

Demands for review/ withdrawal of DoT order dated 28.03.2017 and to consider replacement of E1A and E2A pay scales with E2 and E3 and DoT's view points thereon.

S.No.	Demands for review of DoT Order	DoT's view points
1.	On implementation of the order, the pay scales of the entry level executives of BSNL i.e. JTOs/JAOs etc. will be downgraded from pre-revised E1A (Rs. 9850-14600) to revised E1(Rs.16400-40500). Similarly, the scales of SDE and equivalent grades will also be downgraded from pre-revised E2A (Rs. 11875-17275) to revised E2(Rs.20600-46500). Lowering of pay scales of E1 and E2 resulted in demotion of Executives working as JTO, JAO, SDE, AO etc in BSNL.	The issuance of Presidential Order by DoT was processed keeping in view the best interests of BSNL employees in these scales and keeping in mind the financial situations of BSNL, which has been incurring losses continuously since 2009. Direct recruit executives are not entitled for the pay scale of 18850-40500. It was one time special dispensation only for the absorbed employees at the time of absorption for completion of absorption process smoothly. Since BSNL had recruited employees in E1A and E2A since its inception in the year 2000, while issuing the Presidential Order this was kept in mind and therefore, the order gave them a protection of the pay such employees are drawing. If decision was taken to put all the employees in E1A to E2 and E2A to E3, this could have led to actual hardship and lowering of scale. Instead, the Presidential Order protected the pay of these employees.
2.	The proposal for revision of existing E1A and E2A pay scales w.e.f. 01.01.2007 is the pending item of pay revision under 2nd PRC. All BSNL employees in other scales got benefit of 2nd PRC like 30% fitment and 78.2% IDA neutralization except for one set of executives.	There is a likelihood of demand for enhancement of scales for executives who are in E3, E4, E5 and E6 scales arising out of agreeing to the demand for revision of E1A and E2A to E2 and E3. Already, representations have been received from some employees/executive unions that they do not agree for changes in E1A and E2A only. They want the ripple effect to continue by way of upgradation to E2, E3, E4, E5 and E6 scales too. This cannot be agreed to considering the financial situation of BSNL, which was recently declared as an incipient sick company under DPE guidelines.

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3.	Implementation of DoT order will lead to lowering of scales on promotion of employees who are in E1A and E2A as only E1 to E9 scales would be available on promotion. Employees in E1A scale on promotion would get E2 scale and not E2A scale and similarly E2A scale employee on promotion would only get E3 scale. This would impact getting higher scale on promotion and would actually lead to loss.	Any step to be taken which has financial implications for BSNL has to be considered carefully. The number of employees in E1A and E2A in BSNL are very limited.
4.	Prior to 2 nd PRC, other CPSEs like BHEL, NTPC, ONGC, Coal India, FCI etc. also operated intermediary pay scales other than DPE prescribed scales from E1 to E9 and on regularization, they have considered placement of such non-prescribed scales in higher scales and not in lower scales.	In this regard, the DPE guideline of 'affordability' is crucial. A view to boost morale and keep good industrial relations can be considered when there is a good financial situation of the CPSE.
5.	By giving protection, the DoT order is keeping the absorbed employees still in E1A and E2A scales which violates the DPE guidelines of standard pay scales of only E1 to E9.	This has to be seen in light of the practical approach taken by the Department to ensure that the pay of the existing employees in E1A and E2A are protected and at the same time made the non standard E1A and E2A pay scales a dying cadre/scale.

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