

No: SNEA/CHQ/MOC/2015-18/08

Dated 18.06.2018.

To

**Shri. Manoj Sinhaji,
Hon'ble Minister of State for Communications,
Sanchar Bhavan, New Delhi.**

Sub: Review of the Presidential Order issued by DoT on 28.03.2017, lowering the pay scales from E1A to E1 and E2A to E2 and approval of BSNL proposal for standard pay scales of E2 and E3, replacing E1A and E2A w.e.f 01.01.2007 as per the assurances given earlier:

Respected Sir,

Kindly refer the meeting with your goodself on 24.02.2018 between All Unions and Associations of BSNL along with senior officers of DoT & BSNL in which Hon Minister assured to settle the outstanding issue of 2nd PRC, within DoT. The standard pay scale of E2 and E3 replacing the intermediary pay scales of E1A and E2A w.e.f 01.01.2007 is one of the outstanding issue of 2nd PRC. In earlier meetings also it was repeatedly assured to review the PO and there will not be any downward revision of pay scales from E1A to E1 and E2A to E2.

I. However, further action in this regard was delayed due to the fact that, by that time, the matter was referred to Dept of Expenditure (DoE) for their opinion. It is understood that **DoE returned the file with an advice to seek the opinion of DPE if required as Dept of Expenditure is not dealing with the pay revision of CPSUs. Earlier DoP&T also simply returned the file with similar comments that they are not dealing with the pay revision in CPSUs.**

II. In an earlier reference by DoT to DPE, DPE vide its letter dated 09.07.2014 directed DoT and BSNL to replace the intermediary pay scales of E1A and E2A with standard pay scales, as per DPE guidelines.

III. However, it is also understood from DoE that in the brief background note submitted by DoT to DoE, it is wrongly stated that the Pre-revised E1 and E2 scales are approved for the new recruits to the respective cadres but BSNL extended E1A and E2A scales, the scale applicable to the absorbed appointees to the direct rects as well. **In fact there is no presidential order or approval to establish that E1 and E2 scales are approved for the new recruits of BSNL.** DoT did not issued any such order so far. E1 and E2 scales were never operated or implemented in BSNL. If E1 and E2 scales were implemented in BSNL, there is no need for replacement scales for E1A and E2A and BSNL did not raise this issue. Further, there cannot be two pay scales for a single cadre, say JTO, E1 and E1A scales. Similarly E2 and E2A scales for a single cadre, SDE.

IV. BSNL recruited new JTO/JAOs and SDE/AOs in the CDA scale of 6500-200-10500 and 7500-250-12000 respectively. The corresponding IDA pay scales, equivalent to the CDA pay scales approved by DoT and DPE in the presidential order No: 61-6/2002-SU dated 28.07.2003 is given below.

Existing CDA scale	Corresponding IDA scale
6500-200-10500	9850-250-14600
7500-250-12000	11875-300-17275

These equivalent IDA scales are applicable uniformly for BSNL absorbees as well as direct rects. This is specifically stated in the PO issued by DoT dated 28.07.2003 which states that: "1.2 -----
-. In respect of executives appointed by BSNL on CDA pay scales on or after 01.10.2000, the

executives will be deemed to have been appointed in the corresponding IDA pay scale and accordingly their pay will be fixed at the minimum of the IDA pay scale corresponding to the CDA scale in which they were appointed. -----".

V. This is an outstanding issue of 2nd PRC. 2nd PRC implementation is based on the Profit Before Tax (PBT) for the year 2007-08 and BSNL recorded Rs 4451 Crores as PBT during 2007-08. Accordingly, 2nd PRC recommendations are fully implemented in BSNL for all the working Executives. BSNL satisfies the affordability clause of 2nd PRC.

VI. The Presidential Directive issued by DoT on 28.03.2017 is in gross violation of the procedure and directions issued by DPE for revision of pay scales of Executives of CPSUs w.e.f. 01.01.2007 vide OM dated 26.11.2008 and the addendum dated 02.04.2009. **Pertinently, the pay scale of an employee cannot be downgraded except by way of inflicting punishment on him. The effect of Presidential order dated 28.03.2017 is such that the pay scale of employees has been downgraded from E1A to E1 and E2A to E2 without any fault of their.**

Cadre	Pre-revised Pay scale as on 31.12.2006		Revised Pay scale as on 01.01.2007	
	JTO equivalent	9850-14600	E1A	8600-14600
SDE equivalent	11875-17275	E2A	10750-16750	E2

VII. The financial implications on implementation of BSNL proposal of E2 and E3 scales is just 46 Crores per annum on BSNL.

Sir, against these facts, we seek your immediate kind intervention to review the DoT order to lower the pay scales of the entry level cadres of JTO/JAO and SDE/AO equivalent from E1A to E1 and E2A to E2 respectively and approving the BSNL proposal to replace the intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 respectively.

Yours faithfully,

(Sebastin. K)

Copy to:

1. Smt Smt Aruna Sundarrajan, Secretary(T) for kind information and necessary action please.
2. Shri. N. Sivasailam, Special Secretary, DoT for kind information and necessary action please.
3. Shri. Anupam Shrivatava, CMD, BSNL for kind information and necessary action please.
4. Smt. Sujata.T. Ray, Director (HR), BSNL Board for kind information and n/a pl.
5. Shri. Amit Yadav, Jt Secretary, DoT for kind information and n/a pl.