

No: SNEA/CHQ/DIR(HR)/2015-18/64

Dated 22nd March, 2017.

To

**Smt Sujata T Ray,
Director (HR), BSNL Board,
New Delhi.**

Sub: Extension of E1A and E2A pay scales notionally from 01.10.2000 for the JTO/SDEs in Civil/Elect/Arch/TF wings, PA/PS cadres and other equivalent cadres to bring parity with other cadres like JTO(T), JAO, SDE, AO etc reg:

Respected Madam,

**Ref:- 1. Our Letter No. SNEA(I)/CHQ/CMD/2012-14/26 dated 14.10.2013.
2. Our Letter No. SNEA(I)/CHQ/CMD/2012-14/39 Dated 23.06.2014.
3. Our Letter No. SNEA/CHQ/DIR(HR)/2015-18/21 Dated 12.04.2016.**

The need for bringing uniformity/parity in the pay scales of Executives of different streams of BSNL w.e.f 01.10.2000 was brought to the notice of the management during earlier correspondences and meetings but remain unsolved causing lots of heartburn among the affected Executives.

The genuiness and reasonability of the issue were explained in our earlier letters cited above. Our request to the management was to maintain parity in pay scales among all the equivalent cadres within our BSNL w.e.f 01.10.2000 and resolve the issue of implementing Executive Pay Scales E1A and E2A to JTO/SDE (Civil/Elect/Arch/TF), PA/ PSs cadres and other similarly placed cadres. In fact, in principle, BSNL management has concurred to bringing in complete parity in career growth related issues. Of course, series of decisions, from time to time, were taken to usher in this uniformity, in a phased and regulated manner. We are thankful to the management for continuing their efforts in this direction, even though in a gradual way.

The issue of extending Pay Scales to the JTO, SDE cadres working in Civil/Elect/Arch wings, PA/ PSs cadres and other similarly placed cadres at par with other streams w.e.f 01.10.2000 has been pending since their absorption in BSNL. All of them got absorbed in BSNL as Group 'C' and Group 'B' respectively as on 01.10.2000. These Cadres were given Executive scales of E1A and E2A w.e.f. 01.12.2001 and 01.03.2002 respectively, based on the date of issue of their revised RRs in BSNL.

We have been highlighting following facts repeatedly to facilitate the management to decide to remove the glaring anomaly by extending the E1A and E2A scales notionally w.e.f 01.10.2000.

1) All the Executives of these wings got absorbed in BSNL with a hope to get equal treatment in respect of service matters like pay scales, promotion avenues etc, at par with equivalent cadres.

2) Dr. Vinay Shahi committee formed by BSNL Management had extensive deliberations on this matter and given recommendations to implement the Executive scales to these Cadres as well as JAO cadre on notional basis w.e.f. 01.10.2000. However, this recommendation was rejected by the BSNL Board in 2007.

3) After issue of E1A scale w.e.f. 1.10.2000, JTO/JAOs scale and status become equivalent to SDE (C/E/A) who were of higher grade in DOT as well as in BSNL.

4) Majority of the JTOs of these wings already got 5500/-scale in 1997 as per 5th CPC recommendations, before the ACP implementation. Even 1995 Batch recruitee was given this scale in DOT.

5) These Executives are very few compared to Telecom and Accounts wings and not much financial burden on implementing the Executives pay scales in BSNL.

6) Like RR's of JAO's modified in BSNL w.e.f. 31.08.2001, the RR's of these Executives (JTO(C/E/A) were modified w.e.f. 01.12.2001 and for SDE(C/E/A) w.e.f. 01.03.2002. **The reason for not considering E1A and E2A scale to these Executives was the delay in finalization of RRs by the concerned wings.**

This Association has been all along pleading for Uniformity/Parity in pay scales in equivalent cadres for all the wings in BSNL. This issue needs to be addressed in totality by extending E1A and E2A pay scales of JTO/JAO and SDE/AO to JTO/SDEs of (Civil/Elect/Arch/TF), PA/ PSs cadres and other similarly placed cadres notionally w.e.f. 01.10.2000 and thereby ending hostile discrimination that they are unnecessarily subject to for the last several years. Your kind personal intervention has become inevitable to get this serious and unwarranted discrimination, done away with, without any further delay.

With regards,

(K. Sebastin)

Copy to: Smt Madhu Arora, PGM(Estt), BSNLCO for information please.