



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION  
CENTRAL HEADQUARTERS  
NEW DELHI**

President  
**P. VENUGOPAL**  
Ph. 9868283969 (M)

Financial Secretary  
**B. RAVINDRANATH**  
Ph. 9868101880 (M)

General Secretary  
**PRAHLAD RAI**  
Ph. 09868278222 (M)

No. AIBSNLEA/CHQ/CMD/2013-14

Dated :17.01.2013

To,

**Shri R.K. Upadhyay  
CMD, BSNL  
New Delhi-110001**

**Subject:- Implementation of standard IDA pay scales E-2 and E-3 to JTO and SDE equivalent executives in BSNL- reg.**

Ref.:- DPE O.M. No. 2(12)/2009-DPE (WC) Dated: 24th December 2012  
(Annexure-'A').

Sir,

We would like to draw your kind attention in the above cited reference and subject matter wherein DPE has clarified that "The undersigned is directed to refer to Annex-I of DPE O.M. dated 26.11.2008(Annexure-'B'), which inter provided different grades and corresponding pay scales in 2007 pay revision. It has come to the notice of this Department that in violation of DPE O.Ms. dated 26.11.2008 and 02.04.2009(Annexure-'C') some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision, for their executives at below Board level.

2. It is clarified that below board level executives of CPSEs have necessarily to be in the Specified grades of E0 to E9 in a CPSE depending upon the schedule of their CPSE. CPSEs are free to recruit executives for each grade as per their functional requirement and as per the rules framed therefor. However, each CPSE can only adopt and recruit executives to the 10 grades (E0 to E9) provided in the DPE guidelines. For example, in case if it is 'E0 Grade', the corresponding pay Scale must be Rs. 12,600 -32,500/- and in case it is 'E6 Grade', it has to be Rs. 36,600-62,000/-. The grade and corresponding scale of pay cannot be altered by the CPSEs.

*Appropriate nomenclature for these Grades as per the standard practice of the CPSEs may be followed.*

*3. Further, **no intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009.** Generally, promotion has to be from one 'Grade' to next higher 'Grade' with it corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade".*

Ignoring the DPE O.Ms. on implementation of 2<sup>nd</sup> PRC recommendation for standard pay scales E-2 & E-3 for JTO/SDE equivalent executives, BSNL Management is continuing efforts to implement E1A & E2A intermediate IDA pay scales in BSNL for JTO/SDE equivalent executives, which is not at all justified.

In view of the above, it is therefore requested to kindly intervene in the matter so that standard IDA pay scales E-2 & E-3 as recommended by 2<sup>nd</sup> PRC are immediately implemented in BSNL for JTO and SDE equivalent executives to provide justice.

With kind regards,

Yours Sincerely,

-sd-

**(PRAHLAD RAI)**  
**General Secretary**

**Copy to:**

- Sh. R. Chandrashekar, Secy(T), DoT Govt. of India, New Delhi-110001
- Sh. O.P. Rawat, Secretary, DPE, 305, Block 14, CGO Complex, Lodhi Road, New Delhi
- Smt. Rita Teotia, Addl. Secy(T), DoT Govt. of India, New Delhi-110001
- Sh. A.N. Rai, Director(HR), BSNL Board, New Delhi-110001
- Sh. A.K. Jain, Sr. GM(Pers.), BSNL Corporate Office, New Delhi-110001
- Sh. R.K. Goyal, GM(Estt.), BSNL Corporate Office, New Delhi-110001
- Sh. Neeraj Verma, GM(SR), BSNL Corporate Office, New Delhi-110001