



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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the General Secretary

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SNEA/CHQ/CMD/2018-21/119

Dated 14.12.2020.

To

Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Sub: Request to remove discrimination in grant of JAG Selection Grade Pay Scale to absorbed Group 'B' Executives in accordance with DOT letter dated 26.08.2008 and DPE OM dated 24.12.2012 and inclusion of the same in EPP.

Ref: 1. DOT letter No. A-11013/1/2005-Admn.II/Absorption Cell (ITS/TTS/TFS) dtd 26.08.2008.
2. DOT letter No. A-11013/26/2008-Admn.II/Abs. Cell dtd 01.10.2008
3. DPE OM No. 2(12)/2009-DPE(WC) Dated 24.12.2012.
4. DOT letter No. F.78-352/2017-SU-IV dated 21.12.2018

Respected Sir,

With due respect, I would like to draw your kind attention to the fact that as per DOT Order dated 26.08.2008 (**Copy enclosed**), the pay scale of Rs.18,500-450-23,900 (E-7) was allowed in place of Rs.17,500-400-22,300 (E-6) w.e.f. 01.10.2000 for JAG Selection Grade in BSNL while calling for option from Group A officer of DOT/ BSNL for Absorption in BSNL.

2. It may be seen that the IDA Scale of Rs.17,500-400-22,300 (E-6) stands superseded by IDA Scale of Rs.18,500-450-23,900 (E-7) with effect from 01.10.2000 as per DOT letter dated 26.08.2008. The para 9 of DOT order no. F.78-352/2017-SU-IV dated 21.12.2018 has also reiterated DPE guidelines dated 24.12.2012 which stipulate that a CPSE cannot have more than one pay scale in a grade (**copy enclosed**). However, in violation of the above instructions, BSNL has two scales, E-6 and E-7 for JAG Selection Grade, against the order of the Administrative Department.

3. As per Annexure IV of the letter dated 02.09.2003 calling options for absorption in BSNL, Promotional Avenues defined as: **"---, Executives in BSNL will be allowed upgradation to the next higher IDA pay scale on a time bound basis, varying between 4 to 6 years, as may be prescribed for each Scale and other attendant conditions, up to the IDA pay scale of JAG Selection Grade, ---"**.

4. The Rule I(a) of The Time bound/post based Executive Promotion Policy(EPP 2007) dated 18.01.2007 for Group B level officers of BSNL states that: **"Time Bound IDA scale up gradation shall be provided to the Executives from the pay scale of Rs.9850-250-14600 (IDA) up to IDA pay scale of JAG Selection Grade (Rs.17500-400-22300)."**

5. BSNL Executive Promotion Policy was implemented on 18.01.2007 and at that time the pay scale of Rs.17,500-400-22,300 for JAG Selection Grade was existing. This pay scale of Rs.17,500-400-22,300 was substituted with Rs.18,500-450-23,900 for JAG Selection Grade while calling for option from Group A officer of DOT/ BSNL. Likewise, this pay scale of Rs.18,500-450-23,900 should have been inserted in place of Rs.17,500-400-22,300 in the EPP 2007 also as there cannot be two IDA pay scales for one CDA pay scale of Rs.14,300-400-18,300 (JAG Selection Grade).

It is submitted that, earlier, Group A absorbed Executives were also in the IDA pay scale of Rs.17,500-400-22,300 (E-6). However, when DOT allowed IDA scale of Rs.18,500-450-23,900 (E-7) w.e.f. 01.10.2000 in supersession of the IDA scale of Rs.17,500-400-22,300 (E-6), Executives absorbed as Group A officers were allowed IDA Scale of Rs.18,500-450-23,900 but this scale was not extended to the Executives absorbed as Group B officers in violation of the decision of DPE as well as the administrative department, inspite of clarification No. 2 issued by DOT vide letter No. A-11013/26/2008-Admn.II/Abs. Cell dt. 01.10.2008 which provides that IDA pay scale of Rs. 18,500-450-23,900 in lieu of the earlier IDA pay scale of Rs. 17,500-400-22,300 in BSNL is also applicable to the officers already absorbed in BSNL.

7. At the time of calling options from group B Officers vide BSNL CO letter no. BSNL/11/SR/2003 dated 02-09-2003 it was informed in annexure iv of the letter that officers opting for BSNL will be allowed upgradation upto pay scale of JAG selection grade. In the BSNLMS RR issued on 14-07-2009 in schedule IA, IB, IC and ID, the scale of Joint General Manager(NF) has been shown as Rs18,500-450-23,900, meaning thereby that it is the pay scale of JAG Selection Grade applicable across all cadres in BSNL. Therefore, JAG selection grade scale of Rs 17,500-400-22,300 mentioned in EPP needs to be substituted with the pay scale of Rs 18,500-450-23,900 to remove anomaly of having two pay scales for JAG Selection Grade and also have parity with BSNL MSRRs and compliance of DPE instructions of having only one pay scale in a Grade.

8. As per exiting rule in CPSU, the IDA Pay Scale for below board level Executives is adopted with the approval of the Administrative Department. Further, BSNL Board had earlier decided against the operation of two pay scales for a GM level post of Rs.20500-500-26500 (E-8) and Rs.23750-600-28550 (E-9).

9. I, therefore, request you to get the matter examined in terms of DOT letter dated 26.08.2008 & 21.12.2018, BSNL MS RR and DPE OM dated 24.12.2012 and replace the IDA scale of Rs.17,500-450-22,300 (E-6) in the Executive Promotion Policy with Rs.18500-400-23,900 (E-7) for JAG Selection Grade as envisaged in DOT letter dated 26.08.2008 & DPE OM dated 24.12.20012. It is relevant to state that neither any approval of DOT is required (as this pay scale has already been notified by DOT vide letter dated 26.08.2008 w.e.f. 01.10.2000 for replacement scale of Rs.14,300-400-18,300 in BSNL), nor there will be any additional financial burden on BSNL.

With kind regards,

(Sebastin. K)

Copy to: 1. Shri. Anshu Prakash, Secretary (T), DoT, Sanchar Bhavan for kind intervention pl.

2. Shri. Aravind Vadnerkar, Director(HR), BSNL Board for info and n/a pl.

3. Smt. Yojana Das, Director(Fin), BSNL Board for info and n/a pl.

4. Shri. R K Goyal, PGM (Pers), BSNLCO for information and n/a pl.

5. Shri. Saurabh Tyagi, Sr GM (Estt), BSNLCO for information and n/a pl.

Encl: 1. DOT letter dt. 26.08.2008.
2. DOT letter Dated 01.10.2008.
3. DPE OM Dated 24.12.2012.
4. DOT letter dt. 21.12.2018

