



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

All Communications  
to the General Secretary

To,

Dr. Shri. R.G. Meena Ji,  
Dy Chief Labour Commissioner,  
4<sup>th</sup> Floor, Jeevan Deep Building,  
Parliament Street, New Delhi 110001.

**Sub: Submission of SNEA say on the reply of BSNL and DoT w.r.t. ongoing Conciliation proceedings being held under your High Office.**

**Ref:** 1. DyCLC Office Letter No. ND.8(01) Del 2022 PADYC Dated 29/08/2022  
2. BSNL Office Letter No. BSNL/1-7/SR/2022 Dated 29/08/2022.  
2. DoT Office Letter No. 62-4/2020 SU (E 103496) Dated 28/04/2022.

**Respected Sir,**

With reference to above subject and letter, we convey sincere thanks and gratitude to your kind honour for holding very Healthy and fruitful conciliation Proceedings between our Association and BSNL and DoT. We are confident that with your great and commending initiatives, we will definitely come to certain conclusion on the pending HR issues of Executives of BSNL.

Further, we convey our special thanks for your love and great words for our beloved the BSNL and support thereof. We have noted and conveyed your good advice and grand wishes for survival of BSNL in Telecom Sector and further need to keep focus on the completion of Targets assigned by GoI to BSNL.

Sir, in continuation Conciliation Proceedings and directions given by your kind office vide Order under reference 1, we hereby submit the following few lines for your kind and sympathetic consideration.

**A. We hereby submit the following documents in submission of our say produced and directions issued by your good office.**

1. **Annexure A: BSNL EPP Policy 2007:** Letter No. 400-61/2004-Pers-I Dated 18/01/2007: The BSNL is giving us Financial Upgradation /Functional Time Bound Promotions
2. **Annexure B:** BSNL is giving us Higher responsibilities under Look After arrangements with one step above responsibility
  - a. **Annexure B1:** Letter No. Introduction of Looking After Arrangements in BSNL wherein Executives are giving higher responsibility of higher post which is temporary and stop gap arrangement but it has become Regular Practice over the Years.
  - b. **Annexure B2:** Copies of letter showing JTOs working in E4 and E5 Scales.
  - c. **Annexure B3:** Salary Slip of JTOs with E4 Pay Scales
  - d. **Annexure B4:** Order of JTO Arch who are working as JTO from 30 years since appointment as JTO in Year 2022.

W. Seshagiri Rao, SNEA Bhavan, B-11/1&2, Double Storey, Ramesh Nagar, New Delhi-110015.

3. Phone: 011-25934899. Please visit us at <http://sneaindia.com>

- a. **Annexure B4:** Copies of letters about giving One step up Looking After Arrangements i.e. JTO given responsibility of AGM, SDE Given responsibility of DGM/GM etc.
  4. **Annexure C:** Promotions in BSNL are held up in litigations
    - a. **Annexure C I:** CAT Jabalpur.
    - b. **Annexure C II:** CAT Kolkata.
    - c. **Annexure C III:** CAT Chennai.
    - d. **Annexure C IV:** CAT Lucknow
    - e. **Annexure C V:** CAT Hyderabad
    - f. **Annexure C VI:** CAT Chandigarh
    - g. **Annexure C VII:** PCAT Delhi
    - h. **Annexure C VIII:** SC of India
  5. **Annexure D:** BSNL Letter No. 400-33/2012-Pers.I/part dated 29/07/2019 dated asking clarification on Implementation of Reservation issues in BEPPARR 2017.
  6. **Annexure E:** Letter No. 400-33/2012-Pers.I/part dated 29/07/2019 for Policy for regular Five Promotion of DGMs to PGMs
  7. **Annexure F:** Letter No. 400-33/2012-Pers.I/part dated 29/07/2019 BSNL Policy for regular Five Promotion of Non-Executives in BSNL.
- B. There are certain issues which needs clarification from BSNL and DOT on both the issues. It is requested to DoT and BSNL to share the documents in the Meeting so as to clear the confusion between officers of BSNL and DoT.

**I. From DoT about Time Bound Promotions:**

1. Where the file under submission as mentioned in letter Dated 28/04/2022 is submitted and cleared by DoT and it has been intimated to BSNL issued directions to BSNL 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
2. Copy of reply given by DoT on request from BSNL on reservation related issues
3. Reasons for not responding by DoT to repeated request by BSNL seeking clarification on reservation related issues in BEPPARR 2017.

**II. From BSNL about Time Bound Promotions:**

1. Copy of letter conveying compliance by BSNL to DoT letter No. BSNL/SR/dated 28 Apr 2022.
2. With reference to reply given vide letter No. BSNL/7-1/SR/2022 dated 29/08/2022, by DGM SR BSNL CO to Dy CLC New Delhi, the following details may be please confirmed by SR Cell BSNL.
  - a. List of the difficulties faced by BSNL in implementation of the BEPPARR 2017 as conveyed in this letter.
  - b. List of the Major Organisational Changes done by BSNL after VRS which are affecting practical implementation of BEPPARR 2017
  - c. It is requested to give copy of the letter issued by DoT having the following para and letter Number with date thereof as quoted in this letter.

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.

- d. Please conform what action is taken by BSNL on the directions of DoT that 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.
3. Relation between Revision of RRs and implementation of VRS if any
4. Average age of Executives in BSNL before VRS 2020.
5. Average age of Executives in BSNL after VRS 2020
6. Copies of reminders issued by for BSNL to DoT requesting for issuing for Clarification on Reservation related issues in BEPPARR 2017.
7. Copies of replies received by BSNL from DoT on reservation related issued.
8. Copy of letters written by Majority/ Support and Welfare Associations in BSNL which made BSNL management to call for clarification from DoT on issues related to reservation in BEPPARR 2017.
9. Action taken by BSNL on assurance given to Dy CLC in meeting dated 29/08/2022 to re-examination that Under the circumstances, BSNL may reconsider the BEPPARR 2017 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.

### **III. From DoT about Replacement of E1A and E2A Non Standard Pay Scales with Standard pay Scales E2 and E3 respectively:**

1. BSNL demanded to approve E1A and E2A for JTO and SDE but DoT rejected quoting DPE Guidelines but issued PO dated 28/03/2017 by approving E1A for JTOs. DoT is requested to confirm why the same was rejected earlier and how it is approved later with copy of guidelines if any.
2. It has been mentioned that DPE has not suggested for any changes. Please share the copies of DPE stating this stance.
3. Copies of the documents on which DoT has come to conclusion that BSNL demanded upgradation of E1 and E2 scale.
4. When BSNL has always demanded for replacement of E1A to E2 and E2A to E3 then how DOT has proposed for Upgradation of E1 and E2 scales and its invariably cascading effect. Please give copies of letter on which DOT has interpreted replacement of scales as upgradation of the scales.
5. Reasons for not responding by DoT to repeated request for review of DOT Presidential order 61-2/2016-SU Dated 28.03.2017 by BSNL for replacement of E1A and E2A to E2 and E3 scales.
6. Powers and guide lines under which DOT turndown the BSNL board proposal for replacement of E1A scale and E2A scale with E2 and E3 whereas para 17 of DPE pay revision Om 26.11.2008, state that the board of director of PSE (BSNL) empowered to decide the proposal of pay revision and administrative Ministry has to approve or reject it and not empowered to modify the proposal. In this case BSNL has requested replacement of E1A scale by E2 and E2A by E3 but DOT issued Presidential order by down grading of scales E1A to E1 and E2A to E2.
7. When under para 1.2 of Presidential Order 61-6/2002-SU dated 28.07.2003 DOT has confirmed that pay scales of JTO/JAO absorbed or recruited by BSNL on or

after 01.10.2000 will be in 9850(E1A) scale how DOT has interpreted and projected vide Para No. viii of Annexure III of Letter No 61-2/2016-SU Dated 29/06/2018 to DPE that BSNL has assumed that E1 and E2 pre revised scales stand revised to E1A and E2A with regards to its application in BSNL, this understanding is incorrect.

8. Further under Para No, ix DoT has projected that the consequence of these erroneous actions of BSNL is that fresh recruiters and promotes have got higher pay fixation in the E1 Scale on the appointment to the cadre which they would not have got had they been appointed in the Regular E1 Scales placing them at minimum of the Scale i.e. 8650 basis instead of 9850.
9. Please confirm why the Presidential Order No. 61-2/2016-SU Dated 28/03/2017 issued without considering revised proposal sent by BSNL to DoT to revise Only E1A and E2A to E2&E3 respectively keeping the other existing Standard Pay Scales of E3 to E6 unaltered which confirms that there is no cascading effect as projected by DoT vide Para No. xii of letter No. 61-2/2016-SU Dated 29/06/2018 to Secretary DPE.
10. The basis on which DoT has related Contempt of the Court under para xii of Order No. 61-2/2016-SU Dated 29/06/2018 for reduction of Pay Scales E1A to E1 and E2A to E3, whereas DoPT or any Government Department have always proposed for protection of pay.
11. Vide Point 3 of Order No. 2(12) /2009 -DPE (CC) Dated 24/12/2012, which states that CPSE cannot have more than one pay scale in a grade, how DoT has proposed for two different Scales in same Cadre of JTO/JAO.

**IV. From BSNL about Replacement of E1A and E2A Non Standard Pay Scales with Standard pay Scales E2 and E3 respectively:** As mentioned in letter No.62-4/2020-SU (E103496) dated 28/04/2022 please provide copy of letter Presidential Order dated 28/03/2017 which has been endorsed by DoT.

C. We further submit the following lines about the stand and say of BSNL and DoT on different issues and its practical analysis

**I. On Time Bound Promotions:**

1. **BSNL is giving promotions through DPC is not correct:** All the promotions are held up in litigations. The officers in Pers DPC section are working under fear of further litigation and not ready even for promotions where no litigation is pending. E.g. SDE to EE Promotion in Electrical wing.
2. **Implementation of BEPPARR is not possible in after VRS Scenario:** This is totally wrong information. It may be please seen that in proposal of BSNL for BEPPARR 2017 approved by BSNL Board it is clearly mentioned that due to lack of Vacancies regular Promotions in BSNL are not possible. This was situation before VRS 2019, when average age of BSNL executives was 52 to 55 Years. On 28/04/2022, DoT has given directions for review of the BEPPARR in post VRS Scenario and BSNL has not taken any action on it except endorsing this letter to SNEA. It is said by BSNL that DoT has just informed that file is under consideration and waiting for formal letter which is not yet issued by DoT.
3. **Proposal for revision of SDE RRs as replacement of BEPPARR 2017:** Meantime BSNL has sent proposal to DOT for revision of SDE RR projecting that Executives in BSNL will be given Time Bound Personal Upgradation after twelve years and subject to availability of vacancy. This is nothing but reintroduction of ACP Scheme which was stopped by BSNL after implementation of EPP 2007. Thus efforts are made to

convert the duly approved Policy for Time Bound Promotions in Fixed Five Years to uncertain 12 Years.

4. **BEPPAR without linking to post is limited and Promotions for DGM and above are vacancy based:** It may be seen that BSNL is implementing the Time Bound Functional Promotions for DGM and above and DGM on completion of Five Years' service is promoted as Regular Jt GM, Regular Additional GM, Regular GM and Regular PGM and there is no need of any vacancy. It may be confirmed from BSNL Management that as on today against sanctioned vacancies of about 55 PGMs more than 150 PGM level Officers are working in BSNL, but the similar policy for Executives in Middle Management is denied after its approval by BSNL Board. When five assured Promotions from DGM up to PGM are given without need of any vacancy then why vacancy position is linked with Time Bound promotion Policy of Executives in Middle Management needs to be clarified by BSNL management. The PGMs reaching to this level are further promoted to CGMs and even Board of Director and at senior most Positions in DoT viz. Members of Telecom Commissions. **As such, it is wrongly projected that non-post-based promotions are limited only up to AGM and thereafter it is post based promotions.**
5. **Reservation issues projected in BEAPPARR 2017 are resolved in SDE RRs:** Though Management is saying that implementation of BEPPARR is not possible in post VRS scenario due to issues related to Reservation, it is not correct. If it was only issue faced in BEPPARR 2017 was reservation, then same is also faced in proposed revision of SDE RR and modification of further SDE RRs of other wings and Cadres. Same has been projected in Letter written by Director HR BSNL Board to Sec DoT in year 2016-17 and it is denied at this stage.
6. **Stand DoT that matter is to be decided by BSNL is not correct:** In last hearing representative of DoT has informed that nothing is pending at DoT and whatever action is to be taken is to be taken by BSNL. Fact is that the proposal of revision of SDE RRs is received by DoT and its different units are working on it as replacement of BEPPARR but no action has been taken on issuing clarification required for giving green signal to BSNL to go ahead with BEPPARR on reservation related issues.

## **II. Issues related to Replacement of E1A and E2A Pay Scales with E2 and E3 Standard Pay Scales**

### **a. Note in Brief and back ground:**

1. On the proposal of BSNL for 2<sup>nd</sup> PRC pay revision, DoT issued a Presidential Directive approving the pay revision in which it was indicated that proposal on E1A, E2A, E9A and E9B shall be dealt separately. BSNL Implemented the revised pay scales w.e.f.01.01.2007 noting that revised IDA pay scales for E1A, E2A and E9A will be notified later.
2. BSNL in the year 2009 proposed a fixation of a scale E1A and E2A for JAO/JAOs and SDE/AOs. However, the proposal was rejected by DOT on the ground that the said pay scales had not been approved. Since DOT rejected the proposal, BSNL could not go ahead with the pay revision and fixation for the two cadres.
3. To solve this issue BSNL proposed
  - a. Pay Scale of JTO & SDE (& equivalent executives) may be revised to E2 and E3 respectively as replacement of pre revised scale of E1A/E2A w.e.f 1/1/2007.
  - b. The pay scales E3, E3, E5, &E6 may be upgraded to E4, E5, E6&E7 w.e.f 1.1.2007 in respect of cadres of Sr SDE, AGM, DGM and SG-DGM respectively and appropriate changes may accordingly be approved in the BSNL Executive Promotion Policy.

4. On the above Proposal reply was sent By DOT to BSNL stating that the proposal cannot be acceded to considering the present financial position of the company and the huge financial burden on Government in the shape of revised pensionary benefits and recurring burden on pension. Based on this DOT order No-61-2/2016-SU dated 28.03.2017.
5. BSNL later changed all their previous proposal and made a revised proposal to DOT to revise only E1A and E2A scales to E2 and E3 respectively, keeping other existing standard pay scales of E3, E4, E5 and E6 unaltered.
6. BSNL Dy General Manger (Estt) on his letter No-1/13/2015-PAT (BSNL) dated 12.06.2017 in point (iv) mentioned part 1 of the proposal 1-13/2015-PAT (BSNL) DATED 6.6.2016 for replacement of E1A and E2A with E2 and E3 is a residual issue of 2<sup>nd</sup> PRC and may be approved and Part II of the BSNL Proposal will be taken up at the time of 3<sup>rd</sup> PRC.
7. BSNL Dy General Manger (Estt) on his letter No-1/13/2015-PAT (BSNL) dated 12.06.2017 in point (vi) with the grant of e2 scale in replacement of E1A there will be simple placement of executives in the revised scale. This cannot be treated as Up gradation under BSNL Executive promotion policy. (EPP). In EPP up gradation are defined linking with scales and grades. The combined residency period in pre revised E1A scale and proposed replacement E2 scale will be considered for the first time bound up-gradation in E3 scale (Instead of present arrangement of up gradation from E1A to E2A). Similarly for 2<sup>nd</sup> time bound upgradation under EPP, the combined residency period in E2A and E3 scale will be considered. Therefore the question of EPP upgradation without requisite period of service will not be attracted in this case. As this is mere replacement of non-standard pay scales of E1A &E2A with the standard pay scaled of E2 &E3 in line with DPE guideless.
8. As per the DOT approved BSNL EPP, two tier promotions are prescribed (a) time bound up gradation (b) post based promotions. In time bound up gradation, the pay scale is upgraded to next higher scale and in post-based promotion his designation will change. As per EPP the time bound up gradation to next higher scale is personal to the employees and no such data with regards the designations with the corresponding grade is being maintained. So EPP of BSNL will not affect with the revised proposal of BSNL.

**b. Justification for review of the Presidential Order Dated 28/03/2017.**

1. **Annexure I:** DOT order No-61-2/2016-SU dated 28.03.2017 notifies two scales for the cadre of JTOs viz, Rs 16400-40500 and Rs 18850-40500 and similarly for SDE viz Rs 20600-46500 and Rs 22800-46500/- which is not permissible as per DPE om dated 24.12.2012(Annexure-I).
2. **Annexure II:** DOT Presidential Order No -61-6/2002-SU dated 28.07.2003 (Annexure II) whereby DOT conveys to BSNL that in respect to executives appointed by BSNL in CDA scale (Rs 6500-10500) for JTO/JAOs on or after 01.10.2000, the executives will be deemed to have been appointed in the corresponding IDA scale (Rs9850-14600(E1A)). So the decision conveyed now vide DOT order dated 28.03.2017 is in conflict with earlier decisions conveyed vide DOT order dated 2.7.2003 since direct rect. JTO /equivalent cadre has now been order to be made lower than E1A.
3. **Annexure III:** As per DPE vide OM 2.4.2009 has clarified that these is no justification of for introducing intermediary pay scales and if there have been any aberrations they need to be corrected. It is clarified that every officer has to be fitted in the corresponding new scale. In view of non-approval of DOT and DPE to revised E1A and E2A pay scales BSNL reconsidered the matter and revised its proposal and sought DOT approval for grant of E2 and E3 pay scales replacing the

intermediary pay scales of E1A and E2A w.e.f 01.01.2007 but DOT issued Presidential Order No-61-2/2016-SU dated 28.03.2017 which allows intermediary pay scales E1A to some set of executives in a single cadre.

4. **Annexure IV:** As per para 17 of DPE pay revision OM dated 26.11.2008 the Board of Directors of each CPSE are required to consider the proposal of pay revision based on their affordability to pay and submit the same to the Administrative Ministry/Department for approval. The concern Administrative Ministry has to then issue the precedential Directive with the concurrence of FA. The precedential Directive issued vide DOT order dated 28.03.2017 is not as per the proposal of BSNL Management and therefore needs to be reviewed.
5. **Annexure V:** DOT order No-61-2/2016-SU dated 28.03.2017 will leads to pay discrimination between officers in the same grade performing same set of duties & responsibilities by allowing lower pay scale of E1 to some JTO /JAOs and E1A to other.
6. **Annexure VI:** In BSNL, the recruitment rules for different equivalent executives' cadres were framed in 2001 & 2002 with approval of BSNL Board and the pay scale for JTOs were mentioned as IDA scale in BSNL corresponding to the CDA scale of Rs 6500-200-10500 in accordance with para 1.2 of the DOT letter dated 28.7.2003, the scales of Rs 9850(E1A) have been given to the absorbed as well as directly recruited executive.
7. **Annexure VII:** Further DPE has issued notification on 03.08.2017 for revision of pay scales w.e.f 01.01.2017 in respect of Board level and below Board level executives of CPSE as per the recommendation of 3<sup>rd</sup> PRC it may be seen that the replacement of scales for existing standard pay scales only have been notified by DPE. Therefore continuation of non-standard pay scale as approved by DOT vide No-61-2/2016-SU dated 28.03.2017 will again create an anomalous situation w.e.f 01.01.2017.
8. **Annexure VIII:** Reminder letters by BSNL Stating that Cascading effect is not demand of BSNL
  - i. **Annexure VIII A:** Letter No. 1-13/2015 -PAT (BSNL) Dated 03/04/2017 by Director HR BSNL Board
  - ii. **Annexure VIII B:** Letter No. 1-13/2015 -PAT (BSNL) Dated 01/05/2017 by CMD BSNL Board
  - iii. **Annexure VIII C:** Letter No. 1-13/2015 -PAT (BSNL) Dated 12/06/2017 by DGM Estt BSNL
  - iv. **Annexure VIII D:** Letter No. 1-13/2015 -PAT (BSNL) Dated 16/08/2017 by Director HR BSNL Board
  - v. **Annexure VIII E:** Letter No. 1-13/2015 -PAT (BSNL) Dated 11/09/2017 by CMD BSNL Board
9. **Annexure IX:** Upgradation of Pay Scales from E1A to E2 is not new to BSNL and BSNL and same has been already given consideration by BSNL/DOT Vide Letter No. E-11022/1/2007-Rajbhasha Dated 29/10/2018. This order is issued after issuing Presidential Order dated 28/03/2017 for reduction of Pay Scales of JTOs/JAOs. In similar manner scales of similarly placed executives in BSNL needs to be replaced for JTOs/JAOs.
10. **Annexure X:** Though BSNL and DoT has projected that JTOs/JAOs are recruited by BSNL at E1 Scales, but practically this is implemented partially. Till JAO RRS continues with Pay Scale of E1A and recruitment is being done on the basis of these

RRS. After recruiting they are appointed in Provisional scale and not given E1A Scale.

- i. **Annexure X A:** JAO RR Letter No. 36-2/2001-SEA Dated 31/08/2001.
  - ii. **Annexure X B:** Letter No. 4-4/2010- SEA dated 06/08/2010 for Appointment of JAOs in BSNL. The JAOs appointed by this order are fixed in E1A Scale.
  - iii. **Annexure X B:** Letter No. 4-16/2016- SEA dated 18/11/2016 for Appointment of JAOs in BSNL. JAOs appointed by this order but with same RRs are fixed at E1 even though these JAOs are recruited vide same RRs, Same type of notification and when appointment is being made in same cadre.
11. **Annexure XI:** The JAOs recruited by BSNL in Year 2009 Vide letter No. 3-2/2005 -Rectt Dated 15/12/2009 (**Annexure XIA**) about 1000 JAOs are recruited by BSNL on E1 Scales, but later on their pay scale is revised as personal pay vide letter No. 1-29/2010\_PAT (BSNL) Dated 19/03/2012 (**Annexure XI B**). This makes clear that recruitment in BSNL was always done at E1A Scale and not at E1 Scale as being projected by BSNL and DoT.
12. **Annexure XII:** Similar Issued successfully taken Care by other PSUs and same has been mentioned in different letter conveyed by BSNL to DoT. In recent past also the similar issue is resolved by FCI by giving upward merger of Intermediate scales and similar proposal by BSNL is not responded positively by BSNL quoting reason of Cascading effect.
- i. **Annexure XII A:** Pay review at NTPC
  - ii. **Annexure XII B:** Pay review at ONGC
  - iii. **Annexure XII C:** Pay review at BHEL
  - iv. **Annexure XII D:** Pay review at IFFCO
  - v. **Annexure XII E:** Balamer Larrie and Co Limited.

### **PRAYER:**

We hereby humbly submit following Prayer for desired action on part of BSNL and DoT to give justice to these Executives in BSNL by approval of Time Bound promotion Policy equally applicable for and also for approval of BSNL request for replacement of Non Standard pay Scales e1A and E2A Scales by Standard Pay scales E2 and E3.

#### **I. For Time Bound Promotions:**

##### **Prayer To DoT:**

- A.** Issue clarification called by BSNL on issues reservation on Time Bound Promotions BWPPARR 2017 related issues raised by BSNL and give green signal to go ahead with earlier decision approved by BSNL Board. **OR**
- B.** Review the proposal for SDE RRs with Personal Upgradation with span of five years instead of present 12 years and delinking it from the vacancy availability and may be with introduction of fast-track promotions through fair competition. **OR**
- C.** Direct BSNL to just change the designation of executives at Middle management on Time Bound Financial Upgradation as being implemented to Top and Bottom levels in BSNL working cadres.

##### **Prayer To BSNL:**

Request to Adhere to the Terms of absorption of conditions conveyed by DoT for five Time Bound Promotions in service Pan of executive in BSNL by delinking these promotions by reviewing the BEPPAR 2017 or by framing new Policy for Change of designation on implementation of Time Bound Financial Upgradation with and fast track promotions for promoting talent through Competitive quota.

## **II. Replacement of Non Standard Pay Scales E1A and E2A with Standard pay Scales of E2 and E3.**

### **Prayer To DoT:**

1. To make it clear that BSNL is not demanding Cascading effect as being assumed and interpreted by DoT.
2. Review the Presidential Order Dated 28/03/2017 issued by DoT for reduction of pay Scale and issue revised Presidential Order for replacement of E1A scale with E2 and E2A Scale with E3 as being repeatedly requested by BSNL.

### **Prayer To BSNL:**

**Request BSNL Management to firm on its continued demand for replacement of E1A scale with E2 and E2A Scale with E3 without cascading effect and convey same to DoT in response to letter No. 62-4/2020 SU (E 103496) Dated 28/04/2022.**

Sir, this letter is bit lengthy, but to clear misconception on these issues pending for long time we have recorded majority of correspondence in this letter. Hope it will clear all doubts and give way to injustice being faced by the executives in BSNL who are deprived from the minimum required motivation to meet the high targets assigned by DoT/Government of India.

Sir, we are confident that with ongoing Conciliation Proceedings and positive response from BSNL, and DoT, the issues will be resolved suitably.

With Warm Regards,

Sincerely Yours,

**Encl: AA**

Sd/

**M. S. Adasul**  
**General Secretary**  
**SNEA CHQ, New Delhi.**

### **Copy to:**

1. Member Services, DoT, Sanchar Bhavan, New Delhi for kind information please
2. Director HR BSNL Board for kind information please.
3. DDG Estt/SR DoT, Sanchar Bhavan, New Delhi for kind information please.
4. DDG PM Sanchar Bhavan, New Delhi for kind information please.
5. PGM SR BSNL CO Delhi for kind Information please.
6. PGM Estt BSNL CO Delhi for kind Information please.