



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

**CENTRAL HEAD QUARTERS
AD-87B, Pitampura, Delhi-110034.**

President
K.RAJASEKARAN

Mobile: 09443100950

No. AIBSNLOA/CHQ/2017/27

Finance Secretary
SWAPAN K. BHATTACHARYA

Mobile: 09434136566

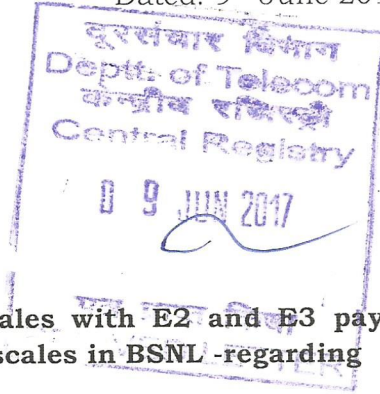
General Secretary
RAKESH SETHI

Mobile: 09868210449

Dated: 9th June 2017

To

Ms. Aruna Sundararajan,
Secretary to the Govt. of India
Ministry of Communications
Department of Telecommunications,
Sanchar Bhawan, New Delhi.



Subject: Replacement of E1A and E2A pay scales with E2 and E3 pay scales and upgradation of E3 - E6 pay scales to E4-E7 pay scales in BSNL -regarding

R/Madam,

We are thankful that the **Department of Telecommunications** has agreed to **review its Presidential Order dated 28th March 2017** wherein non-standard pay scales were granted to JTOs & equivalents and SDEs & equivalents in BSNL and lower scales of E1 & E2 granted to new entrants in these grades.

2. **But we are shocked to learn that BSNL has gone back from its earlier proposal** of Replacement of E1A and E2A pay scales with E2 and E3 pay scales and upgradation of E3 - E6 pay scales to E4-E7 pay scales and has now proposed only replacement of only E1A and E2A pay scales, leaving out upgradation of E3 - E6 pay scales to E4-E7 pay scales.

3. **Earlier proposal of BSNL was based on a detailed and prudent examination of the issue**, since replacement of E1A & E2A scales alone will result in anomalies and disparities. "Both SDE and Sr.SDE grades will be placed in the same E3 scale. There will be disparity between seniors and juniors in terms of time span to reach same pay scale under time bound promotions. Pay scale upgradation will impact the EPP, MSRR and MTRR as well which will need to be reviewed."

4. **BSNL had also emphasised the fact that there will not be any additional pension liability on the part of the DoT/Government**, since in all cases except in E6, the revised pay is higher than the minimum of the next higher scale as per 78.2% pay fixation.

5. **BSNL has also reiterated that BSNL has shown considerable improvement in the last two years as the company has earned operational profit in the last two financial years and all out efforts are being made for further consolidation of BSNL's financial health.**

6. **So, there is no reason why BSNL should go back from its earlier proposal and bat for replacement of only E1A and E2A scales.** When a Committee constituted by BSNL under the Chairmanship of Shri. Md. Ashraf Khan, Ex. ED(NB), BSNL the committee, in a majority recommendation, had mentioned that the Committee recommends

Handwritten signature/initials

replacement of only E1A and E2A scales only, since its mandate was only regarding replacement of E1A scale with E2 and E2A scale with E3. **The associations which were party to the recommendation also said that upgradation of E3 to E6 scales can be taken separately before implementation of 3rd Pay Revision.**

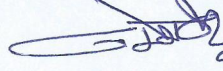
7. **Now that the implementation of 3rd Pay Revision Committee's recommendations is expected within a month, allowing upgradation of E3 - E6 scales to hang fire, will create unnecessary chaos and disharmony. In that case, SDEs and Sr. SDEs will continue to be placed in the E3 scale in the revised pay scales too, carrying over the disparity and anomaly into the future.**

8. If the financial implications of Replacement of E1A and E2A pay scales with E2 and E3 pay scales alone and of Replacement of E1A and E2A pay scales with E2 and E3 pay scales and upgradation of E3 - E6 pay scales to E4-E7 pay scales together are examined, it will be known that additional impact of the latter will be marginal.

9. We therefore request you to kindly examine the issue in the light of the facts provided above and to cause **Replacement of E1A and E2A pay scales with E2 and E3 pay scales and upgradation of E3 - E6 pay scales to E4-E7 pay scales in BSNL** through a single Presidential Order, which will not increase the pension burden on the Government and BSNL's additional expenditure will be marginal. That too will be paid only to the DoT in the form of additional pension contribution.

With kind regards,

Yours sincerely,


3/6/17
(Rakesh Sethi)
General Secretary

Copy to: 1. Shri N.Sivasailam,
Addl. Secretary (T), DoT, New Delhi
2. Shri Anupam Shrivastava,
CMD, BSNL