



# ALL INDIA TELECOM EXECUTIVE & ENGINEERS ASSOCIATION

( संघे शक्ति / Together We Can )

(A Joint Initiative by Young DR Executives of BSNL)

To;  
The Chairman  
3<sup>rd</sup> PRC  
New Delhi

Respected Sir;

Subject: Representation before 3<sup>rd</sup> PRC about disparity amongst Executive Grades (E0 to E9).

As per Annexure VIII of DPE Office Memorandum, F.No.2 (34)/12-DPE (WC)-GL-XX/12 dated 14/12/2012 there have been ten executive **grades E0-E9 since 1987**, below board level for CPSEs. Each executive grade has a specific scale of IDA pattern irrespective of the CPSE and the scales corresponding to a grade changes after every pay revision.

Another DPE Office Memorandum No.2 (12)/2009-DPE (WC) dated 24/12/2012 at Para 2 says that the **grade and corresponding scale of pay can't be altered by CPSEs**. Appropriate nomenclature for these Grades as per the standard practice of the CPSEs may be followed.

Through above two guidelines it is crystal clear that everything has been fixed and framed by the DPE itself and only the nomenclature has been left up to the CPSEs as per their requirement. But please find the following facts.

- 1) In TCIL, lowest rung of group A is E1.
- 2) In HAL, E1 is the lowest rung of group A.
- 3) In BHEL, lowest rung of Group A is E2.
- 4) In MTNL E5 grade is equivalent to lowest rung of group A.

Somewhere this lowest rung is even at E3 and this variation continues with CPSEs. (*Documents of above 4 are attached here.*)

As MTNL recruits engineering graduate at E2 and TCIL at E1 grade, **a fresh engineering graduate prefers MTNL because of E2 because it is the only parameter for a fresher to decide the level of post but holds a group "B" post whereas if joined even at a lower grade E1 in TCIL would enjoy group "A" post**. After having a closer look to the selection process of executives in MTNL and TCIL it can be observed that even the process of selection of executives at E2 in MTNL is superior to the process of selection of executive at E1 in TCIL. (*MTNL recruitment notice for E2 and TCIL recruitment notice for E1 is attached here.*)

@ Reg. No. Society/771/2016-17

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As **one of the literal meanings of grade is rank itself**, the variation of rank to a grade from CPSE to CPSE makes E0 to E9 and consequently DPE irrelevant. This irrelevancy makes a situation where it seems as if Executives are working in unorganized sector. Even in unorganized sector there are several rules and regulations.

Another scale of pattern is of central government called CDA pattern and it is found that this ranking to an executive grades come from this corresponding CDA scales. **If corresponding CDA scale (or in short Grade Pay as per 6<sup>th</sup> CPC) is more than 5400/ to any IDA grade, it is Group "A" otherwise Group "B".**

An executive at E3 in MTNL is not eligible for a post under deputation/absorption (Permanent Selection) in central government, whereas another executive in TCIL at E1 is eligible, because the post requires an experience in PSU equivalent to certain level of post of central government.

**Example:** If there is a notification for central government post of Grade Pay Rs.7600/, the notification seeks an experience either analogous to the advertised post or some particular year of experience in Grade Pay Rs. 6600/ or equivalent from central government/ CPSE officer. Thus an **executive holding a post of E2 grade in TCIL is eligible but the person holding a post of E3 grade in MTNL is not eligible**, because E2 of TCIL is equivalent to GP 6600/ but E3 of MTNL is equivalent to GP 4800/ only. Department of Food and Public Distribution in its reply says; "No methodology to decide the eligibility of PSU w.r.t corresponding pay scales of PSU officers has been issued". As pay scales of different PSUs may vary, it is up to the concerned PSU to satisfy itself in the first instant to see that the officer applying for deputation is eligible before forwarding the application for deputation. How can be more than one mapping is possible between two standard sets of scale? (RTI reply from Department of Food and Public Distribution is attached here.) [http://ccis.nic.in/WriteReadData/CircularPortal/D2/DO2est/14017\\_71\\_89-Estt-RR.pdf](http://ccis.nic.in/WriteReadData/CircularPortal/D2/DO2est/14017_71_89-Estt-RR.pdf) (page 2 & 11 of this document shows that earlier there was a fixed mapping and did not vary with CPSEs. Perhaps it still not revoked. But not followed by CPSEs.)

Independency of a CPSE is to play with the business and must not to disturb the social justice and to keep the fresh engineering graduates in dilemma with some hidden facts (i.e corresponding CDA scale) like Credit Card Company. **The E1, E2, E3 etc... have not been framed by any CPSE but by DPE for each CPSE.** Though CPSEs are independent board driven company, they are not independent enough to frame an executive grade and scale like non-executives scales and grades. Means their independency is up to non-executive scales only. The perks may vary from CPSE to

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CPSE to any grade and making things better for better CPSE but how can be two different rank given to one grade. It seems that E0 to E9 grades, after being born by DPE, left like orphan. CPSEs adopt it and treat these grades as per their wish.

A student after his professional degree viz B.E/B.Tech/ICAI, just compare the IDA grade, scale and the minimum qualification attached to that post and join (Neither group 'A', 'B' nor corresponding CDA scale is mentioned in recruitment notice). But feel cheated because get two different ranks in two different CPSE, despite the same qualification and IDA grade attached to that post. **This type of disparity has not been found in Public Sectors Banks.**

Sir, you are requested to address this issue in 3<sup>rd</sup> PRC. This will save the future of upcoming executives as well as existing employee. This commission must have received several representations about the new scales, perks and fitments but not about this disparity. I have a strong feeling that it will be taken in true sense. I will be thankful to this commission for kind consideration.

**Yours Sincerely**

**Jitendra Nath**

**AGS-AITEEA**

- Attachments:** 1) DPE O.M F.No.2 (34)/12-DPE (WC)-GL-XX/12 dated 14/12/2012 along with Annexure VIII
- 2) DPE O. M.No.2 (12)/2009-DPE (WC) dated 24/12/2012
- 3) RTI replies from MTNL, HAL, TCIL, EIL & BHEL showing lowest rung of group A
- 4) MTNL recruitment notice for E2
- 5) TCIL recruitment notice for E1
- 6) RTI reply from Department of Food and Public Distribution.

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