

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

No: UA/2021/49

30.05.2022

To,

1) Shri P.K.Purwar,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi-110001

2) Shri K. Rajaraman
Secretary, Telecom,
Department of Telecommunications,
Ministry of Communications,
Sanchar Bhawan, 20, Ashoka Road,
New Delhi-110 001.

Sir,

Sub:- Immediately roll-back the decision of the DoT, communicating it's disagreement for the up-gradation of E1A and E2A pay scales, informed vide it's letter dated 29-04-2022 - approve BSNL's proposal for the replacement of E1A with E2 and E2A with E3 pay scales w.e.f. 01.01.2007, without cascading effect on other pay scales - req.

We wish to bring the following to your kind notice for favour of information and necessary action.

The entire fraternity of the JTO/JAO and the SDE/AO equivalent grades are suffering from huge recurring losses in their pay, as well as degradation of pay scale, since 01.01.2007 due to the non -settlement of the issue of replacement of E1A with E2 and E2A with E3 pay scales, which is a residual issue of the 2nd PRC.

The recent communication of the DoT, vide letter no. 62-4/2020-SU (E-103496) dated 29.04.2022, communicating it's disagreement for the whole proposal, under the pretext of cascading effect, has further complicated the issue and is causing grave injustice to the young officers. ***This issue is a classic example of apathy and indifference of the BSNL Management and the DoT administration, towards the employees. So, it is important to have a brief overview view of the case, to understand the serious injustice that has been meted out:***

1. The DoT, vide it's Presidential Order dated 28.07.2003, accorded "9850-250-14600" as IDA Scale against the existing CDA Scale "6500-200-10500" for the JTO/JAO equivalent grade and named it E1A scale. Similarly, it accorded "11875-300-17275" as IDA Scale against the existing CDA scale of "7500-250-12000" for the SDE/AO equivalent grade and named it E2A.
2. The 2nd PRC recommendation has told to replace all the existing pay scales with the ten Standard Pay Scales, as defined by the DPE, ie., from E0 to E9 and clarified that no non-standard pay scale should continue. BSNL was having non-standard pay scales of JTO/JAO equivalent as E1A and SDE/AO equivalent as E2A.
3. 2nd PRC Presidential Order for BSNL was issued by the DoT, vide letter no.61-01/2009-SU dated 27.02.2009. But, it did not provide the replacement of E1A and E2A scales. ***In the said presidential Order, it was clearly written that, "proposal of BSNL on E1A and E2A shall be dealt separately".***
4. Thereafter, BSNL and DoT made several communications for the approval of equivalent pay scales of E1A and E2A, but the DPE finally rejected the proposal on the ground of non-standard pay scale. Thereafter, BSNL sent a proposal to the DoT to replace E1A with E2 and E2A with E3.
5. Thereafter a PO was issued by the DoT vide letter number 61-2/2016-SU dated 28.03.2017, giving non standard pay scales of 18850-40500 and 22800-46500 as personal to the incumbents recruited/promoted against E1A and E2A respectively. It was further stated in the PO to extent only 16400-40500(E1) and 20600-46500(E2) for remaining JTO/JAO & SDE/AO respectively. This is in contradiction to the direction of DPE OM No 2(70)/08-DPE(WC) dt 26.11.2008 as well as BSNL Proposal sent to the DoT. ***BSNL did not implement the PO and requested DoT to accord approval of the E2 and E3 only.***
6. The CMD BSNL, vide his DO letter no-1-13/2015-PAT(BSNL) dated 01.05.2017 and subsequent communications of the BSNL, have made several requests to the Dept of Telecom to accord approval for only two pay scales i.e. replacement of E1A with E2 and E2A with E3 w.e.f. 01.01.2007, in line with the proposal of Management Committee of BSNL Board, which is a residual issue of the 2nd PRC.

7. The last reminder letter to accord approval of E2-E3 was sent by BSNL to the DoT vide CO-A/11 (11)/11/2021-ESTAB dated 29.11.2021.
8. But, instead of granting the approval for the E2 and E3 pay scales, the DoT has sent its disagreement, vide letter F. 62-4/2020-SU (E-103496) dated 29.04.2022.
9. The apathy and indifference of the DoT and the BSNL Management has made the 14,500 executives to suffer endlessly, which is about 50% of the total strength.
10. Other CPSEs have implemented 3rd PRC w.e.f. 01.01.2017. But, in BSNL, the youngest lot of the Organisation is even deprived of what they should have got from the 2nd PRC.

After going through the above facts, we are distraught and aghast with the apathy of the DoT and the BSNL Management, which have totally failed in their responsibility to protect the rights of the lower rank employees, while spending freely on the top officers who are working on deputation in this Company. On one side, these young employees are denied of their legitimate pay scales of E2 and E3, whereas on the other side, the same Organisation is providing all benefits of the 7th Pay Commission to the higher ranking officers working in BSNL on deputation basis. It is creating a class within the class and treating the actual employees of the Company as second class citizens, while extending royal treatment to those who are working on deputation.

It is relevant to mention here that, the recent increase in BSNL's revenue by more than Rs.1000 crore in 2021-22, could be achieved only due to the dedication and hard labour of the employees. They have worked in one of the most challenging environment, with minimal resources and after the cutting down the strength of the employees and officers by fifty percent, through the VRS-2019. It is needless to state that, this achievement has been made, when the deadly Covid Pandemic has struck. But, it seems that, the management has become deaf and dumb and not prepared to listen to the grievance of such dedicated employees. If this situation persists, then we will have no other option, but to retaliate with full strength and this may not be good for the organisation. So we demand the following:

1. **Immediate rolling back of the DoT letter, which has expressed it's disagreement on the E2-E3 pay scale issue, vide letter number F. 62-4/2020-SU (E-103496) dt.29.04.2022 of Deputy Secretary (PSU-I), DoT, New Delhi.**
2. **Immediate intervention of the Secretary Telecom and the CMD BSNL for the approval of BSNL's proposal for the replacement of the pay scales of E1A with E2 and E2A with E3, w.e.f. 01.01.2007, without any cascading effect on other pay scales and issuance of a new Presidential Order to this effect.**
3. **Implementation of E2 for JTO/JAO and E3 for SDE/AO equivalent grades w.e.f. 01.01.2007, in a time bound manner, which is a residual issue of the 2nd PRC.**

In the absence of immediate action on the above demands, the AUAB will be constrained to take recourse to agitational programmes, for the fulfilment of the demands.

Thanking you,
Yours sincerely,



Chandeshwar Singh
Chairman, AUAB.



P. Abhimanyu
Convenor, AUAB.

Copy to: - (1) Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(2) Ms. Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001