

## 23-06-2017

**DE to DGM (Engg.) promotion orders for 38 left out cases issued**

Congratulations! AIBSNLEAs consistent efforts yielded results in getting released the long awaited DE to DGM Promotion Orders for left out cases. AIBSNLEA extends its sincere gratitude and thanks to CMD BSNL, Director (HR), PGM (Pers.), Jt. GM (Pers.) and his entire team for their kind hearted support. AIBSNLEA congratulates all the promote officers for the new assignment.

[<<<Click here for the copy of the Order>>>](#)

## 20-06-2017

[<<<Click here for the copy of the DO letter written by CMD BSNL to the Secretary \(T\) on the issue implementation of 3rd PRC recommendations in BSNL with 15% fitment benefit>>>](#)

## 19-06-2017

**Central Office Bearers meeting of AIBSNLEA at New Delhi on 6<sup>th</sup> and 7<sup>th</sup> July-2017**

AIBSNLEA CHQ will hold its Central Office Bearers (CHQ) Meeting at New Delhi on 6<sup>th</sup> and 7<sup>th</sup> July-2017 to discuss and decide the strategies on CWC Meet-Trivandrum, implementation of 3<sup>rd</sup> PRC with 15% fitment benefit in BSNL, replacement of E1A by E2, E2A by E3 and subsequent up-gradation from E3 to E4, E5 to E6 and E6 to E7 w.e.f 01.01.2007, 30% Superannuation benefits to BSNL recruited employees, CPSU Cadre Hierarchy, CPCs to fill up all SDE/AO, DE/CAO/EE and DGM equivalent posts, notational pay scales of JTOs/SDEs(C/E/Arch/TF) and PA cadre and other important items. Central Office Bearers are requested to book their tickets immediately for the to and fro journey. Boarding and lodging will be made available from 5th July 2017(Morning) to 8th July 2017 (Morning). The notice is being issued shortly.

## 19-06-2017

FORUM leaders of CTD met on 17-06-2017 at RJCM Room to discuss about agitation programme on 20-06-2017 demanding several points including immediate implementation of 3rd PRC.ACS & OS represented AIBSNLEA/CTD.

**We clearly told that AIBSNLEA/CTD will extend solidarity to the cause but not actively participate due to all India decision.**

## 16-06-2017

### **It is time for introspection to Majority Association**

AIBSNLEA have been fighting for the settlement of all the legitimate HR issues and viability of BSNL since its inception and achieved many mile stones during the period by getting implemented grant of perks to executives w.e.f. 01.01.2005, implementation of EPP w.e.f 18.01.2007, filling of all vacant STS Group-'A' level posts in all discipline by getting clearance from DoT in Sept.-2006, Transparent Transfer Policy-2008, BSNL MSRR-2009, Implementation of 2nd PRC recommendations in BSNL with full 30% fitment benefits in BSNL, IDA Pension revision for BSNL Pensioners issued on 15.03.2011, Merger of 50% DA with Basic Pay w.e.f. 01.01.2007 effectively amounting to 78.2% for the purpose of fitment and pay fixation in the revised pay scales, Withdrawal of 60:40 provision in the Pension Rules 37A for BSNL employees and payment of 78.2% fitment benefit to BSNL Pensioners, Withdrawal of MT RR-2008 and 2011, Regularization of adhoc level executives in all disciplines, filling up of the vacant DGM/SE posts in all disciplines, 3% superannuation benefit to BSNL recruited employees, framing of JTO RR-2014 and conduction of JTO LICE, Creation of PPS and Sr. PPS posts, regularization of offg. JTOs, Rs. 22820/- Pay anomaly resolution by formation of Committee and active participation in all the struggles of BSNL Unions and Associations to protect the interest of BSNL etc.

Recently in December-2016 BSNL Management conducted referendum for majority executive Association wherein AIBSNLEA by getting 18,400 votes got Support Association status and thereafter continuously trying to protect the interest of all the BSNL executives i.e. whether it is BSNL recruited or absorbed in BSNL. After referendum under the banner of United Forum of BSNL Executives Associations one agitation was launched for the settlement of the burning demands i.e. pay loss of post 2007 recruited executives, standard pay scales by replacing E1A by E2, E2A by E3 and subsequent up-gradation of pay scales E3 by E4, E4 by E5, E5 by E6 and E6 by E7, 30% superannuation benefit to BSNL recruited employees, CPSU Cadre hierarchy as per the Khan Committee report, 3<sup>rd</sup> PRC implementation with 15% fitment benefit and pension revision of BSNL pensioners etc. On the positive assurance given by the CMD BSNL and Director (HR) the agitation programme was deferred. But immediately just after the deferment of the agitation, BSNL management took vindictive actions against the General Secretaries of AIBSNLEA, AIGETOA and AITEEA by issuing "Show Cause" notice, deduction of salary of two days DHARNA organized on 27<sup>th</sup> and 28<sup>th</sup> Dec-2016 by cancelling the sanctioned E/L and C/L etc.

Thereafter, on 28<sup>th</sup> March-2017, DoT administration issued 'Presidential Directives' for E1A and E2A intermediary pay scales which created unrest and accordingly AIBSNLEA and AITEEA organized protest demonstration on 06.04.2017 wherein Com. GS, AIGETOA was also requested to sign the notice but he expressed his inability in signing the agitation notice of United Forum and mentioned that he is in favour of Joint struggle of all the Associations and he along with his members already actively participated in demonstrations made on 30/03/2017 by the Majority Association. Com. GS, AIGETOA was requested by GS AIBSNLEA and GS, AITEEA for serving a agitation notice under the banner of United Forum for protest actions, but GS AIGETOA was perhaps committed to Majority Association not to go for agitation on the platform of United Forum and insisted us also to come and join with them rather than starting agitation. And finally they formed Joint Forum and served a notice of agitation on 10.04.2017 when the GS AIBSNLEA was on LTC at Port Blair w.e.f. 09.04.2017 to 16.04.2017. I explained to GS AIGETOA and GS SNEA that at present I am away from CHQ and after having the talk with our CHQ Office bearers and Circle Secretaries, I shall be able to take the decision because just three months before referendum has taken place wherein lot of hot exchanges have taken place, so immediate joint struggle is not possible. We have to convince and mentally prepare our members at base level for joint struggle then only it would be possible for us to come together but it was ignored for which the reasons are best known to them and finally they served the notice under the banner of Joint Forum denouncing United Forum. Now, Majority Association is alleging support Association to derail all the HR issues which JF and BSNL Management jointly trying to resolve.

The fact remains that Jt. Forum in collision with the BSNL Management is trying to sabotage the important HR issues which the support Association have brought on track i.e. E1-A by E2, E2-A by E3 and subsequent up-gradation of pay scales E3 by E4, E5 by E6 and E6 by E7 which was approved by Management Committee of BSNL Board and was sent to DoT on 06.06.2016 during the struggle of United Forum of AIBSNLEA and AIGETOA.

The majority Association since beginning tried to sabotage it and after referendum pressurized the BSNL Management to trunked the proposal making it half i.e. upto E1-A by E2 and E2-A by E3 only wherein double fixation in E3 grade, means one executive will remain in E3 scale for 10 years in violation of EPP which will invite litigations. Knowing well this fact they are befooling the executives and trying to harm the interest of all the executives of BSNL. They pressurized BSNL Management to withdraw the earlier 06.06.2016 proposal and halved it up-to E1-A by E2 and E2-A by E3 only. But with the vigorous efforts of AIBSNLEA, they could not succeed in it and now BSNL has replied the queries of DoT pleading that BSNL's earlier proposal of 06.06.2016 may be considered in two parts. AIBSNLEA will continue to make its efforts for up-gradation of all the pay scales E1-A to E2, E2-A to E3, E3 to E4, E4 to E5, E5 to E6 and E6 to E7 in the larger interest of all the executives.

Majority Association is sabotaging the Khan Committee report on CPSU Cadre Hierarchy by allowing MT recruitment and allowing post based promotions up-to STS level only. We will strongly oppose such acts of Majority Association.

30% superannuation benefit to BSNL recruited employees precipitated after the struggle of United Forum of AIBSNLEA & AIGETOA only. Majority Association never contributed in this regard.

PGM (PF) Ms. A. Panda, Committee on pay anomaly of Rs. 22820/- of JTOs/JAOs post recruited 1.1.2007 was constituted on the demand of AIBSNLEA and AITEEA by CMD BSNL. But the Majority Association trying to sabotage the committee report raising huge financial implication to benefit thousands of executives in the report in line of Estt. Cell pleadings.

Notional pay fixation issue of JTOs/SDEs(C/E/Arch/TF) Engineering wings and PA cadre was initiated and taken by AIBSNLEA and with its sincere efforts only the management committee of BSNL Board has cleared it and now BSNL board approval is awaited. This issue was hijacked by majority association. E1+5 advance increment benefit to JTOs/JAOs could be settled by AIBSNLEA through KCGK Pillai Committee report. Now JTO(SRD), JAO 2013 batch and PAs case has been cleared by BSNL Management committee and awaiting BSNL board approval.

Diversion of MT Quota posts to seniority quota posts in Telecom Engg. could take place first and then diversion of MT Quota posts to seniority quota posts of CAOs cadre got cleared from Management committee of BSNL board and now waiting for BSNL board approval. E5 to E6 time bound promotion and EPP to DGM adhoc by modification in BSNL MS RR got approved from Management committee of BSNL and now waiting for BSNL board approval. AD(O/L) cadre restructuring got approved from Management committee of BSNL and now DOT approval is awaited. All the queries asked by DoT has been replied by BSNL. About 1200 DGM(Engg.) and about 250 DGM(Fin)/ DGM(TF), about 100 SE(Elect./Civil) promotion could become possible with the untiring efforts of AIBSNLEA.

Sincere efforts are being made to get expedite CPCs from JTO to SDE, SDE to DE, JAO to AO, AO to CAO, CAO to DGM(Finance), JTO(C/E) to SDE(C/E), SDE(c) to EE(C), etc by taking some solution in view of the legal opinion on Hon'ble High Court Chandigarh judgment and DP&T guidelines on SC/ST roster implementation.

**In this manner AIBSNLEA will continue to work to safeguard the interest of all the executives of BSNL.**

Majority association after referendum should honestly concentrate for the settlement of pending HR issues in the interest of all the executives instead of doing vote bank politics. Majority association should not worry on support association affairs. Support association knows its responsibility well.

It's a fact that AIBSNLEA got about 18400 plus votes during referendum and got support association status with the help of AIGETOA and AITEEA. AIBSNLEA is committed to protect the interest of its members and supporters. Now AIGETOA leadership preferred to align with Majority Association under the banner of Joint Forum of BSNL Executives Associations under the assurance that they will achieve their demands and no vindictive actions will be there against them which the GS AIGETOA faced "Show Cause" notice during the struggle of United Forum of AIBSNLEA, AIGETOA and AITEEA. Now BSNL Management leaving Majority Association leaders aside has victimized GS AIGETOA by serving majority penalty charge sheet. It has caused panic and now majority Association is desperate to mount pressure on BSNL Management to withdraw the vindictive actions through the agitation of BSNL Unions and Associations on the pretext of 3<sup>rd</sup> PRC implementation, whereas, CMD BSNL with all the Board of Directors met Hon'ble MOS(C) (I/C) on

16.06.2017 and pleaded for implementation of 3<sup>rd</sup> PRC in BSNL with 15% fitment benefit, then where is the need of going on strike at this juncture. However, we are against any victimization of Association/Union leaders/members for organizing legitimate Trade Union activities but they should be fair in their approach.

AIBSNLEA never harmed the interest of anyone and never deviated from its policies under the pressure like Majority association. AIBSNLEA is using all the channels to get implemented 3<sup>rd</sup> PRC with 15% fitment benefit and pension revision. In case if any difficulty is faced in this regard it will not hesitate to take harder Trade Union action programmes in term of even indefinite strike.

AIBSNLEA was never interested to mention above facts but the majority Association write up on their website 15.06.2017 has forced to explain.

## 15-06-2017

Forum of Executives' Association of Calcutta Telephone District met CGM CTD and discussed about various concern regarding the ongoing tender process of Job Contract Scheme. After discussion the following points were clarified. On behalf of AIBSNLEA/ CTD CS & OS represented.

- 1.The tender will be floated without disturbing the existing Job Contract Scheme.
- 2.Tender will be floated minimum at the level of DGM (NWO) concerned and it will be floated by AGM(PLG) / AGM(Admn) (as the case may be) of the concerned area on behalf of DGM (NWO).
- 3.Sweeping / Cleaning and Security / Watch and ward tender will be floated separately at later stage.
- 4.Normally mode of tender will be e-Tender. But Conventional tender will be allowed with the approval of CGM CTD.

## 13-06-2017

On 12-06-2017 CS,President & ACS met GM(HR) to discuss pending cases,DGM(HR) was also present:

- 1.**Transfer & Posting Cases:** We reminded long pending request transfer cases of Sri A Basak,Sri A Aditya & Sri R Sinha.GM replied he is aware of the cases,transfer order will be issued subject to availability of replacement.

**2.Rule 8 Transfer Cases:**GM informed cases for 10 JTO/JEs may be forwarded with the sanction of CGM next week.

**3.Case of Sri P K Mondal DE/NSCBTTC:** We reminded of the case of getting faculty allowance of Sri Mondal,no progress has been done.In the mean time the same request of Sri N K Saha DGM/NSCBTTC is also received.GM informed that the case is under process.The file have to be searched out.We conveyed our resentment about the misplacement of the file for the 2nd time.GM assured that he will take personal initiative to settle the cases.

**4.Updation of career history in ERP:** We informed that it is observed that career history of some executives newly promoted such as Sri Sasikant Kumar JAO cannot the updated properly in ERP.Area administrator & HQ administrators are unable to do the same.We demnded immediate intervention to settle the cases.GM instructed DGM to look into this matter.

**5.Transfer of Sri Aigal DGM/Central:**GM informed that his case for transfer in the home state will be forwarded in Sept/Oct 2017.

**6.Medical Cases:** We reminded GM about the letter addressed to him by AIRBSNLEWA wherein several cases have been pointed out.

i) **Inclusion of more hospital in the 233 list:** GM called DE(HCU),informed that a file in this regard is already put up & placed the same to GM. New 5 hospital will be included in the list.

ii)**Introduction of 3rd list of hospital in CGHS rate:** We reminded that it is a very long standing demand of AIBSNLEA & AIRBSNLEWA. Nothing has been done in this regard so far.GM requested us to supply the list of willing hospitals.We told him that we already mentioned name of some reputed hospitals to HCU.But letter of intent is to be collected from them & agreement is to be signed.DE(HCU) told that he has prepared a draft agreement and will put up for perusal of competent authority.

We explained that in this regard no liability is to be borne by the department initially.Beneficiary will pay to the hospitals as per CGHS Rate,later it will be reimbursed. GM assured to take early steps.

iii) **Pending medical bills:**We informed GM that again medical bills are piling up,especially those of Retired executives.We demand time bound settlement of

those bills. GM admitted about the pending bills assured to take steps to clear up the same early.

**7. Steno Grade III upgradation case:** We demanded immediate implementation of Court Award where instruction is given to upgrade all Steno Gr III to the cadre of PA wef 01.10.2004 subject to availability of vacancy at that time. We informed that only 6 such candidates are there in CTD. So, there will be no difficulty to implement this order. GM told that he is aware of such order. Immediate steps will be taken.

Later CS & ACS met GM(Fin) and discussed the following:

**1. Payment of JCL :** We conveyed our anxiety that despite words from the highest authority of CTD funds are not released from BSNL CO in adequate amount so that the JCL may be paid in time. GM told that in this regard nothing can be done until the fund is received. However he is trying to get fund and in touch with BSNL CO. Early sanction may be expected.

**2. Transfer/Posting Cases:** We expressed our resentment about recent JAO posting. In shabby manner it has been done in biased way by some corner in absence of GM. We demanded immediate rectification. After some arguments GM told that he is noting this matter & think over what can be done.

**3. Unwanted incidence a 8 Hare Street:** Some unwanted incidence took place at 8 Hare Street regarding JCL payment due non cooperation by a highly placed Account Executive who is working in a biased manner in favor of particular association to malign our members. We previously took this unscrupulous attitude to GM.

GM tried to explain but we said that if this happen to future we will be compelled to take resort to trade union action. GM told that it will be taken care of in future.

We also met PGM(NWO/CFA/II) in his chamber and conveyed our resentment the way our member (one lady DE) is being harassed by the authority. We told that we will not tolerate this sectarian attitude. GM told that no transfer will be done immediately.

GM requested our CS to take part in the settlement of problem occurred in Entally Exchange. CS assured to try his level best for the interest of harmony & peace.

## 12-06-2017

### Forum of Executives' Association of Calcutta Telephones District writes to CGM about recent order of some GM/PGM for Job Contract Tender:

CS of AIBSNLEA, SNEA, AIGETOA & AIBSNLOA/CTD write to CGM/CTD about our dissatisfaction & demanded immediate discussion before implementing the new modality of JCL tender: see letter below

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## 06-06-2017

### **BSNL Unions/ Associations leaders meeting with CMD BSNL:**

GS along with the leaders of BSNL Unions/ Associations met CMD BSNL and discussed regarding implementation of 3<sup>rd</sup> PRC recommendations with 15% fitment benefits, withdrawal of BSNL orders banning agitation Programme in BSNL premises and vindictive actions taken against Executives Associations General Secretaries. CMD BSNL appreciated our concern and mentioned that his top most priority is to get implemented the 3<sup>rd</sup> PRC recommendations in BSNL. He feels that in case it is not implemented today then it will never be implemented in BSNL. It is the issue of 2 Lacs serving employees Pay revision and 1.5Lacs BSNL pensioner's pension revision. He categorically told that he will leave no stone unturned in ensuring to get implemented 3<sup>rd</sup> PRC report in BSNL. He further mentioned that in case he fails to get implemented to 3<sup>rd</sup> PRC report in BSNL then he will resign from the post of CMD BSNL. On the issue of BSNL unions/ associations strike decision he mentioned that unions / associations should adopt some other methods to impress upon the Govt. for 3<sup>rd</sup> PRC implementations by organizing "**Candle March**" "**Post Card campaign**" etc. rather than conventional method of organizing "**Strike**" because at this stage BSNL will heavily loose even on one day strike.

In the beginning of the meeting CMD mentioned that today is a very important day for two things one is that "**Today is World Environmental Day**". Hence, today morning BSNL throughout the country has planted about 20000 plants to protect the environment. Similarly, BSNL in collaboration with AEROVOYCE is launching

AEROVOYCE believing communications (An innovative mobile service) AD pay first MVNO of India (Mobile Virtual Network Operator).

**06-06-2017**

**AIBSNLEA meeting with CMD BSNL: GS, president (CHQ) and CS TN Circle met CMD BSNL and requested-**

**a) Invitation as "Chief Guest" in the CWC meeting at Thiruvananthapuram (Kerala) on 11<sup>th</sup> August 2017.** We invited CMD BSNL as Chief Guest in the Seminar being organized on the occasion of CWC meet of AIBSNLEA on 11<sup>th</sup> August-2017 at Thiruvananthapuram. CMD was kind enough to accept the invitation and assured to attend our CWC meet at Thiruvananthapuram.

**b) Grant of some facilities to AIBSNLEA:** We requested CMD, BSNL for grant of some facilities to AIBSNLEA for its smooth functioning. CMD assured to look into the matter.

**c) 3<sup>rd</sup> PRC implementation with 15% fitment:** We requested CMD BSNL to use his good office to get ensured implementation of 3<sup>rd</sup> PRC with 15% fitment benefit. CMD assured that he is trying his level best in this connection through Secretary (T) to get implemented 3<sup>rd</sup> PRC with 15% fitment benefit and advised us to continue to do hard work to improve the revenue of BSNL. He also appreciated our letter addressed to Secretary (DPE) Smt. Seema Bahuguna on 3<sup>rd</sup> PRC implementation.

**05-06-2017**

**AIBSNLEA Stand on Standard Pay Scales issue and clarification thereof**

Dear Comrades,

AIBSNLEA is sincerely trying for the last so many years for the effective and practical implementation of Standard pay scales (E2- for JTO/JAO and Equivalent cadres and E3 - for SDE/AO and Equivalent cadres). While the discussion came up initially, from several sources it was evident that without cascading effect (E3 by E4, E4 by E5, E5 by E6 and E6 by E7) it cannot be implemented in BSNL. If at all standard pay scale is implemented without cascading effect, its damn sure that so many litigations will be filed in the courts due to the deadly issues of junior/

senior, heavy pay loss to the executives in the E2A scale, on the wedge of getting E3 compared to the executives at the beginning of E2A Scale and also holding an executive for 10 years in E3 scale is unlike any other PSUs. Thus practically the court cases will stop the implementation of Standard pay scales without cascading effect like so many promotions of JTO/SDE are stopped through court intervention. In addition to these many of senior executives are stagnating for the last couple of years without any annual increment.

By foreseeing these realities, AIBSNLEA took a stand since beginning for the implementation of standard pay scales with cascading effect because we want to implement this for the benefits of all the BSNL executives. More over, this implementation of standard pay scales with cascading effect is doubly benefitting for the young talents of BSNL working in the non standard pay scales of E1A and E2A. **Those who want to see that standard pay scales are not implemented in BSNL at any cost, can only opt for implementation of standard pay scales without cascading effect.** During the agitation of United Forum of AIBSNLEA and AIGETOA ,Management Committee of BSNL Board deliberated over the issue at length and decided to recommend up-gradation of pay scales of E3, E4, E5 & E6 for Sr. SDE, AGM, DGM and SG-DGM and equivalent posts to E4, E5, E6 & E7 respectively w.e.f. 01.01.2007. Accordingly the proposal was sent to DoT vide letter number 1-13/2015-PAT (BSNL) dated 06.06.2016 for approval. But now the Majority Association is trying to get withdrawn the proposal and want to restrict the upgradation up to E2 and E3 Scales only. Hence they are harming the interest of all the BSNL Executives.

In spite of this, while DOT rejected the proposal of implementation of standard pay scales with cascading effect, AIBSNLEA also took a stand with the demand for implementation of standard pay scales without cascading effect with an expectation and symptoms that DOT will approve. DOT did not consider even implementation of E2 and E3 Pay Scales without cascading effect and approved E-1A and E-2A intermediary Pay Scales.

But, what happened next is the outright rejection of the proposal. Who is responsible for this catastrophe? After referendum, one association, self-proclaimed as saviours of BSNL and BSNL executives, is recognised as Majority association gave trade union notice for the implementation standard pay scales for E2 & E3 alone to DOT and at a later stage withdrawn their demand for the reason known to them. When a recognised association demanding something and at a later stage unconditionally withdrawing the demands does clearly indicating that they

are not serious on the demand of getting standard pay scales to BSNL Executives. This only triggered DOT to pronounce Presidential Orders for unwanted E1/E2 scales. How that association can wash off their hands? Do they think they can eye wash others from their calculated move by yelling and shedding crocodile tears in public after things are happened as per their wish ?

Now what a responsible association has to do? AIBSNLEA is doing for the benefits of all the executives without giving any scope for litigations. .... ..

**02-06-2017**

**GS writes to Shri Anupam Srivastava, CMD BSNL regarding reply to DoT queries on replacement scales for pre-revised E1A, E2A pay scales for JTOs, SDEs & equivalent cadres. Wherein it is mentioned that replacement of E1A and E2A pay scales with E2 and E3 scales only, keeping other scales untouched, will have implications for already approved E3 pay scale for Sr. SDE because of the provisions of the Executive Promotion Policy (EPP). Under these circumstances, an executive will have to remain in the same E3 scale for a span of ten years.**

This is against the provisions of the EPP, implemented in BSNL after recommendations of the High Power Committee chaired by the then Addl. Secretary (T), DoT Shri Y.S. Bhave wherein five time bound financial up-gradations from E1A (4-6 years) -> E2A (5 years) -> E3 (5 years) -> E4 (5 years) -> E5 (5 years) -> E6 have been provided to BSNL executives.

Management Committee of BSNL Board has deliberated over the issue at length and decided to recommend up-gradation of pay scales of E3, E4, E5 & E6 for Sr. SDE, AGM, DGM and SG-DGM and equivalent posts to E4, E5, E6 & E7 respectively w.e.f. 01.01.2007. Accordingly it was sent to DoT vide letter number 1-13/2015-PAT (BSNL) dated 06.06.2016 for approval.

Some of the senior executives are stagnating in E5 scale from the last 1-2 years. Many of them, who have fortunately or unfortunately become DGM and bearing higher responsibilities, are deprived off the time bound promotions to the E-6 scale under the EPP in the name of BSNL MSRR. As such they are not having any motivating factor.

*Therefore, we have requested to kindly request DoT for approval of-*

*(i) 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. 01.01.2007.*

*(ii) The pay scales E3, E4, E5 & E6 may be up-graded to E4, E5, E6 & E7 w.e.f. 01.01.2007 in respect of the cadres of Sr. SDE, AGM, DGM and SG-DGM respectively and appropriate changes may accordingly be approved in the BSNL Executive Promotion Policy.*

The executives from the scales E3, E4, E5 and E6 would be simply placed to the next higher scale i.e. E4, E5, E6 & E7, most of them will not get any financial benefit even of a single penny except those whose stagnation comes to an end.

Further, it is also requested that persuasions may be done for approval of the proposal of deduction of pension contribution payable to DoT on actual pay of an executive instead of the highest of his/her pay scale. This will reduce the additional financial implications on BSNL to bare minimum as the said additional financial burden on BSNL would remain only on account of increased pay and allowances in respect of directly recruited JTOs / JAOs and a few number of DR-DGMs.

It is reliably learnt that BSNL Management is now withdrawing its earlier proposal dated 06.06.2016 and limiting replacement of Pay scales E1A by E2 and E2A by E3 only. It has caused serious frustration, resentment and agitations among the senior executives i.e. SDEs, DEs, and DGMs whose Pay scales are stagnated and they are being forced to remain in E3 Pay scales for 10 Years in violation of EPP provisions.

We strongly believe that frequent agitations are obnoxious to the viability of BSNL and put a question mark on the dealing ability of HR Management. **We, therefore requested to kindly resolve the whole issue in one go considering all probable pros and cons instead of doctoring it in piecemeal.** Withdrawal of BSNL's earlier proposal dated 06.06.2016 in this regard will force us to go for agitation.

**[<<<<Click here for the letter>>>>](#) [<<<<Click here for the BSNL letter dated 06.06.2016>>>>](#)**