amongst absorbed officers and violating the terms and conditions of absorption.

The IDA Scale of Rs.17500-400-22300 (E-6) stands superseded by IDA Scale of Rs.18500-450-23900 (E-7) with effect from 01.10.2000 as per DOT letter dated 26.08.2008 (**Annexure G**) and further clarified by letter dated 1.10.2008 (**Point no. 2 of Annexure H**).

The para 9 of DOT order no. F.78-352/2017-SU-IV dated 21.12.2018 (**Annexure I**) has also reiterated **DPE guidelines which stipulate that a CPSE cannot have more than one pay scale in a grade. However, in violation of the above instructions BSNL has two scales E-6 and E-7 for Selection Grade JAG without the approval of the administrative department.**

The Rule I (a) of The Time bound/post executive promotion policy (EPP) dated 18.01.2007 (**Annexure J**) for Group B level officers of BSNL states that-"Time Bound IDA scale up gradation shall be provided to the Executives from the pay scale of Rs 9850-250-14600(IDA) up to IDA pay scale of JAG Selection Grade (Rs.17500-400-22300)."

As per existing rule in CPSU, the IDA Pay Scale for below board level executives is adopted as per approval of the administrative department. Further, BSNL Board had earlier decided against the operation of two pay scales for a GM level post of Rs 20500-500-26500 (E-8) and Rs.23750-600-28550 (E-9).

BSNL Executive Promotion Policy was implemented on 18.01.2007 and at that time the pay scale of Rs 17500-400-22300 for JAG Selection Grade was existing. This pay scale (Rs 17500-400-22300) was substituted with Rs.18500-450-23900 while calling for option from Group A officer of DOT/BSNL.

It is submitted that, earlier, Group A absorbed executives were also in the IDA Scale of Rs 17500-400-22300 (E-6). However, when DOT allowed IDA scale of Rs.18500-450-23900 w.e.f. 01.10.2000 in supersession of the IDA scale of Rs.17500-400-22300 (E-6), Executives (absorbed as Group A officers) were allowed IDA Scale of Rs.18500-450-23900 but this scale was not made available to the Executives (absorbed as Group B officers) in violation of the decision of DPE as well as the administrative department.

At the time of calling options from group B Officers vide BSNL CO letter no. BSNL/11/SR/2003 dated 02-09-2003 (**Annexure K**) it was informed in Annexure IV of the letter that officers opting for BSNL will be allowed upgradation up to pay scale of JAG selection grade. In BSNL MSRRs the scale of Joint General Manager (NF) has been shown as Rs 18500-450-23900 meaning thereby that it is the pay scale of JAG selection grade applicable across all cadres in BSNL. **Therefore, JAG selection grade scale of Rs 17500-400-22300 mentioned in EPP needs to be substituted with the pay scale of Rs 18500-450-23900 to remove anomaly of having two pay scales in JAG selection grade and also have parity with BSNL MSRRs.**

It is relevant to state that neither any approval of DOT is required (as this pay scale has already been notified by DOT vide letter dated 26.08.2008 w.e.f 01.10.2000 for replacement scale of Rs 14300-400-18300 in BSNL), nor there will be any additional financial burden on BSNL if this is implemented now.

This will also take care of the envisaged anomaly with respect to the requirement of meeting five time bound upgradations after extension of E2 pay scales to JTO/JAO equivalent and E3 to SDE/AO/Equivalent cadres. The Five Time Bound Upgradations shall remain intact by removing the anomaly of different SGJAG scales within the same organization i.e. E6 for Group B absorbed and E7 for Group A absorbed. Keeping two scales in a grade is completely against the guidelines of DPE and hence the Scales of E7 should be made the only scale for SG-JAG scale irrespective of their mode of absorption/recruitment in BSNL as there cannot be different grades for the same set of executives within the same organization. With this correction, the criteria of 5 Time Bound Upgradations shall also remain intact and the initial two scales of E1A can be replaced with E2 and E2A can be replaced with E3. Thus, there will not be any cascading effect and the initial two scales can be replaced within the ambit of existing rules and provisions.

We have stated the facts along with supporting documents which comprehensively addresses the concerns raised by DoT while negating the replacement of initial two scales of E1A and E2A by E2 and E3 respectively. In light of the above, we request the following:

- a) Upgrade the Pay scale of JTO/JAO & equivalent from existing E1A (provisional E1) to E2 Pay scale and upgrade the pay scale of SDE/AO/Equivalent from the existing E2A (provisional E2) to E3 Pay Scales and leave all the above scales unchanged.
- b) To get the matter examined in terms of DOT letter dated 26.08.2008 and DPE OM dated 24.12.2012 and replace the IDA scale of Rs.17500-400-22300 (E-6) to Rs.18500-450-23900 (JAG Selection Grade) in the Executive Promotion Policy and BSNLMS RRs. The stand taken by BSNL that both the Gr. A & B absorptions are separate doesn't hold ground as in BSNL there is no classification of Gr A & B and all are classified as executives. This will take care of the five up-gradation as per EPP if the non-functional scales of Sr SDE are merged with the Functional SDE scales.

We hope that your good self will once again look at these issues afresh and settle this long pending issue in the interest of not only the executives but also for the department on long run.

With regards,

**Sd/-
(Ravi Shil Verma)
GS, AIGETOA**

Copy to:

- 1. Shri Ashwini Vaishnaw Ji, Hon'ble Minister for Communications, Government of India, for kind information please.**
- 2. Dr Neeraj Mittal, Hon'ble Secretary, Department of Telecom for kind information please.**
- 3. Shri P K Purwar Ji, CMD BSNL for kind information and intervention please.**
- 4. Shri Sunil Kumar Verma ji, JS (Admin), Department of Telecom for kind intervention and in reference to the discussions held in tripartite meeting held on 16th February 2024.**