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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANGHAR NIGAM LTD.
(A Government of India Enterprises)

सुजाता तपन रे

निदेशक (एच.आर.)

Sujata T. Ray

Director (HR)

D.O. No. 1-13/2015-PAT(BSNL)

Dated: 03.04.2017

Dear Sh. Sivasailam,

Please refer to DOT Order No. 61-2/2016-SU dated 28.03.2017 with reference to BSNL's proposal for revised pay scales effective from 01.01.2007 for JTOs and SDEs. As per DOT's order, the pay scale of JTOs and SDEs has been revised in the scale of Rs. 16400-40500(E1) and 20600-46500 (E2) in replacement of 9850-14600 (E1A) and 11875-17275 (E2A). However, the same order also states that the pay of absorbed appointees, appointed by direct recruitment or by promotion and drawing pay in the scale of Rs. 9850-14600 and in Rs. 11875-17275/- may be revised in the scale of Rs. 18850-40500 and Rs. 22800-46500 on personal basis. New appointments to these cadres shall be in the scale of Rs. 16400-40500 and Rs. 20600-46500 respectively. As per this order, there are two scales for the cadre of JTOs viz., Rs. 16400-40500 and Rs. 18850-40500 and similarly for SDEs viz. Rs. 20600-46500 and Rs. 22800-46500/- which is not permissible as per DPE OM dated 24.12.2012 (Annexure- I).

2. In this regard, I would also like to draw your kind attention to the Presidential order No. 61-6/2002-SU dated 28.7.2003 (Annexure-II) where by DOT conveyed to BSNL that in respect of executives appointed by BSNL in CDA scale (Rs. 6500-10500) for JTOs / JAOs on or after 01.10.2000, the executives will be deemed to have been appointed in the corresponding IDA scale (Rs. 9850-14600 (E1A)). The decision conveyed now vide DOT order dated 28.3.2017 is in conflict with the earlier decision conveyed vide order dated 2.7.2003, since direct recruitment of JTO / equivalent cadre has now been ordered to be made lower than the scale of Rs. 9850-14600 (E1A).

3. It is relevant to inform that BSNL's earlier proposal dated 09.1.2009 referred to in DOT's order dated 28.3.2017 was for revision of equivalent pay scales for E1A (Rs. 9850-14600) and E2A (Rs. 11875-17275) into the scale of Rs. 18850-40500 and Rs. 22800-46500 w.e.f. 01.01.2007. This proposal had been rejected twice by DOT initially on 24.01.2011 and finally on 18.07.2014 after consultation with DPE. It was stated that DPE vide OM dated 02.04.2009 has clarified that there is no justification for introducing intermediary pay scales and if there have been any aberrations they need to be corrected. It was also clarified that every officer has to be fitted in the

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corresponding new scales. In fact, DOT itself had not agreed to the proposal of introduction of intermediary pay scales in BSNL for the reasons indicated in their communication to DPE.

4. In view of non-approval of DOT & DPE to revised E1A and E2A pay scales, BSNL reconsidered the matter and revised its proposal and sought DOT approval for grant of E2 and E3 pay scales replacing the intermediary pay scales of E1A and E2A w.e.f. 01.01.2007. However, at this stage, when BSNL after prolonged consultation with all stakeholders have proposed E2 and E3 pay scale, DOT has now ordered for continuance of Rs. 18850-40500 (on personal basis) for the cadres of JTOs / JAOs and scale of Rs. 22800-46500 (on personal basis) for the cadres of SDEs / AOs. Furthermore, the scale of JTOs and SDEs have been downgraded from E1A / E2A to E1 / E2 respectively. This has created situation of demoralization and demotivation of junior cadres.

5. As you know, BSNL is currently in revival mode and the young executives are playing a pivotal role in the revival. Lowering the pay scales would perhaps lead to industrial unrest. I would, therefore, impress upon you to kindly use your good offices to ensure that the proposal of BSNL for grant of E2 and E3 pay scales in replacement of pre-revised E1A and E2A pay scales is reconsidered and approved in order to arrest the grave discontent in the organization.

With regards,

Yours sincerely,

[Sujata T. Ray]

To

Shri N Sivasailam,
Additional Secretary (T),
Department of Telecommunications,
New Delhi