

**SNEA/CHQ/CMD/2015-18/44**  
**To**

**Dated 30<sup>th</sup> November, 2016.**

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

**Sub: Serious discrimination and pay anomaly between Civil/Elect/Arch/PA/PS/TF and other cadres like JTOs, JAOs, SDEs etc - Request to bring total parity between different wings by extending E1A and E2A pay scales notionally with effect from 01.10.2000 to the Executives of Civil/Elect/Arch/PA/PS/TF wings ... Reg:**

**Ref:- 1. Our Letter No. SNEA(I)/CHQ/CMD/2012-14/26 dated 14.10.2013.  
2. Our Letter No. SNEA(I)/CHQ/CMD/2012-14/39 Dated 23.06.2014.  
3. Our Letter No. SNEA/CHQ/DIR(HR)/2015-18/21 Dated 12.04.2016.**

**Respected Sir,**

Time and again the need for bringing parity in pay scales of Executives of different streams of BSNL w.e.f 01.10.2000 was brought to the notice of your goodself during earlier correspondences and meetings but remain unsolved causing lots of heartburn among the affected Executives.

The genuiness and reasonability of the issue were explained in our earlier letters cited above. As per the assurances given on 07<sup>th</sup> May, 2016, the issue was referred to MC for early settlement. Instead of settlement, MC sought details from Department of Posts, Railways and All India Radio to get the difference between JE and JAO cadre. It will not be out of context to mention that JTO cadre with Rs 1640-2900 was unique in DoT only among all Central Government organizations. Hence, referring to other departments for comparison will not help the issue in any way.

Our request to the management was to maintain parity in pay scales among all the equivalent cadres within our BSNL w.e.f 01.10.2000 and resolve the issue of implementing Executive Pay Scales E1A and E2A to JTO/SDE (Civil/Elect/Arch/TF), PAs and PSs cadres. The third PRC is fast approaching and this issue is still lingering though favourable recommendations of Vinay Sahi committee are available. It is requested to resolve the issue immediately without further loss of time

**Thanking you,**

**With regards,**

**(K. Sebastin)**

**Copy to:**

1. Smt Sujata T Ray, DIR(HR), BSNL Board for information please.
2. Smt Madhu Arora, GM(Estt), BSNLCO for information please.