

No: SNEA/CHQ/SEC DOT/2015-18/31

Dated 27.09.2018.

To

Smt. Aruna Sundararajan,
Secretary (Telecom),
Sanchar Bhavan, New Delhi.

Sub: Approval of BSNL proposal for revision of the intermediary pay scales of 9850-250-14600 (E1A) and 11875-300-17275 (E2A) to the next higher standard pay scales of E2 and E3 for the JTO, SDE and equivalent Executives in BSNL w.e.f 01.01.2007 as per 2nd PRC recommendations, based on the 1) pay scales notified by DoT in the Presidential order dated 28.07.2003 for the BSNL Executives, 2) affordability clause for 2nd PRC, the PBT for the year 2007-08 and 3) based on the advice given by DPE in its OM dated 29.08.2018 reg:

**Ref: 1. DoT reference to DPE vide OM No: 61-2/2016-SU dated 29.06.2018.
2. DPE reply vide OM No: W-08/0002/2014-DPE(WC) dated 29.08.2018.**

Respected Madam,

The issue of revision of the intermediary pay scales of E1A and E2A of BSNL Executives, as part of the 2nd Pay revision was referred to DPE vide letter dated 29.06.2018, under ref 1 above. DPE examined the issue on the basis of the informations furnished by DoT and replied to DoT on 29.08.2018(**Annexure I**). In its reply dated 29.08.2018, DPE at para 5 advised DoT that:

Para 5. "----- (DOT), being the administrative Department of BSNL may decide the issue in light of extant of guidelines of DPE with the concurrence of their IF wing".

The DPE advice in para 4 on the roll of the Administrative Ministry is very important:

Para 4. "-----, However the actual implementation of the same rests with the CPSEs in consultation with their respective administrative Ministries/ departments".

From Para 4 above, it is clear that DPE did not approve the unilateral decision of DoT to lower the pay scales from E1A to E1 and E2A to E2 without the recommendation of the CPSE, BSNL and further advised DoT at para 5 to decide the issue in light of the DPE guidelines.

Madam, in fact DoT presented wrong facts/informations to DPE regarding the pay scales approved at the time of formation of BSNL. Since DoT not given the correct picture, DPE could not decide the issue on merits. In the DoT letter to DPE, it was categorically stated by DoT that E1A and E2A is only a special dispensation for the DoT officers to facilitate their absorption and the pay scales are E1 and E2, which is not at all true. Even DPE is not fully convinced on this argument. This is very much evident at para 4 of the DPE OM dated 29.08.2018 which states that:

Para 3: -----, Also it appears that introducing E1A and E2A scales was only a onetime dispensation to accommodate the DoT employees who got absorbed in

BSNL on 1st October, 2000. Therefore, the same adhoc arrangement cannot continue indefinitely.

Actual facts are once again placed for your kind consideration:

Based on the recommendation of the BSNL Board and with the approval of DPE, DoT issued the Presidential order on 28.07.2003 (**Annexure II**), notifying the IDA pay scales of E1A, E2A, E3, E4 and E5 corresponding to the CDA pay scales followed in BSNL for the different cadres of BSNL Executives. Among the pay scales notified by DoT, 9850-250-14600 (E1A) and 11875-300-17275 (E2A) were non-standard pay scales. The IDA pay scales of E1A, E2A, E3, E4 and E5 was implemented uniformly for the DoT employees who got absorbed in BSNL on 1st October, 2000 as well as those recruited directly by BSNL in the same cadre from 2001 onwards. After the formation of BSNL, BSNL made recruitment and promotions in the IDA pay scales of E1A, E2A, E3, E4, E5 and E6. **It is to be reiterated that E1 or E2 pay scales were never approved, notified or implemented by DoT for any cadre in BSNL and there is no Presidential Order issued in this regard.**

E1A, E2A, E3, E4, E5 and E6 are the IDA pay scales of BSNL Executives approved in the Executive Promotion Policy-2007 order dated 18.01.2007, applicable for both absorbed as well as BSNL directly recruited Executives which was approved by BSNL Board and DoT. On implementation of 2nd PRC, in the Presidential Order issued on 27.02.2009 also, it was stated that the BSNL proposal for revision of E1A and E2A pay scales will be decided later on.

BSNL implemented 2nd PRC recommendation w.e.f 01.01.2007 with full 30% fitment as BSNL meets the affordability clause, ie PBT for the year 2007-08 as per the DPE guidelines dated 26.11.2008.

In view of the above, as advised by DPE, it is requested to review the unilateral decision of DOT on 28.03.2017 to lower the pay scales of E1A to E1 and E2A to E2 w.e.f 01.01.2007 and approve the BSNL proposal dated 06.06.2016 and subsequent reminders to replace the intermediary pay scales of E1A and E2A to E2 and E3 respectively. In case, DoT requires further clarification from DPE, it can be obtained by furnishing the actual facts to DPE with copy of the POs issued by DoT.

With kind regards,

(Sebastin. K)

Copy to:

1. Respected Shri Manoj Sinhaji, Hon MoSC, New Delhi for information and n/a please. Sir, your kind intervention is solicited for reviewing the DoT decision.
2. Smt. Anuradha Mitra, Member(Finance), Telecom Commission for information and n/a pl.
3. Shri. N. Sivasailam, Spl Sec/DoT and BSNL Board of Director for information and n/a pl.
4. Joint Secretary (admn), DoT for information and n/a pl.
5. Shri. Anupam Shrivastava, CMD, BSNL for information and necessary action please.
6. Smt. Sujata T Ray, DIR(HR) for information and necessary action please.