

No: SNEA/CHQ/SEC DoT/2015-18/13 Dated 29.03.2017.

To

**Shri Pradeep Kumar Pujari,
Secretary, Dept of Telecom,
Sanchar Bhavan, New Delhi.**

Sub: Severe, prolonged and irreversible conditions of strife and industrial unrest, having definite potential of impacting and reversing the growth momentum of BSNL, being generated by Additional Secy/DOT by taking unprecedented and unethical decision of demoting basic cadres of JTO and SDE equivalent cadres in complete disregard of the decisions of Union Cabinet, DPE guidelines and directions of Hon'ble courts reg:

No: DoT letter No: 61-2/2016-SU dated 28.03.2017.

Respected Sir,

In order to meet his perverse and sinister objective of reversing the crucial revival threshold that BSNL has entered into of late, Additional secy/DOT has not been leaving any stone unturned to retard and reverse the growth momentum of BSNL in every possible manner. As director of DOT in BSNL/Board, he has imposed complete embargo on deciding key HR issues. Perverse and sadistic attitude of the said officer has driven him to a stage where he has taken unprecedented and unheard of and most were unethical decision of demoting the cadres of JTO, SDE and equivalent cadres, thus igniting a fire like situation in BSNL.

Over the last three decades, DOT, recognizing and taking full cognizance of the strategic significance of the basic cadre of JTO, uplifted the cadre of JTO in a very big and unthinkable way, first in 1986 by upgrading its scale from 1400-2300 to 1640-2900, and the second one a historic and incredible upliftment of this cadre from Gr C to Gr B in 1996. Both these historical breakthroughs of the cadre of JTO came about after a very comprehensive work study conducted by IIM Bangalore, National Productivity council and the 5th CPC.

Throwing to the dustbin these hard realities, Additional Secy/DOT, in blatant violation of the decisions of the Union Cabinet, DPE guidelines, Decisions of BSNL management and specific directions of various courts, took the retrograde and callous decision to demote basic cadres of JTO and SDE equivalent cadres who continue to play a very pivotal and critical role in revival and growth of BSNL. **This also happened when regular Secretary DoT is not posted so far.** The only plausible inference that can be drawn from this sadistic decision of the said officer is that he is systematically working to a game plan of retarding and reversing the revival mode that BSNL has entered into by creating conditions that will inevitably and unquestionably lead to prolonged and severe industrial unrest so that diabolical designs of the said officer to push back BSNL are met.

It is against this background that this Association has decided to go in for massive countrywide organizational actions commencing with a demonstration on 31st March to be followed by more vigorous and prolonged actions. Let there be no doubt in

anybody's mind that we will ever allow the glory that we have achieved to be withered away by accepting our demotion simply because of whimsical actions of the said officer. We will go to any extent to expose the ulterior motives of the said officer and safeguard our hard earned dignity and prestige.

Thus our humble submission to your good self is to rein in the actions of the errant officer and withdraw the order issued vide No: 61-2/2016-SU dated 28.03.2017 immediately on the following grounds.

a) There is no proposal from BSNL to lower the pay scales from E1A to E1 and E2A to E2. BSNL proposal was replacement of intermediary pay scales of E1A and E2A to standard pay scales of E2 and E3.

b) The Presidential orders are to be issued based on the recommendations of the CPSU. Since there is no such recommendation from BSNL, this order is illegal in complete violation of Cabinet decisions and DPE guidelines.

c) BSNL sought revision of pay scales as per 2nd PRC. It is not as a settlement. Pay scales revision cannot be treated as personal pay.

d) The BSNL proposal dated 09.01.2009 was rejected by DoT on 24.01.2011 and again on 18.07.2014, being intermediary pay scales. DPE and DoT directed to implement standard pay scales. On rejection of the proposal by DoT and DPE, BSNL revised its proposal and revised proposal sent on 06.06.2016. Ignoring these facts, (ie. BSNL proposal dtd 09.01.2009 rejected by DoT and DPE and revised proposal is sent by BSNL on 06.06.2016), the orders are issued based on the proposal dtd 09.01.2009.

e) In 2007, when 2nd PRC is implemented, BSNL was making profit and the full benefit of 2nd PRC with 30% fitment was given to all the employees. BSNL is ready to bear the financial implication of Rs 46 Crores per year on implementation of E2 and E3 scales.

We believe that highest priority of DOT at this critical hour should be to ensure that the growth momentum of BSNL is accelerated, not decelerated, and actions like these will have a devastatingly counterproductive impact on the growth of BSNL and premier National Telecom Institution, BSNL, will be lost in the din.

With kind regards,

(K. Sebastin)

Copy to:

1. Shri Manoj Sinha, Hon MOS, DoT, New Delhi for kind intervention pl.
2. Smt Seema Bahuguna, Secretary, DPE for information and n/a pl.
3. Shri Prahlad Singh, Member(Fin), Telecom Commission for information and n/a pl.
4. Shri N. Sivasailam, Addl Secreatry, DoT for information and n/a pl.
5. Shri Anupam Shrivastava, CMD, BSNL for information and n/a pl.