

BSNL EMPLOYEES UNION

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BSNLEU / 505(PROM)

06.11.2009

To

**Shri P.J. Thomas,
Secretary,
Department of Telecommunications,
Sanchar Bhawan,
New Delhi – 110 001**

Sir,

Sub:-**BSNL non-executives Promotion policy agreement- request for approval of 9200-250-13200 payscale - reg**

With reference to the above mentioned subject, we submit the following for your kind consideration:

1. After three and half years of discussion, the BSNL management signed an agreement with the recognized union of BSNL non-executives i.e BSNL Employees Union, on 30-10-2008 on the issue of promotion policy for non-executives as per which the non-executives are to be given time bound upgradation to the next higher scale on completion of 8 years service in BSNL in a particular IDA pay scale. Maximum 4 promotions are to be given in BSNL as per this agreement. (In this connection it is submitted that the BSNL management favored the executives with five time bound upgradations in BSNL at the rate of one upgradation for every five years).
2. The non-executives are having 11 pay scales, from NE-1 to NE-11. To facilitate next upgradation with in the purview of these four upgradations, to those who are in the NE-11 pay scale, a new pay scale 9200-250-13200(NE-12) was included in this agreement.
3. This agreement was sent by the BSNL management for the approval of DoT and DoT in turn wrote to BSNL management stating that as per the Articles of Association the BSNL Board was having the power to decide about the promotion policy agreement. But instead of approving and implementing the promotion policy agreement, the BSNL management sought for the approval of the newly formulated NE-12 pay scale(9200-250-13200) from DoT on the plea that without such approval, the CCAs(Controllers of Communications Accounts) might object for payment of pension for those who would retire in that pay scale.
4. It is understood that the authorities in DoT are raising an objection regarding this NE-12 pay scale that it is coming into conflict with the E-0 scale prescribed by DPE and such a conflict is not allowed as per DPE guidelines. In this connection the following facts are submitted for your kind consideration:

(a) In BSNL, there are no E0 and E1 pay scales for the executives. The Executives pay scales are starting with E1A (9850-250-14600). The proposed

pay scale NE-12(9200-250-13200) is therefore not in conflict with any of the executives' pay scales in BSNL.

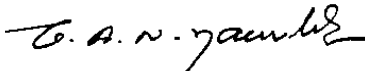
(b) It is understood that as per the DoT authorities, the maximum of this NE-11(8570-245-12245) is already more than the maximum of the standard E0 pay scale (6550-200-11350) prescribed by DPE and hence it is already in conflict with DPE prescribed executives' pay scales and an additional pay scale NE-12 conflicting with this executive pay scale is against DPE guidelines. In this connection it is to be noted that the highest recruitment pay scale for non-executives in BSNL is only NE-9(7100-200-10100) and the NE-10 and NE-11 are merely for facilitating time bound promotions on completion of 16/26 years service and more in the same cadre, as per the earlier DoT orders.

(c) In the CDA pay scale which were in operation prior to 1-10-2000 when the BSNL absorbed employees were DoT employees, the equivalent of the NE-11(8570-245-12245) was 6500-200-10500 and the pay scale of JTO(the lowest level executive in BSNL) at that time was equal to this pay scale. With the idea that the pay scale of non-executive should be less than the pay scale of executives, the BSNL management created the equivalent of this pay scale as 8570-245-12245 for non-executives and 9850-250-14600 for executives. This being the historical background, the NE-12 pay scale created for the purpose of time bound promotion for the non-executives will naturally be higher than this 8570-245-12245 pay scale. Therefore when viewed in this background, the 9200-250-13200 pay scale is fully justified.

2. In view of the fact that this NE-12 pay scale is less than the lowest executive pay scale E1A in BSNL and in view of the above said historical back ground and relativities, it is requested to kindly cause necessary action for approval of this 9200-250-13200 pay scale and help in the immediate implementation of the BSNL non-executives promotion policy which remains unimplemented even one year after signing it.

We shall be very much thankful for considering this request.

Yours faithfully



(V.A.N.NAMBOODIRI)
General Secretary

Same letter addressed to: (1) Smt. Vijayalakshmi K. Gupta, Member (Finance), DoT, New Delhi.
(2) Shri Subodh Kumar, Additional Secretary, DoT, New Delhi.