



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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General Secretary

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All Communications  
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,  
Director HR BSNL Board,  
3<sup>rd</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi 110001

**Letter No. SNEA CHQ/2022-2025/SR**

**Dated 26<sup>th</sup> February 2024.**

**Sub: Request for taking up matter for approval of upgraded Standard Pay Scales E2 in place of Intermediate Pay scales E1A & E3 in place of Intermediate Pay scales E2A scales in response to last letter on subject from DoT dated 29/04/2022.**

**Ref:** 1. Discussions held in Formal Agenda Meeting held on 11/01/2024.  
2. DoT Letter No. 62-4/2020-SU (E 103496) Dated 28/04/2022.

**Respected Sir,**

With reference to above subject and letter under reference, we convey our sincere thanks and gratitude for your good gesture in patience hearing of our grievances in Formal agenda Meeting and specially for understanding the factual position about non-implementation of DoT orders on downgraded Standard Pay scales in BSNL.

We have narrated that even after written submission by BSNL vide Letter No. 1-13/2015-PAT(BSNL) Dated 12/06/2017 that there is no cascading effect in implementation of upgraded Pay scales, vide letter No. 62-4/2020/ SU (130496) dated 28/04/2022, DoT has casually replied that Standard Pay Scales cannot be approved as it has cascading effect and unfortunately since last two years , BSNL has not confirmed its stand and maintained deep silence is matter of concern.

We have also updated that DoT has reported in false projection that downgraded Standard Pay Scales conveyed in one sided attempt by DoT vide Order No. 61-2/2016-SU Dated 28/03/2017 are implemented in BSNL, whereas same are not at all implemented in BSNL.

Rather it may be seen that BSNL vide letters dated 03/04/2017, 01/05/2017, 12/06/2017, 16/08/2017 and 11/09/2017 has conveyed its difficulties to DoT that these downgraded pay scales cannot be implemented in BSNL and again and again requested for approval of Upgraded Standard Pay Scales.

Further DoT in same letter No. 62-4/2020/ SU (130496) dated 28/04/2022, DoT has conveyed that on this issue DoT has taken up matter with DPE and DPE had also endorsed this order and has not suggested for any changes. But it is fact that vide letter No. 61-2/2016-SU Dated 29/06/2018 DoT

has just asked for views and comments from DPE on the subject, which are not given by DPE and it seem that DoT has assumed that as DPE has not responded, there is no objection from DPE rather DPE has agreed for approval of Non Standard pay scales by DoT. We are doubtful is that either this letter is not received by DPE or letter received by DPE, but no action is taken on it as no any specific request has been made by DOT to DPE

One has to understand that once DPE has issued instruction for granting standard pay scales and not approving more than one pay scale for one cadre, how DPE can give concurrence /approval to DoT one sided approval for E1A Scales, E1 Plus Five increments and E scale for same cadre. Rather this is basic issue, why BSNL has proposed for upgradation of Intermediate pay scales. This happens when DPE Guidelines clearly says that Administrative ministry has powers to either approve or reject the proposals by PSUs and no powers for modifications in the proposals.

All the above facts were confirmed during discussions by the concerned officers present in the meeting.

In conclusion of discussions on this very important agenda point financially affecting about 50% of executives in BSNL, we have submitted a detailed note with booklet of supporting documents and we have requested for taking up issue with DoT as fresh with factual position. Copy again enclosed with this letter for ready reference.

But, after passing one month also, no action has been taken on this issue heart burning thereby creating more unrest among the affected executives in BSNL and we are also seriously concern about it.

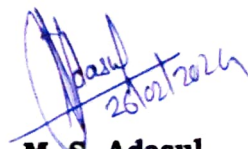
With this very special and humble request, we once again request your honour to take up this issue with DoT by conveying the factual positions and with fresh request for approval of upgraded Standard Pay Scales E2 in place of Intermediate Pay scales E1A & E3 in place of Intermediate Pay scales E2A scales and specially clearing unwanted doubt created by DoT about cascading effect.

We are hopeful for timely corrective action by taking matter a fresh with DoT/DPE with factual position.

With Warm Regards,

Sincerely Yours,

Encl: AA



**M. S. Adasul**  
**General Secretary**  
**SNEA CHQ**

**Copy to:**

1. CMD BSNL for kind information and with humble request to give justice to the affected executives by taking up matter a fresh with DoT.
2. PGM SR BSNL CO for kind information and n/a please.
3. PGM Estt BSNL CO for kind information and n/a please.