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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 / 2024-25 / 57

Dated 08.08.2024

To,
Shri Jyotiraditya M. Scindia Ji,
Hon'ble Minister of Communications,
1st Floor, Sanchar Bhawan,
New Delhi 110001.

Subject: Request for kind consideration and directing the BSNL/DoT for implementation of Standard Pay Scales of E2 for JTO/JAO/Equivalent and E3 pay scales for SDE/AO/Equivalent in BSNL - reg

Respected Sir,

We introduce ourselves as the recognized association of BSNL representing the aspirations of executives of BSNL and an affiliate of Bhartiya Mazdoor Sangh, the largest trade union of India.

We take this opportunity to request for your kind intervention for directing BSNL/DoT with respect to the residual issues of 2nd PRC related to implementation of standard pay scales of E2 and E3 for the initial two levels of executive grade to BSNL Recruited Executives. The issue is pending to be addressed since 01.01.2007 and pertains mostly to the BSNL recruited Executives who have been recruited in the organization post 01.01.2007. It will not be out of place to mention that Standard Pay Scales and 30 percent SAB pertained to the relatively younger executive fraternity of BSNL and these two were the only recommendations of 2nd PRC which were not implemented by BSNL while all other recommendation including the 30% fitment to BSNL executives were implemented fully since 01.01.2007.

Details of the issue - Implementation of standard pay scales of E2 for JTO/JAO/Equivalent and E3 pay scales for SDE/AO/Equivalent in BSNL

The recommendations of 2nd PRC were adopted by Government of India vide the OM 2(70)/08-DPE (WC)-GL-VII/09 dated 26.11.2008 and 02/04/2009. Vide the aforesaid OMs, the recommendations with regard to the revision of pay for the Board level and below Board level executives and Non-Unionised Supervisors in Central Public Sector Enterprises (CPSEs) w.e.f. 01.01.2007 was issued. The recommendations were implemented completely by BSNL including the maximum 30% fitment benefit to the executives **except for two important recommendations - one amongst these was the implementation of standard pay scales of E2 to entry-level executives of BSNL i.e. JTOs/JAOs/Equivalent and E3 to the next level of Executives i.e. SDEs/AOs/Equivalent. The Second Important Recommendation which was not implemented by BSNL was extension of 30% SAB to BSNL Recruits including formation of PRMB (Post-Retirement Medical Benefits) fund trust as done with Gratuity, GTI etc towards BSNL Recruits under defined contribution scheme.**

Both issues pertained mostly to the newly recruited employees of BSNL and despite BSNL being in profit at that time and extending full 30% fitment in 2nd PRC, these two issues were not covered at all. The brief details of residual issues pertaining to 2nd PRC for BSNL which

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should have been implemented way back is as stated below:

- BSNL was formed from DOT in Oct-2000 and all the employees working with DOT in CDA pay scale were deputed to BSNL. BSNL thereafter started recruiting Graduate Engineers directly in the executive's cadre through all India competition, first time in year-2001 in CDA pay scale of Rs 6500-10500 mentioning it is likely to be revised in the corresponding IDA pay scale.
- IDA pay scale of BSNL was finalized in year-2004 with the absorption of employees deputed from DOT and were extended **E1A** (Rs 9850) pay scales for JTOs/JAO/Equivalent and E2A for SDEs/AOs/Equivalent cadre, the same was extended to BSNL Recruits also.
- Thereafter, as per recommendation of 2nd PRC, DPE issued order w.e.f. 01-01-2007 to all CPSEs and finalized standard 10 standard (E0 to E9) vide Para-(vi) of Letter No. 2(70)/08-DPE(WC)-GL-VII/09 dated 02/04/2009 (attached herewith and marked as **Annexure-1**) wherein it was stated that

*"There will be **no change in the ten pay scales** of below board level posts as indicated in OM dated 26/11/2008 and there is **no justification for introducing intermediary pay scales**. If there has been any aberration, they need to be corrected. **Every officer has to be fitted into corresponding new pay scale**.*

*However, if there is any exceptional case regarding intermediary pay scales, the same may be referred by the administrative Ministry concerned to the DPE. The issue will be decided by DPE with the concurrence of Department of Expenditure, on a case to case basis **without altering the minimum and the maximum of the revised pay scale.**"*

- As revised standard pay scale for executives recruited on or after 01-01-2007 was less than the 30% fitment benefit extended to existing executives hence after the above order from DPE, **all such CPSEs having substandard pay scale upgraded the intermediary scales to the next higher standard pay scale** and even gave some additional increments on upgraded pay scale to maintain the pay parity among executives recruited before and after 01-01-2007. **BSNL did not adopt revised pay scales for the initial two grades and instead degraded the pay scale from E1A to E1 and E2A to E2 by stating that scales are provisional in year 2016.**
- All the employees who were in executive cadre before 01-01-2007 got a pay hike of about **30 to 40% but consequent upon degradation of pay scale from E1A to E1 BSNL executives recruited/promoted on or after 01-01-2007 faced a pay loss. If compared vis-à-vis their pre-revised scales, these executives recruited after 1.1.2007 are facing a pay loss of almost around Rs 12000 per month as on date.** If the comparison is made with initial basic of previous batches recruited just 2 years before, the difference is almost Rs 18000 per month as on date. While, PRC intends to enhance the pay and perks of executives, **in this case PRC resulted into a loss for the youngest and talented lot of organization just because BSNL didn't care for its youngster's when 2nd PRC was being implemented in BSNL.**
- BSNL's contention of trying to approve the intermediate pay scales was the reason for denial of E2 and E3 scales for initial two grades in executive cadre. However, when BSNL's proposal for intermediate pay scales was finally denied by DoT/DPE, **BSNL Board approved and sent a revised proposal of extending E2 scales for JTO/JAO grade officers and E3 for SDE/AO grade officers in the year 2016.** BSNL proposed E2 and E3 scales as they couldn't have approved a lower scale than E1A and E2A for the employees already present in the department.
- DoT however returned the proposal stating that BSNL's proposal can't be agreed to citing reasons of cascading and **they further contended that E1A scales have been given**

to BSNL Recruits by mistake and the intermediate scale was created only for the employees absorbed from DoT and not for BSNL Recruits.

- **The cascading effect was nullified by BSNL by sending its revised proposal in the year 2017 for the replacement of the initial two scales only and delinking them from the subsequent pay scales after the insistence of this association to stick to replacement of initial two scales only.**
- Scale on which several recruitments were already done by BSNL, a scale for which presidential orders stated firmly that it is applicable for both absorbed officers as well as BSNL Recruited officers cannot be called a mistake while implementing 2nd PRC benefits when all these officers have already joined and serving in the organization for long and entered into a bond for serving the organization for at least five years. **Further when a similarly situated organization like MTNL was extending E2 scales, how recommendation for a much bigger and much higher revenue earning organization can could be less. Even if not agreeing to but assuming that it was a mistake, executive's pay scales should not be degraded as afterthought when that mistake has obtained finality much before the implementation of 2nd PRC benefits.**
- **BSNL is a unique case where entry level executives are being given three different set of initial basics based on their date of Joining and no efforts has been made thereof by management to ensure parity at entry level.** It will be pertinent to mention that in the name of fund crunch, one group cannot be made to suffer losses while other enjoys their all perks and benefits. **In fact such is the implementation of the revised pay scales in BSNL that a gap of 2 increments between two batches before implementation of 2nd PRC have today become a gap of almost 9 increments.** Other organizations removed this anomaly between existing and newly recruits by suitably adopting higher scales which made entry level executives scale at par with the existing executives. But in BSNL, scale of these executives was made one step lower which further increased this disparity. This is and was a huge injustice to the BSNL recruits and the same is still continuing despite many assurances by BSNL.
- **In view of the facts stated above, extending E2 pay scales to JTO/JAO grade officers and E3 to SDE/AO grade officers is their justified and rightful due which is pending to be implemented since 1.1.2007 and DoT instead of denying the benefit should sympathetically consider the proposal. All the newly recruited/promoted executives must be extended E2 as initial basic pay. Further to compensate for the pay loss of executives recruited/promoted post 1.1.2007 in pre-revised E1A scales should be compensated by extending increments to make initial basic at par (22820) with those already present in the organization at the time of implementation of 2nd PRC.** This will not only boost the morale of the young executives but also will extend long due justice to the executives recruited/promoted by BSNL.

We request for intervention of your kind self for directing BSNL Management for resolving the above residual issue of 2nd PRC which are pending to implemented since 1.1.2007 as a part of recommendation of 2nd PRC and in fact since 01.10.2000 as a part of the recommendation of the GoI during BSNL Formation.

Thanking You Sir,

With Regards
Sd/-
(Ravi Shil Verma)
General Secretary