

**No: SNEA/CHQ/SEC DOT/2015-18/03**

**Dated 19.07.2016.**

**To**

**Sri J. S. Deepak,  
Secretary/DOT, Sanchar Bhavan,  
New Delhi.**

**Sub: Immediate action sought on the decision of the BSNL to replace intermediary pay scales of E1A and E2A by standard pay scales of E2 and E3. Bureaucratic red tape has resulted in such an anomalous situation where basic and strategic cadres in BSNL are without standard IDA scales even after nine years of 2<sup>nd</sup> PRC report. Retrograde thinking in DoT to refer the issue to DPE is having no rational basis and will be opposed by this Association tooth and nail.**

**Ref: SNEA Letter No: SNEA/CHQ/SEC DOT/2015-18/02**

**Dated 01.06.2016.**

**Respected Sir,**

DPE in 2004, based on the decision of BSNL/Board and DoT, approved intermediary pay scales of E1A and E2A for JTOs/SDEs and equivalent cadres at the time of absorption of DoT employees in BSNL commencing from 01.10.2000. After Govt. took decision on the recommendations of 2<sup>nd</sup> PRC in 2008, BSNL/Board approved the equivalent scales of E1A and E2A and sent them for approval of DoT along with other standard pay scales. While DoT issued presidential orders in respect of other standard pay scales, it did not approve corresponding pay scales of E1A and E2A in view of guidelines from DPE that only standard pay scales recommended by 2<sup>nd</sup> PRC must be implemented. **Finally on 09.07.2014, DPE also rejected the proposal of intermediary pay scales of E1A and E2A directing BSNL to introduce standard pay scales.**

**There were non-standard pay scales in other CPSUs too, for example BHEL, NTPC etc, but managements of these CPSUs and their respective administrative ministries swiftly acted in moving over to next higher standard IDA scales and resolved thus anomalies.** In sharp contrast, in BSNL, the strategic and potential cadres of JTO/JAOs and SDE/AOs are without standard pay scales for the last nine years and it is matter of grave concern and a clear manifestation of bureaucratic red tape that these cadres are pushed down to lower scales. All along DoT had been insisting that once BSNL decides on standard pay scales to replace non standard pay scales of E1A and E2A, DoT will take quick decision to endorse these scales approved by BSNL/Board.

**Now BSNL, after constituting a high power committee and based on the recommendations of this committee, decided to replace non standard scales of E1A and E2A by standard pay scales of E2 and E3 and this decision of BSNL/Board has been sent to DoT for its approval. While it was expected that DoT, keeping in view its past commitments and imminent need to replace non standard pay scales by standard pay scales, would very quickly and positively decide on this, it is really very unfortunate and shocking to learn that, instead of expeditiously resolving this serious and unwarranted anomaly before 3<sup>rd</sup> PRC, has restored to its known and established ways of derailing and defeating the issue by referring it to DPE. Why and what for the proposal of replacing E1A and E2A by E2 and E3 is being sent by DoT to DPE is incomprehensible and baffling. One can easily understand and perceive the intentions of referring an issue whose resolution falls well within the**

**domain of DoT to an external ministry. There is absolutely just no need and there are no grounds whatsoever for DoT to send this issue to DPE. DoT was so far unable to decide in view of guidelines of DPE and now that the standard pay scales have been decided in strict compliance of guidelines of DPE, where and in which context they need to be referred to DPE.**

**The brief history of the issue is listed once again for your kind consideration.**

- At the time of absorption, BSNL introduced E1A, E2A, E3, --- E6 pay scales for the Executives with the approval of DoT and DPE. The absorbed Executives are assured five time bound promotions and it is part of the terms and conditions for absorption.
- Replacement scales of E1A and E2A rejected by DoT and DPE and directed BSNL to implement standard pay scales. The Presidential orders for these two scales are not issued by DoT so far.
- Since the revised pay scales of the basic cadres are not yet finalized, even after 9 years, the pay scales for the new recruits could not implement and all are getting less pay than that offered at the time of recruitment.
- BSNL is making direct recruitment at this level. Almost 80% of the Executives recruited after 01.01.2007 are BSNL direct recruits and hence DoT don't have any financial implications also.
- All the young recruits are demoralized at the beginning of their career. Further, the promotion to the next higher grade of SDE/AO also under cloud as the revised pay scales for this cadre also not yet finalized.
- In the identical situation, all other CPSUs having intermediary pay scales like BSNL, switched over to the next higher pay scales from the existing intermediary pay scales and implemented it w.e.f 01.01.2007. BHEL, NTPC etc are such PSUs.
- E1A and E2A are entry level pay scales. All major CPSUs recruits Executives at E2 or E3 scales. To compete with private sector and other CPSUs, equivalent pay scales are required in BSNL also.
- Attrition is very high in BSNL. Lower pay scale is one of the reasons.

The 3rd PRC is already constituted and due for implementation from 01.01.2017. But the 2<sup>nd</sup> PRC recommendations due from 01.01.2007 are not implemented in BSNL for the entry level cadres of JTO/JAO and SDE/AO. This has created huge resentment among the Executives. The non resolution of the pay scales of the entry level cadres will create anomalous situation in BSNL which will lead to industrial unrest. **Along with that, DoT has to take care of the terms and condition for absorption and the EPP provisions which assures five time bound promotions for the Executives from JTO/JAO to SG JAG grade. The proposal of BSNL in this regard also to be taken care, ensuring five Time Bound promotions while approving the pay scales.**

Members of this Association are terribly agitated throughout the Country over what clearly appears to be a counterproductive, motivated and uncalled move of the DoT to defeat the issue by referring the issue to DPE. **In this context, we seek your benign and expeditious personal intervention in prevailing upon the concerned officers to desist from derailing resolution of this long pending and legitimate issue by**

**deciding to refer it to DPE for no reason whatsoever. Instead, we impassionately urge upon you to direct them to act swiftly in deciding this issue. We believe and are confident that this issue will be treated with the kind of seriousness and urgency that it deserves so that this Association is not driven to the streets because of the highly irrational approach of the concerned officers in DoT.**

**With regards,**

**(K. Sebastin)**

Copy to:

- 1) Sri. N. Sivasailam, Addl Secretary, DoT for information please.
- 2) Smt Annie Moraes, Member (Finance), DoT for information please.
- 3) Sri. Anupam Shrivastava, CMD/BSNL for information and necessary action please.
- 4) Smt Sujata T Ray, DIR(HR) for information and necessary action please.
- 5) Sri. Amit Yadav, Jt Secretary (A), DoT for information and necessary action please.