

No: SNEA/CHQ/SEC DPE/2015-18/04 Dated 07.09.2018.

To

**Smt. Seema Bahuguna,
Secretary, Dept of Public Enterprises,
CGO Complex, New Delhi.**

Sub: DoT reference to Dept Of Public Enterprises (DPE) regarding 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, based on 2nd PRC recommendations.

**Ref: 1. No: SNEA/CHQ/SEC DPE/2015-18/04 Dated 09.07.2018.
2. DPE OM No: W-08/0002//2014-DPE (WC) dated 29th August, 2018.**

Respected Madam,

Kindly refer the reference from DoT in this regard dated 29.06.2018, the facts of the case submitted by this Association vide letter dated 09.07.2018 (ref 1 above) and the DPE reply in this regard dated 29.08.2018(ref 2 above).

In the reply to DoT, some of the facts are not mentioned clearly that may help DoT to review its earlier decision.

I. In para 3, it is mentioned that ***"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"***.

In fact, on formation of BSNL, with the approval of DPE, DoT issued the Presidential order on 28.07.2003 and notified the IDA pay scales of E1A, E2A, E3, E4, E5 corresponding to the CDA scales for all the BSNL Executives including BSNL directly recruited Executives. It was not a onetime dispensation as mentioned in the OM. The very fact that E1A and E2A has meant for only those getting absorbed from DoT and not for those recruited by BSNL is not projected by DoT in correct perspective. The E1A and E2A pay scales are uniformly applicable for BSNL recruits as well as those absorbed from DoT. It is clearly mentioned in the PO. Further there is no other pay scale approved or notified for those cadres directly recruited by BSNL and there cannot be two pay scales for a single cadre, which is illegal. Otherwise E1A will be the pay scales of absorbed JTOs and E1 will be the pay scale of BSNL directly recruited JTOs from 01.10.2000 onwards.

This matter is to be re-examined on the basis of the documents submitted by DoT.

II. E1A and E2A are the pay scales given in the EPP-2007 order dated 18.01.2007 and PO issued by DoT on 27.02.2009 after 2nd PRC.

III. From the OM, it is not clear whether the affordability has to be taken into consideration for the year 2007-08 as per the DPE guidelines dated 26.01.2008 or the present financial condition. DoT specifically mentioned in their letter that while deciding the revision of pay

scales, DoT considered the present financial condition of BSNL and not that of the year 2007-08.

For a fair and just decision by DoT, DoT may kindly be directed that for the purpose of 2nd PRC implementation, affordability is to be considered based on the PBT for the year 2007-08 only and this condition is clearly met by BSNL for the year 2007-08.

IV. Under any circumstances, the pay scale of an officer cannot be lowered, it is not clear from the OM.

Keeping these facts in view, the pay scales of E1A and E2A have to be taken to the next higher standard pay scale, not in any case to the lower standard pay scale, based on 1) DPE guidelines on affordability, 2) PO issued by DoT on 28.07.2003 and 3) other documents submitted by DoT.

With kind regards,

(Sebastin. K)

Copy to:

- 1)** Shri. Anupam Shrivastava, CMD/BSNL for kind information and necessary action please.
- 2)** Shri. Madhukar Gupta, Addl Secretary, DPE for kind information and necessary action pl.
- 3)** Shri. Agrim Kaushal, Advisor, DPE for kind information and necessary action please.
- 4)** Smt. Sujata T Ray, DIR(HR) for kind information and necessary action please.