



(A GOVERNMENT OF INDIA ENTERPRISE)
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No. BSNL/7-9/SR/2016

Dated, the 13th October, 2016

To

All General Secretaries of participating associations in 1st MV.

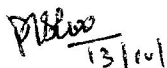
Sub: Action plan on issues related to a) Standard pay scales E 2 & E 3 for JTO, SDE and their equivalent, b) 30% Superannuation benefit for BSNL recruited employees; c) CPSU Cadre Hierarchy and first TBP-regarding

Sir,

It is informed that the above issues are under active consideration and the proposed action plan to resolve these issues is given below

S.No.	Issues	Action Plan
1	E2 & E3 scales for JTO & SDE Equivalent executives. With regard to grievance of non-finalisation of standard IDA pay scales E-2 & E-3 for JTO & SDE equivalent, it is intimated that the proposal for grant of E-2/E-3 Pay scale w.e.f.01.01.2007 in replacement of pre-revised E-1A/E-2A pay scales in respect of JTO/SDEs and equivalent cadres had been forwarded to DoT for its approval on 06.06.2016. However, DoT has returned the proposal stating that the same cannot be acceded considering the financial position of BSNL and huge financial burden on Govt. exchequer in the shape of revised pensionary benefits and recurring burden on pension. It has further stated the aberrations in 2nd PRC may be referred to DPE as 3rd PRC has already been constituted	BSNL has given further justification of the proposal and has requested DOT to re-consider the proposal on merit.
2	Extending 30% Superannuation benefit to the BSNL Recruited Employees.	The case regarding implementation of Superannuation Pension Scheme as per DPE guidelines for BSNL recruited employees has been taken up with DoT in the shape of proposal duly approved by BSNL Board. The proposal is pending with Dir(PUS), DOT for final approval.
3	CPSU Cadre Hierarchy and 1 st Time Bound Promotion as per the recommendation of Joint Committee	Regarding CPSU cadre Hierarchy, Pers. Branch has prepared the draft proposal. After discussion with Dir(HR), draft proposal has been given to the recognised Association seeking their comments/ suggestions. The 1 st meeting of the service association with GM(Pers) on this draft proposal has been conducted on 07.09.2016 and feedback received. The modified proposal has been sent to all the 10 associations on 05.10.2016. They have been requested to give their feedback for further discussion.

Yours faithfully,



(P.K. Sharma)

DGM (SR), BSNL C.O.

Copy to :-

PS to Director(HR)