

SNEA/CHQ/CMD/2015-18/43

Dated 28th November, 2016.

To

**Sri Anupam Shrivastava,
Chairman and Managing Director,
BSNL, New Delhi,**

Sub: Immediate intervention to stop the demotion of the basic cadres of JTO/JAO and SDE/AO from E1A scale to E1 and E2A scale to E2 -- BSNL proposal in two parts creating problems in DoT which has to be cleared by BSNL management to save the proposal. The DoT note sheet on the proposal clearly establishes the fact that the second part of the BSNL proposal to upgrade all the pay scales upto E7 is opposed by DoT, resulting into the rejection of even E2, E3 pay scales proposal in the first part. Any attempt to demote the cadres and denying the legitimate pay scales of E2, E3 will lead to industrial turmoil in the company. This may be treated as an advance trade union notice.

Respected Sir,

E1A and E2A are the only two intermediary pay scales for the Executives of BSNL, rejected by DoT and finally by the DPE in July, 2014. All other standard pay scales from E3 to E6 for the Executives were approved by DoT and presidential order was issued in February, 2009. A Joint Committee has been formed in Feb 2012 to examine the matter with limited terms of reference of replacement of intermediary pay scales of E1A and E2A by standard pay scales of E2 and E3. **The Joint Committee re-constituted on 07.05.2015 with Mr M A Khan as the new Chairman in the meeting with this Association on 05.05.2016. The Khan Committee had given a recommendation to replace the intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 w.e.f 01.01.2007.**

Instead of addressing the intermediary pay scale issue of the JTO/JAOs recruited after 01.01.2007, Management, on the plea of some Associations who never interested in E2 and E3 pay scales settlement as none of their members are affected by the non settlement of E1A and E2A pay scales, proposed upgradation of all the pay scales including the standard pay scales. By doing so, Management deviated from the Khan Committee recommendations which created all this problems in DoT. The issue is pending in DoT for more than 6 months, since June, 2016.

The stand of BSNL management going beyond the Khan Committee recommendations without properly justifying the 2nd part of the proposal for upgradation of all the standard pay scales already approved by DoT is spoiling the settlement of the issue in DoT. This is clear from the note sheets of the pay scale proposal under process in DoT. It is clear from the note sheets that DoT is appreciating the proposal of E1A to E2 and E2A to E3 but not able to understand the logic behind the proposal of upgradation of all the pay scales. Senior officers of DoT like AST and JS(A) DoT treats the proposal as a pay anomaly issue. This shows that DoT didn't understand the issue at all and BSNL mgt never bothered to brief DoT properly. **Senior officers in DoT are accusing BSNL management that they are intentionally done this to reject the whole proposal by DoT. This is strengthened by the fact that no senior/junior officer from BSNL gone to DoT and explained them the proposal so far, in six months time. It is further clear from the suggestion of Member(Fin) to call for a presentation from BSNL on the issue.**

DoT is opposing the cascading effect citing huge financial implications on pension payment. Page No 23 of the note sheet clearly reveals that the proposal of upgradation of all the pay scales upto E7 is the real stumbling block.

In fact if E2, E3 is implemented as recommended by the Khan committee, more than 75% of the Executives recruited after 01.01.2007 are BSNL recruits and DoT would not have any financial implications or pension liability. This fact is not brought to the nodal Ministry at all.

Sir, the proposal of upgradation of all the pay scales upto E7 instead of replacement of intermediary pay scales of E1A by E2 and E2A by E3 was gone to DoT on your direction. Due to the same reason, the legitimate issue of replacement of intermediary pay scales of E1A and E2A by E2 and E3 is getting delayed or even rejected by DoT once. So it is high time to intervene in the matter by your goodself at the highest level in DoT to save the proposal of standard pay scales of E2 and E3.

Sir, as you know, it is a very sensitive issue and any negative decision from DoT will result in turmoil in the company which we will not be able to control. If no concrete action is taken to resolve this issue immediately, Sanchar Nigam Executives Association will be forced to launch organizational actions immediately after the completion of membership verification, by middle of December without any further notice. This may be treated as advance trade union notice.

**Thanking you,
With regards,**

(K. Sebastin)

Encl: Copy of the note sheet of the file in DoT on E2, E3 scales.

Copy to:

1. Smt Sujata T Ray, DIR(HR), BSNL Board for information please.
2. Smt Madhu Arora, GM(Estt), BSNLCO for information please.
3. Shri A. M. Gupta, GM(Restg & SR), BSNLCO for information please.