

**No: SNEA/CHQ/SEC DOT/2015-18/06**

**Dated 06.01.2017.**

**To**

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

**Sub: Approval for the revised proposal of BSNL, limited to replacing the intermediary pay scales of E1A and E2A by standard pay scales of E2 and E3 w.e.f 01.01.2007 based on the Union Cabinet decisions and DPE guidelines dated 26.11.2008 and subsequent DPE direction to DoT dated 19.07.2014. BSNL proposal is pending in DoT for the last 7 months for approval.**

**Ref: BSNL Board proposal recommending replacement of intermediary pay scales of E1A and E2A by standard pay scales of E2 and E3 reg:**

**Respected Sir,**

**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 2<sup>nd</sup> PRC. This proposal is based on the 2<sup>nd</sup> PRC recommendations, approved by Union Cabinet. DPE issued the instructions on 26.11.2008 based on the Union Cabinet decision. Further vide letter dated 19.07.2014, DPE specifically directed DoT and BSNL to replace the intermediary pay scales of E1A and E2A with standard pay scales, in line with Cabinet decision. In the meeting with this Association on 19.08.2016 and based on our submissions, and in recognition of the vital inputs furnished by us during the course of discussions, your good self was kind enough to direct the concerned officers to re-examine the issue, in its totality, taking into consideration the fresh inputs given by us. In addition we submitted other significant inputs that very strongly and irrefutably justify replacement of non standard pay scales by standard pay scales of E2 and E3 w.e.f 01.01.2007.**

**DoT(Finance) is in concurrence with the BSNL proposal for replacement of intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 w.e.f 01.01.2007.** However there is reservation on the IInd part of the BSNL proposal for up gradation of the remaining scales of E3, E4, E5 and E6 already approved by DoT in 2009 to the next higher scales of E4, E5, E6 and E7 respectively.

**Now BSNL management decided to limit the proposal to replacement of intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 alone.** This matter has been discussed with the Recognised Executive Association, SNEA after Membership verification in BSNL and SNEA is in agreement with this proposal.

**Eventhough DoT(Fin) concurred with the BSNL proposal for replacement of intermediary pay scales of E1A and E2A with standard pay scales of E2 and E3 few months back, the proposal is not cleared so far due to unknown reasons. The proposal is pending with DoT for more than 7 months.**

**Keeping in view that 3<sup>rd</sup> PRC already submitted its report recently, and the finalization of replacement scales for E1A and E2A with E2 and E3 is part of 2<sup>nd</sup> PRC**

**recommendations, due from 01.01.2007, seriousness and urgency of addressing this issue as quickly as possible would be duly appreciated and acknowledged and steps would be taken on war footing basis to approve the BSNL proposal of replacement of the intermediary pay scales of E1A and E2A by next standard pay scales of E2 and E3 w.e.f 01.01.2007.**

**Sir, abnormal delay in approval of the BSNL Board proposal even after 10 years of implementation of 2<sup>nd</sup> PRC recommendations, creating large scale resentment among the Executives and adversely affecting the growth of the company.**

**With kind regards,**

**(K. Sebastin)**

**Copy to:**

- 1) Sri Manoj Sinha, Hon MOS(T) for kind intervention please. Sir, non finalization of the pay scales for the last 10 years creating huge unrest among the Executives in BSNL, adversely affecting the growth of the company.**
- 2) Sri Prahlad Singh, Member(Finance), Telecom Commission for information pl.
- 3) Sri. N. Sivasailam, Addl Secretary, DoT for information and n/a pl. **BSNL Board decision may be given due weightage as Board has to run the company. Undue delay in according approval for BSNL adversely affecting the growth of the company.** As your goodself insisting in the meeting with Associations, the Recognised Executive Association in BSNL, SNEA is in full agreement with the revised proposal of BSNL, limited to replacement of the intermediary pay scales of E1A and E2A by next standard pay scales of E2 and E3 w.e.f 01.01.2007.
- 4) Sri. Anupam Shrivastava, CMD/BSNL for information and necessary action pl.
- 5) Sri. Amit Yadav, Jt Secretary(A), DoT for information and necessary action pl.
- 6) Smt. Sujata T Ray, DIR(HR) for information and necessary action pl.