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Annex - A-28

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No. W-08/0602/2014-DPE (WC)  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhawan,  
Block No.14, CGO Complex,  
Lodhi Road, New Delhi-110003.  
Dated, the 29<sup>th</sup> August, 2018

OFFICE MEMORANDUM

Subject- Settlement of pre-revised non-standard pay scales of E1A and E2A of the Bharat Sanchar Nigam Ltd. (BSNL) executives -regarding.

Reference Department of Telecommunications (DOT)'s OM No. 61-2/2016-SU dated 29<sup>th</sup> June, 2018 (received in DPE on 6<sup>th</sup> August, 2018) on the subject cited above.

2. In this regard the undersigned is directed to say that the 2<sup>nd</sup> Pay Revision Committee (PRC) guidelines in respect of Board & below Board level Executives and Non-unionized Supervisors of CPSEs were issued by DPE vide its OM No. 2(70)/08- DPE(WC)-GL-XVI/08 dated 26<sup>th</sup> November, 2008. The revised guidelines were made effective w.e.f. 1<sup>st</sup> January, 2007. These guidelines were based on the recommendations of the 2<sup>nd</sup> Pay Revision Committee (PRC) and had Cabinet approval. The revised pay guidelines were based on the basic premise of affordability and clearly specified 10 pay scales to be adopted by CPSEs.

3. Further, DPE vide its OM dated 2<sup>nd</sup> April, 2009 issued the recommendations of Committee of Ministers (CoM) with approval of the Cabinet reiterating DPE stand that "there will be no change in the ten pay scales of below board level posts as indicated in OM dated 26<sup>th</sup> November, 2008 and there is no justification for introducing intermediary pay scales. If there have been any aberrations, they need to be corrected. Every officer has to be fitted into the corresponding new pay scale." Also DPE has on various occasions clarified that there cannot be any intermediate pay scale different from the scales as specified by the DPE. Also it appears that introducing E1A and E2A scales was only a onetime dispensation to accommodate DoT employees who got absorbed in BSNL on 1<sup>st</sup> October, 2000. Therefore, the same ad hoc arrangement cannot continue indefinitely.

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4. Moreover, DPE guidelines are general in nature and apply equally to all CPSE employees. However the actual implementation of the same rests with the CPSEs in consultation with their respective administrative Ministries/Departments.

5. In view of the above, the Department of Telecommunications (DOT), being the administrative Department of BSNL may decide the issue in the light of extant guidelines of DPE, with the concurrence of their IF Wing.

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