



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110001

No. BSNL/7-1/SR/2022

Date: 29.08.2022

To,

The DY CLC (Central)
4th Floor, Jeevan Deep Building
Parliament Street, New Delhi-110001

Subject: Conciliation meeting dated 04.03.2022 & 30.06.2022 by Dy.CLC (Central)-reg.

This is with reference to conciliation meetings dated 30.06.2022 between BSNL Management & SNEA held at the office of DY. CLC (Central) for the matters i.e time bound promotions and E2 – E3 pay scales of BSNL officers.

2. As directed, the parawise reply to your office letter dated 24.03.2022 with full facts is enclosed as per Annexure (enclosed).

3. Further, it is reiterated that SNEA is an Executive's Association registered under the Societies Act, having members which are officers / managers and not workmen and under the purview of Registrar of societies. Moreover the Association has already withdrawn its hunger strike on 02.05.2022.

4. It has also been informed that Government has been putting great efforts by approving revival package for BSNL. During 1st revival package more than 78000 employees have taken VRS under this revival scheme launched by Govt of India.

5. Recently, Government has approved 1.64 lakh crores as second revival package for BSNL. Management has full confidence that with continued support of our executives, who are members of the association, BSNL will become a strategic player in the Telecom Sector.

This is issued with the approval of competent authority in BSNL.

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29/08/2022
(Pankaj Kumar Gupta)
AGM (SR)

Copy To:

- 1. GS, SNEA
- 2. GM (Pers)/ PGM (Estt.)

ANNEXURE

i. Time bound promotion to all Eligible Executives of BSNL :-

The proposal viz. BSNL Executive Promotion Policy Amendment & Recruitment Rules, 2017" (BEPPARR-2017) was deliberated and conditionally approved by BSNL Board in its meeting held on 28.03.2018, subject to the compliance of Reservation Policy requirement of Government and related Court orders.

Pursuant to approval of Board, the matter was referred to DOT and now the advice of Administrative Ministry sought in the matter has been received which reads as under:

"This proposal was considered and conditionally approved by the Board in its meeting held on 28.05.2018. Since then, BSNL has implemented the Voluntary Retirement Scheme (VRS) under the revival plan. Consequently, a total number of 78,323 BSNL employees were retired voluntarily on 31.01.2020. This has brought a massive restructuring of staff deployment in BSNL at all levels.

Under the circumstances, it is requested that BSNL may reconsider the proposal based on the present staff structure and strength and accordingly the proposal may be re-examined by the Board keeping in view the present staff scenario."

In view of the fact that BSNL has undergone major organizational changes as VRS has been implemented in 2019 and BSNL Board has approved the restructuring plan in 2020, implementing BEPPARR 2017 is not practically possible anymore. Proposal in this regard on the same lines is under consideration of the management for submission to BSNL Board.

ii. E2 & E3 Pay scales for JTO and SDE equivalent Grades:-

At the time of incorporation of BSNL, following pay scales were granted to BSNL executive's w.e.f. 01.10.2000:

S. No	Post	CDA scale	IDA scale
1.	JTO	Rs. 6500-200-10500	9850-250-14600 (E1A)
2.	SDE	Rs. 7500-250-12000	11875-300-17275 (E2A)

At the time of implementation of 2nd PRC w.e.f. 01.01.2007, existing scales of BSNL executives E1A and E2A were not revised by DPE. Therefore, BSNL management sent a proposal to DOT for revision of BSNL scales of E1A and E2A. However on 18.07.2014 DOT and DPE rejected the BSNL proposal for revision of E1A and E2A scale in view of DPE guideline which prohibit introduction of intermediary pay scales.

In response, BSNL Management recommended grant of E2 and E3 scales in replacement of E1A and E2A pay scales w.e.f. 01.01.2007 and sent a proposal to DOT on 06.06.2016. In response, DOT has issued a Presidential Order dated 28.03.2017 granting revised IDA scales in replacement of pre-revised E1A and E2A as under:

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	<u>Pre-revised scale</u>	<u>Revised scale</u>
i.	Rs. 9850-250-14600(E1A)	Rs.16400-40500(E1)*
ii.	Rs. 11875-300-17275(E2A)	Rs.20600-40500(E2)#

***Rs. 18850-40500 and #Rs. 22800-46500 on personal basis to executives absorbed/appointed / promoted in pre-revised E1A and E2A scales.**

Since, the approved pay scale were not in accordance with the DPE guidelines prescribing only standard pay scales, BSNL requested DOT to reconsider the BSNL's proposal dated 06.06.2016 and approve the grant of E2 and E3 scales w.e.f. 1.1.2007 in replacement of E1A & E2A scales for JTO/SDE and equivalent grades.

Finally, DoT vide its letter dated 28.04.2022 has stated that "The presidential Order dated 28.03.2017 was issued with the approval of Hon'ble MOC, after extensive examination and elaborate consultations / discussions at higher levels. DPE had also endorsed this order and had not suggested for any changes. Further, the proposal for up-gradation of E1 and E2 scales will invariably have a cascading effect on all scales. Hence, the proposal of BSNL for upgrading the scales cannot be agreed to."

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