

# E2-E3 Standard Pay Scale

Sanchar Nigam Executives' Association



- ☞ **SNEA is for Standard Pay scale of E2 and E3 replacing E1A and E2A for all the post 2007 recruits and the future recruits.**
- ☞ **SNEA Protected the Cadres from demotion to E1 and E2 pay scales**

SNEA was formerly known as JTOA which represents JTOs alone. After BSNL formation, SNEA formed to represent all the Executives. Upliftment of the basic cadres, JTO/JAO equivalent cadres in terms of Pay Scales, promotions etc have been given the highest priority by SNEA.

- In 1986, we got 1<sup>st</sup> upgradation of JTO pay scale from Rs 1400-40-2300 to Rs 1640-60-2900.
- In 1996, we got 2<sup>nd</sup> upgradation of JTO/JAO pay scales from Rs 5500-175-9000 to Rs 6500-200-10500. JTO status also upgraded from Group C to Group B Gazetted.
- In 2003, we got 3<sup>rd</sup> upgradation of JTO/JAO equivalent cadres pay scales from the BSNL offered E1 scale to E1A scale, w.e.f. 01.10.2000, on absorption. Even though it was part of Terms and Condition for absorption from DoT to BSNL, SNEA ensured that the same E1A scale is applicable for the BSNL directly recruited JTO/JAOs also.
- Now we are for the next upgradation of JTO/JAO pay scales from E1A to E2 scale.

The upgraded pay scales have to be applicable w.e.f. 01.01.2007, for all the JTO/JAOs recruited from 2007 onwards, till date, including the GATE JTOs/2018 JAOs and the future recruits also.

On 2<sup>nd</sup> PRC implementation, DPE issued guidelines on 26.11.2008, directing all the CPSUs to switch over from intermediary pay scales to standard pay scales w.e.f. 01.01.2007. In BSNL, E1A and E2A are intermediary pay scales which are to be replaced with standard pay scales.

**We had 2 golden opportunities to settle the demand but due to the immaturity and adamant stand of AIGETOA, it did not happen.**

- 1** **SNEA** In 2010, the issue of Pay anomaly of 2007, 2008 recruited JTOs referred to a Committee. SNEA demanded that standard pay scales of E2 & E3 in place of E1A & E2A are to be processed and sent to DOT and they shall be allowed to draw Rs9850/- till settlement.

**1** **AIGETOA** Demanded 5 additional increments to the E1 scale (E1+5) to address the pay loss instead of E2 and E3 scale for the Cadre and they were unable to think about SDE cadre at that time. By this proposal, AIGETOA accepted E1 pay scales for the post 2007 recruits instead of E2. Our pleading with them not to demand E1+5 and to demand E2 and E3 pay scales as demanded by SNEA was not accepted by them. Their demand was E2 scale w.e.f 01.10.2000 onwards.

**2** **SNEA** In 2013-14, the joint Committee formed with the Association representatives deliberated the issue of standard pay scales of E2 and E3 replacing the intermediary pay scales of E1A and E2A w.e.f. 01.01.2007. Somehow through many interactions, we could convince the Chairman and the members from Official side about the need for E2 & E3 pay scales to boost the morale of the young recruits as well as for attracting best talents into BSNL. In the next meeting, Chairman of the Committee offered standard Pay scales of E2 and E3 replacing E1A and E2A w.e.f. 01.01.2007, without any change in other standard pay scales. Chairman informed that if all are agreeing, the Committee can make a unanimous recommendation.

**2** **AIGETOA** AIGETOA told the Committee that their demand for E2 scale is from 01.10.2000 onwards, not from 01.01.2007. Chairman and SNEA pleaded with them that E2 scale from 01.10.2000 onwards is not part of the terms of reference of the Committee. It is a 2nd PRC issue due from 01.01.2007. Even then AIGETOA did not change the stand and insisted for 01.10.2000. The Committee wound up the meeting abruptly and there after no meeting on E2/E3 scale taken place.

These two were golden opportunities we got, to get standard pay scale of E2 and E3 for the post 2007 rect JTO/JAOs. The financial condition of BSNL was far better at that time. But they did not allow that to happen because they wanted E2 from 01.10.2000 onwards as their juniors, post 2007 rect JTO/JAOs getting higher pay scale of E2 was not acceptable for them.

Till 2014, BSNL was pursuing with DoT for the approval of its proposal dated 09.01.2009 with revised E1A & E2A. Initially it was rejected on 24.01.2011 and finally on 18.07.2014, after referring to DPE. In May 2015, as a result of our agitation, the Joint Committee for the pay scales and CPSU Hierarchy reconstituted by the new CMD taken charge. Khan committee recommended E2 and E3 scales replacing E1A and E2A without mentioning anything about other scales.

### How we protected the Cadre from demotion to E1 and E2 pay scales

On 06.06.2016, BSNL recommended standard pay scales of E2 and E3 with cascading effect to DoT for approval, modifying its earlier proposal of E1A and E2A dated 09.01.2009. DoT rejected the proposal with cascading effect on 09.08.2016 stating that

*..... considering the present financial condition of the company and the huge financial burden on Govt. ...., the proposal cannot be acceded to.*

BSNL again requested DoT to reconsider the decision. Immediately, after the 1<sup>st</sup> MV in Dec 2016, SNEA took it up with CMD and DIR(HR) and started vigorously pursuing in DoT.

In another development, in the case filed by AIGETOA activists, CAT/CDG directed DoT to notify standard pay scales (not E2 and E3). They may not have prayed for standard pay scales of E2 & E3 and CAT did not order for that. As usual they filed contempt against the Secretary/DoT against non-notification of standard pay scales. Utilising this opportunity, DoT notified the lower pay scales of E1 and E2 (E1 & E2 being standard pay scales) on 28.03.2017, replacing the (non-standard) higher pay scales of E1A and E2A and come out of the contempt filed by AIGETOA. DoT issued the PO, ignoring the BSNL recommendation, Union Cabinet decision and DPE guidelines on 2nd PRC. **DoT took a stand that approved pay scale of BSNL direct recruits from 01.10.2000 is E1 and E2 only and E1A and E2A scales are not applicable for BSNL direct recruits.** By this, the basic cadres of JTO/JAO and SDE/AO demoted after their recruitment. This was a unilateral decision of DoT, without the recommendation of BSNL. Pertinently, the pay scale of an employee cannot be downgraded except by way of inflicting punishment on him. The effect of Presidential order dated 28.03.2017 is such that the pay scale of employees has been downgraded from E1A to E1 and E2A to E2 without any fault of them.

BSNL was duty bound to notify the PO issued by DoT. SNEA strongly protested against this retrograde order, demoting the basic cadres of JTO/JAO and SDE/AO by lowering the pay scales. We did not allow BSNL to notify the lower pay scales of E1 and E2. We demanded that BSNL should write to DoT to approve E2 and E3 scales as recommended by BSNL. On our strong stand, BSNL did not notify the E1 and E2 pay scales and written back to DoT on 03.04.2017 itself stating that:

- E1 and E2 scales are not recommended by BSNL. BSNL recommendation is standard pay scales of E2 and E3.
- As per DPE guidelines, the pay scales are to be finalised as per the recommendation of BSNL.
- BSNL was making profits when 2nd PRC recommendations are implemented w.e.f. 01.01.2007 and all the employees got the benefit of 2nd PRC with 30% fitment and 78.2% IDA neutralization. So, the revision of pay scales to E2 and E3 as recommended by BSNL is fully justified.

Against the DoT order lowering the pay scales to E1 and E2, we launched several agitation programs from April, 2017 onwards. Management tried to crush the Association by various means, by charge sheeting the General Secretary for serving notice for agitation, filing court cases in the Delhi Court to ban all type of agitations by SNEA, including demonstration. Management tried to get injection from the Hon Court restraining SNEA from any type of agitation programs. SNEA never relented. We had gone ahead with our agitation programs till DoT agrees to review the Presidential Order for E1 and E2. We fought in the court also to get our trade union rights unaltered.

Several rounds of meetings took place at various levels for resolving the issue by reviewing the PO dated 28.03.2017 and approving E2 and E3 scales.

- 1) Three meetings with Hon Minister, Shri Manoj Sinha.
- 2) Two meetings with Shri Nitin Gadkari, Hon Union Transport Minister who intervened in the matter.
- 3) Tri-party meeting between Secretary/DoT, CMD/BSNL and SNEA.
- 4) Tri-party meeting between Hon MOSC Office, BSNL and SNEA.
- 5) Several meetings with Officers of DoT at the level of Secretary, Addl Secretary, Member (Fin), Joint Secretary etc.

*Our Maharashtra Comrades played an important role in arranging such meetings.*

On our continuous persuasion, Hon MoSC agreed to review the decision. However, the concerned Officers in DoT given a very negative feedback about the case, in the file. It is stated in the file that BSNL direct recruits approved pay scale from 01.10.2000 is E1 and E2 only. E1A and E2A scales are applicable only for absorbed Executives and not for BSNL direct recruits and BSNL wrongly extended E1A and E2A to BSNL direct recruits after the formation of BSNL. We countered this with the facts and relevant order of DoT dated 28.07.2003, extending E1A and E2A scales to all JTO/JAOs and SDE/AOs, irrespective of BSNL absorbed or directly recruited. Finally, Minister directed to refer the matter to DoPT. It gone to Dept of Expenditure and finally to DPE. In the details furnished to DPE, DoT submitted wrong facts again, as submitted to the Minister like E1A and E2A scales are not applicable for BSNL Direct recs and the pay scale approved for them is E1 and E2 and hence the PO issued by DoT is correct. We had several rounds of discussion with the concerned Officers in DPE including Hon Heavy Industries Minister, Secretary/DPE, Addl Secretary, Jt Secretary and the Advisor and explained the background of the case. We made BSNL management also to meet DPE authorities and explain the matter.

Finally, after those meetings with DPE, DPE has given instructions to DoT to review the matter based on the recommendation of the PSU and as per the DPE guidelines issued on 26.11.2008. This is a major breakthrough as our two arguments accepted by DPE: i) the pay scales are to be approved based on the recommendation of BSNL and ii) the affordability clause is to be decided based on DPE guidelines of 26.11.2008 and not based on the financial status as on 2017.

But by this development, by end of 2018, BSNL entered into serious financial crisis. All attention diverted for the survival of BSNL. All issues having financial implications kept pending by DoT and BSNL. Even then we discussed this with Hon Minister and DoT Officers in few AUAB meetings.

After lot of struggle for months together, we could get a Revival package approved by the Union Cabinet on 23.10.2019 and thereby protecting our company as well as our jobs. After VRS, the establishment cost has come down drastically.

Merger of BSNL and MTNL which is part of Revival Plan is under examination. BSNL & MTNL Pay Scales are to be made equal before merger with revised pay scales of E2 and E3 for BSNL. We had taken up the issue again at the right time, for the settlement when Govt considering the merger. It was the demand of SNEA to implement E2 scale etc in BSNL to have parity with our sister concern MTNL from the time of formation of BSNL.

MTNL EA is the Association representing more than 80% of the Executives in MTNL. MTNL EA is our former Delhi and Mumbai Circles. Both Associations together chalked out the plan to get E2 and E3 before merger of BSNL and MTNL. For that we decided for any type of joint struggle also.

Comrades, SNEA gone for agitations on maximum occasions for E2 and E3 pay scale upgradation. We ignored all type of threats and intimidations from the management and DoT on this vital issue and gone ahead with struggle. SNEA is very much confident that with the support of all the BSNL Executives, we will be able to get E2 and E3 pay scales approved w.e.f. 01.01.2007, for all the post 2007 rects, including the GATE JTOs, 2018 rect JAOs and even the future recruits in the cadre of JTO/JAO.

Before last MV, all were claiming as representing majority executives and on that plea management was denying all proposals as there was no unanimity. But after MV, being the Recognised Association we could get the management accept our demand for E2 and E3 pay scales and CPSU CH even though there were conflicting proposals from others. This is going to resolve many issues for the Executives.

Approval of E2 & E3 can also pave way for resolution of pay loss issue of Rs Rs.22820 by giving additional increments

**Now it is high time for all Executives to join together and strengthen the struggle of SNEA with thumbing majority for the implementation of E2 and E3 pay scales which was accepted and recommended by the strenuous efforts of SNEA.**

Give us 51% vote, SNEA assures to get E2 and E3 Standard Pay Scale.

Vote for SNEA, Vote for Unity, Vote for No: 9

