

No: SNEA/CHQ/MOS/2015-18/03

Dated 28.02.2017.

To

**Shri. Manoj Sinha,
Hon MoS for Telecommunications,
Govt of India, Sanchar Bhawan, New Delhi.**

Sub: Kind intervention solicited to approve long pending proposal of BSNL to replace intermediary pay scales of E1A and E2A by standard pay scales of E2 and E3 w.e.f 01.01.2007. Switching over to standard pay scales mandated by Union Cabinet decision communicated by DPE OM dated 26.11.2008 and its specific direction to DoT dated 09.07.2014 being negated due to negative attitude of some bureaucrats in DOT who are bent upon destabilizing BSNL by forcing industrial unrest at a juncture when everyone is fully involved in accelerating the revival mode that BSNL has entered into.

Respected Sir,

DPE, vide OM dated 26,11.2008, has issued clear cut instructions, based on the decision of the Union Cabinet, to all the administrative ministries to ensure that CPSUs falling under their respective jurisdiction strictly and immediately switch over to standard pay approved by the Union Cabinet based on the recommendations of 2nd PRC w.e.f 01.01.2007. This decision of the Union cabinet was further reiterated by DPE to DOT on 09.07.2014 in clear terms.

Union Cabinet was prompted to direct CPSUs to switch over to standard pay scales on recommendation of 2nd PRC. Prior to 2nd PRC, CPSUs like BHEL, NTPC, ONGC, Coal India, FCI etc. were permitted to operate upon non standard pay scales like E1A, E2A, E2B, E3A, E7A, E7B, E7C, E9A etc. with prior approval of DPE. BSNL also with prior approval of DOT and DPE introduced non standard pay scales of E1A, E2A and E9A at the time of absorption of DOT personnel in BSNL in 2003.

Thus, in pursuance to the decision of the Union Cabinet communicated to all the administrative ministries by DPE, mandating them to switch over to standard pay scales of 2nd PRC, all the CPSUs switched over to corresponding standard scales of 2nd PRC from non standard scales wherever they existed. **Naturally and quite rationally, all the CPSUs, maintaining basic HR values and sensitivities of their people, switched over to the immediate higher standard pay scale from non standard pay scale, ensuring that no cadre is demoted from a higher scale to a lower scale.**

Initially BSNL proposed revised intermediary pay scales for corresponding scales of E1A and E2A which was rejected by DoT and then by DPE on 09.07.2014 in view of the decision of the Union Cabinet. **Finally, BSNL Board recommended replacement of intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 w.e.f 01.01.2007, the date of implementation of 2nd PRC, in line with the decision of the Union Cabinet based on the recommendations of 2nd PRC.**

The decision of the BSNL/Board to replace E1A and E2A by E2 and E3 has been concurred to by DOT/Finance more than eight months six months but approval of this decision of BSNL/Board and DOT/Finance is being defeated by AS(T)/DOT on flimsy, untenable and frivolous grounds. Sir, we are unfortunately constrained to put on record that the said officer is

determined to play havoc with growth of BSNL and is deliberately trying to create conditions of industrial unrest and disharmony at this critical juncture when everyone is involved in determined manner to accelerate growth of BSNL so as to bring it out of the red.

The said officer, because of his negative and anti-BSNL attitude, has been treating everyone with utter disdain and contempt, including very senior officers of BSNL who meet him to discuss important HR issues. His behavior and dealing with the issues leaves no one in any doubt about his ulterior motives to destabilize and weaken BSNL in every possible way and that is precisely the reason that he is all determined to ensure that not a single HR issue is resolved.

As regards the proposal to replace non standard pay scales by standard pay scales, the said officer is seeking irrelevant information and has been tossing the file for the last about nine months. His actions leave no one in any doubt about his real motives. This can be easily concluded from his initial decision to refer the matter to 3rd PRC which dealt with the pay revision of CPSUs from 01.01.2017 whereas the proposal send by BSNL is part of 2nd PRC recommendations due from 01.01.2007. When BSNL pointed out this fact to DoT, the said officer was forced to take a U turn and decided to treat it as a pay anomaly issue instead of replacement of non standard pay scales by standard pay scales which is crux of the issue.

When this also did not cut ice, he has been advocating to send the proposal to Union Cabinet whereas the matter has been already been conclusively decided by the Union Cabinet in 2008 for all the CPSUs and DPE accordingly issued the OM to that effect on 26.11.2008. When this fact has been brought to his notice, now the said officer, in his act of desperation to somehow defeat resolution of the issue, has gone to the extent of proposing to reduce the pay scales by demoting thousands and thousands of basic cadres. His negative approach is amply and adequately corroborated by his thinking to demote people who have been working in higher scales for last more than ten years to lower scales.

Sir, 3rd PRC has submitted its report more than three months before and Govt. is seriously working on its implementation. This serious unresolved anomaly of 2nd PRC needs to be addressed as quickly as possible so as to pave the way for smooth implementation of 3rd PRC in BSNL. Non resolution of this important issue is very fast creating conditions of industrial turbulence because of simmering frustration that is obviously building day by day and is bound to explode and escalate unless immediate action is taken to approve the decision of BSNL/Board to replace E1A and E2A scales by E2 and E3 scales.

Sir, it is ironical that when all the employees in BSNL are fully involved in the revival of the company, the approach of the said officer simply to block all the HR proposals of BSNL for no reason is nothing but deliberate attempt to create industrial unrest in the company and thereby derail the revival process that is gathering momentum. This attitude of the said officer, to say the least, to derail the process of revival of BSNL is nothing but a direct attempt to help the private operators who are worried about the tough competition they are facing from BSNL.

In fact, BSNL was making profit of thousands of Crores when 2nd PRC recommendations implemented w.e.f 01.01.2007 and all the employees got the benefit of 2nd PRC. So there is no rationale in denying the revised pay scales for one set of Executives who joined just after 01.01.2007. **The financial implication on BSNL to implement this proposal is just about 46 Crores per annum.**

It is understood that CMD/BSNL explained the prevailing situation to Secretary/ DoT who in turn assured CMD that BSNL proposal of replacement of intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 will be approved by DOT. It is at this crucial stage that your kind intervention is solicited on this crucial issue by directing Secretary/DoT and other senior officers of DoT to approve the BSNL proposal of replacement of intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 immediately as per 2nd PRC and DPE OM dated 26.11.2008, reiterated in 2014. The remaining pay scales were already approved by DoT on 27th February, 2009 itself.

The decision to replace non standard scales by standard scales will undoubtedly have a very positive and decisive impact on the ongoing revival process that is moving very fast. Sir, we are quite confident of your personal benign intervention on this critical issue so that the threshold revival mode that BSNL has entered into is not impeded and reaches its logical conclusion.

With kind regards,

(K. Sebastin)

Copy to:

- 1) Sri J S Deepak, Secretary, DoT for kind intervention please. Sir, non-finalization of the pay scales for the last 10 years creating huge unrest among the Executives in BSNL.
- 2) Sri Prahlad Singh, Member(Finance), Telecom Commission for information pl.
- 3) Sri. N. Sivasailam, Addl Secretary, DoT for information pl.
- 4) Sri. Anupam Shrivastava, CMD/BSNL for information and necessary action pl.
- 5) Smt. Sujata T Ray, DIR(HR) for information and necessary action pl.