



ALL INDIA TELECOM EXECUTIVE & ENGINEERS ASSOCIATION

(Together We Can)

(A Joint Initiative by Young DR Executives of BSNL)

No. GS/AITEEA/DoT/2016

Dated, 3rd of August, 2016

To,
 ✓ The Joint Secretary (Admin)
 Department of Telecommunication
 Sanchar Bhawan, 3rd Floor
 New Delhi 110001.

Reference: BSNL Letter No: 1-13/2015 – PAT (BSNL) Dated 06.06.2016

Sub: Replacement of Intermediate IDA Pay Scale i.e. E1A and E2A by Standard Pay Scale E2 & E3 respectively in BSNL and its comprehension –Regarding.

Respected Sir,

With deep regards for your esteemed self, "ALL INDIA TELECOM EXECUTIVE & ENGINEER'S ASSOCIATION (AITEEA)" thanks to your kind endeavors towards Executives of BSNL & appreciate the way of nurturing State run PSU with your full strength & foresighted Vision. In this continuum, I would like to draw your kind attention towards one of the genuine issue of replacement of Intermediate IDA Pay Scales by Standard ones & its comprehension. Submission is as follows:

With reference to the above subject please find the brief of above reference.

1. Proposal sent by BSNL to DOT at Para 4 says: Replacement of E1A and E2A pay scale with E2 and E3 scale also has implications for already approved E3, E4, E5 & E6 pay scale for Sr. SDE, DE, DGM, DGM (Selection Grade) officers because of the provision of the Executives Promotion policy (EPP) which ensures five time bound promotions in a normal career span of an Executive in BSNL. This Para 4 further says: **In view of the above EPP provisions** and also as intermediate scales are not allowed, **Management committee has further deliberated over the issue at length and decided to recommend up-gradation of pay scales of E3, E4, E5 & E6 for Sr.SDE, DE, DGE, DGM (SG) to E4, E5, E6 & E7 respectively w.e.f. 01.01.2007.**

Thus the proposal of BSNL for replacement of intermediary scales E1A & E2A by E2 & E3 respectively has **two comprehensions.**

- 1) Administrative implications on existing E3, E4, E5 & E6 pay scales.
- 2) Unfulfillment of five ensured time bound promotion in a career span of an Executive career.

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

03/08/2016

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Comprehension 1: Administrative implications on existing E3, E4, E5 & E6 IDA Pay Scales.

After replacing E2A by E3 there would be two posts on same scale E3, but fortunately there is **no substantive post at E3**. The same is described in BSNL OM vide no 400-61/2004-Pers.I, dated 18.01.2007 at para (i) of part II (Post based promotion policy). As per existing practice, post based promotion takes place from SDE (E2A scale) to directly DE (E4 scale). If there was any substantive post at E3 then it would have some administrative constraint after replacing E2A with E3 because of two posts on same scale, **but here this is not the case**. Similarly replacement of E1A by E2 also has no administrative implication, because E2 scale does not exist at all in BSNL. Thus there is no administrative constraint in replacing E1A & E2A by E2 & E3 respectively.

Comprehension 2: Unfulfillment of five ensured time bound promotion in a normal span of an Executive career.

Options	Post	JTO	SDE	Non Substantive	DE	DGM	DGM(SG)	
	Existing	E1A	E2A	E3	E4	E5	E6	
Option 1	BSNL's Proposal	E2	E3	E4	E5	E6	E7	
*Option 2	AITEEA feedback	E2	E3		E4	E5	E6	E7

*Thus five promotions from E2 to E7 is intact without up gradation of E3, E4, E5 & E6 scale.

This five time bound promotion as per Executive Promotion Policy (EPP) can be ensured in two different ways.

Option 1: By upgrading each posts by one scale which has been recommended by BSNL. (i.e. E3, E4, E5 & E6 for Sr.SDE, DE, DGE, DGM (SG) to E4, E5, E6 & E7 respectively)

Option 2: By extending only the ceiling of promotion which is presently up to E6, by E7.

"Increasing the scale of each post by one scale" and "increasing the ceiling of E6 by one scale to E7" are two entirely different things. Option 1 has unnecessarily extra financial burden in terms of salary and pension contribution for each scale whereas option 2 has this implication only for those who reaches up to E7. Though in both cases there is a scope to be promoted up to E7 **but the second one has almost negligible financial burden at present.**

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It seems management is ready to bear the financial burden by up grading each post by one scale but do not want to grant a post/scale which ranks senior to JAG selection grade, to an executive who will start his career directly with E2.

Executives already on E3 and above on 01.01.2007/ will not be affected at all and will get 5 promotions as usual up to E6 and will have an extra opportunity to reach E7. Rest will be promoted up to E7 without up-grading the scales. (i.e. promotion from E2—1st—E3—2nd—E4—3rd—E5—4th—E6—5th—E7)

Therefore, it is requested before your esteemed self to approve the BSNL proposal of Replacement of Intermediate Pay Scale i.e. E1A and E2A by Standard Pay Scale E2 & E3, as there is no any administrative constraint in its approval & has already been approved by BSNL Management Committee & also in the light of the fact that time is running out after constitution of 3rd PRC.

With Deep Regards,

Yours sincerely

Manoj Singh 03/08/2016
General Secretary

- Copy to: 1. PPS to Secretary (T), DoT.
2. PS to Honorable Minister of Communication.
3. Chairman & Managing Director, BSNL.

- Enclosures 1: BSNL Letter No: 1-13/2015 – PAT (BSNL) Dated 06.06.2016
2: BSNL Executive Promotion Policy.
3: Presidential Order issued by DoT dated 27/02/2009.

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