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**BHARAT SANCHAR NIGAM LIMITED**  
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No.AIBSNLOA/CHQ/2010/4

Dated: 12<sup>th</sup> January 2010

To  
Shri.P.J.Thomas,  
Secretary, DoT,  
New Delhi – 110 001

**Subject: Removal of disparity in pay scales of the BSNL Executives – Request for immediate consideration**

**Sir,**

This is with reference to our letter No.AIBSNLOA/CHQ/2009/55 dated 5<sup>th</sup> November 2009, on the above subject, wherein we had drawn your kind attention towards the disparity in pay scales of two important sections of BSNL Executives and also a serious but genuine heartburn in the cadre of JTO/equivalents and SDE/ equivalent cadres in BSNL as they were given lower pay scales vis-à-vis equivalent cadres in other PSUs, particularly in MTNL, at the time of formation of BSNL and the absorption of the Executives in BSNL.

Again, when 2nd Pay Revision for PSU Executives was implemented in BSNL w.e.f. 1.1.2007, the JTO and SDE level Executives of BSNL have been proposed to be granted revised intermediary IDA Pay Scales of 1(b) and 2(a) and these scales are yet to be approved by DPE. On the other hand, the Sr SDEs/Sr AOs, DEs and DGM level Executives have been granted the revised IDA Pay Scales of E-3, E-4 and E-5 grades in that order. But in other comparable CPSEs, the Pay Scales for first level Executives like JTO equivalents starts with E-2 grade or even more. BSNL has got approved the revised IDA pay scale of E-6 grade also from Department of Telecommunications, which remains unutilized.

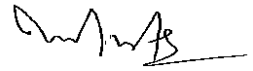
We had therefore proposed to grant the following IDA pay scales to the Executives from JTOs level to Dy GMs onwards i.e. (i) JTOs level : E-2 grade, (ii) SDEs level : E-3 grade, (iii) Sr SDEs/Sr AOs : E-4 grade, (iv) DEs level : E-5 grade and (v) DGMs level : E-6 grade will help to resolve a genuine long pending demand of the JTOs/ equivalent and SDEs/equivalent cadres and also to abide by the instructions issued by DPE not to create any intermediary scales. Further, if the proposal is accepted, there will be no financial implication for the existing Executives on application of the fitment formula issued by DPE, since none of among these sections of Executives will get any additional financial benefit. Even on their promotion to next level, there will be no additional financial implication.

No decision has yet been taken on this account at any level even after lapse of almost a year after implementation of revised IDA pay scales. In response to our letter on this issue referred to above, copy of which had been marked to the DPE, the DPE has forwarded the copy of our letter to DoT vide its letter dated 15<sup>th</sup> December 2009 (copy enclosed) for necessary action at DoT's end. In the absence of any decision on this issue, the JTO/equivalents and SDE/equivalent cadres in BSNL have got their pay fixed in scales lower than (E1 in place of E1A and E2 in place of E2A) what they were actually having prior to second pay revision. This is a very unfortunate and anomalous situation prevailing only in BSNL.

In view of the above, we would once again request you to kindly consider our proposal which has no financial implication.

With kind regards,

Yours sincerely,



(V.P.Arya)  
General Secretary

Encl: As stated

Copy to:

1. Shri.A.Raja,  
Hon'ble Minister for Communications, New Delhi
2. Shri.Kuldeep Goyal,  
CMD, BSNL
3. Shri.Gopal Das,  
Director (HR), BSNL