



(A Govt. Of India Enterprise)
(Pers.I Section)

4th floor, Bharat Sanchar Bhawan, New Delhi

No. 400-164/2012-Pers.I

dated: November 16, 2012

All Heads of Telecom Circles/
Metro Districts/Maintenance Regions/
Projects/Stores/BRBRAITT/ALTTC.
All other Administrative Units,
Bharat Sanchar Nigam Limited

Subject: Representations from direct recruit DGMs regarding matters of pay/promotion/pension etc.- clarification thereof

BSNL has recruited DGMs as per the RRs notified vide no.314-36/2008-Pers.I[Pt.], dt.25th June, 2009 and the related notice for recruitment (14-1/2009-Rectt.). The executives, so recruited, are nearing the completion of probation period and the process of confirmation shall ensue. A second round to fill the vacant posts (out of a total of 210) is already underway.

BSNL Corporate Office has been receiving representations from many of these BSNL recruited executives on matters of pay/promotion/pension etc, a gist of which is enumerated below:

1.	The Common grievances in all cases are:-	i) The basic pay is fixed at the minimum of the E-5 grade i.e. 32900/-, which is not only less by more than Rs.15000 to equivalently placed DGM (Rs.10000/- less than DE/Sr.SDE) but also the disparity is to such an extent that a SDE recruited as a JTO with 12 years of total experience in BSNL is drawing around Rs.31500 as a basic pay today. The overall disparity is much higher in the gross pay and the pay in hand and is not commensurate with the role and responsibility of position of DGM for which they are recruited. ii) The DGM post advertised in 2009 required a minimum three years' experience in E-4 scale (out of total 12 years of total experience). An equivalently placed executive in BSNL draws Rs.43000 basic pay. iii) The basic pay has been fixed at a level that they are not entitled for air travel on tour or a Type-V accommodation and other perks that come with the basic pay as a criterion. iv) As per the RR next pay scale revision [For the post of Joint GM in E-7 scale] may happen only after completion of 5 years of service. v) Candidates coming from PSUs are seeking protection of pay as drawn by them in previous employment.
2.	DR-DGMs previously working in BSNL	Being BSNL absorbees from DoT in their previous service (i.e. BSNL) and being eligible for pension under para 37-A of CCS Pension Rules of GOI, they are seeking continuity in service along with protection of pay/pension after their appointment as DR-DGM.

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