

STAFF SIDE OF THE NATIONAL COUNCIL, BSNL

Dada Ghosh Bhawan, 2151/1, New Patel Nagar, New Delhi – 110008

NC/Staff Side/210

08.08.2018

To,

Shri H.C.Pant
Chairman,
Joint Wage Revision Committee
for Non-Executives in BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Proposals on revised pay scales to be effective from 01.01.2017 - req.**

This is to request your consideration on the following issues regarding revised pay scales to be effective from 01.01.2017:

a) Requirements to be fulfilled in the revised pay scales:

At first we wish to bring to your kind notice that the following requirements have to be met while formulating the revised pay scales effective from 1.1.2017:

- 1) Fitment benefit of 15% as recommended by third PRC and approved by Cabinet and orders issued by DPE. BSNL management has already recommended for 15% fitment benefit and sent it for the approval of DoT. Thus there is unanimity between management and staff side on this issue.
- 2) Minimums of the revised pay scales have to be equal to the pre-revised scale minimum increased as per the 15% fitment benefit formula so that there is no disparity between an employee at the minimum of the pay scale in 2016 and in 2017.
- 3) Increment rate 3%. It already exists in the present pay scales.
- 4) Stagnation should not be there. The maximums of the revised pay scales have to be decided accordingly. In case DoT issues orders for pension contribution on actual pay instead of scale maximum, open ended pay scales without maximum are preferable. And in such case, the proposed revised minimums can be made as the minimum of the concerned pay scale and there need not be any maximum.
- 5) However, we are proposing revised pay scales having maximums sufficient to avoid stagnation. It is submitted that since the E-1 pay scale has 43 years span, the same may please be made applicable for Non-Executives also. There can be no discrimination in this regard.

b) We have considered 3 types of formula for arriving at the minimums of the revised pay scales:

- i) The pre-revised minimum of Rs 7000/- was raised to 18000/- by 7th CPC. The minimum was increased by 2.57 times. But in this, the problem is the official joined on 1.1.2017 or thereafter, at the minimum pay level will get his minimum pay increased by 2.57 whereas the official joined in 2016 and at minimum level on 31.12.2016 will have his pay revised as per 15% IDA fitment formula and it will be less than the revised minimum applicable for those joined in 2017 or thereafter. Therefore this is not to be preferred.
- ii) The E-1 pay scale old minimum of Rs 16400/- was multiplied by 2.44 to arrive at the revised minimum of Rs 40,000/-. If this is applied, those recruited on or after 1.1.2017 and at minimum level will get his old pay increased by 2.44 times where as the official recruited and at minimum pay level as on December 2016 will have his minimum pay revised by 2.52 times as per IDA 15% fitment formula. In such case those who joined in 2017 will lose compared to those joined in 2016.

iii) To avoid these discriminations, it is suggested that the minimums be revised by multiplying the old minimums as per IDA 15% fitment formula for all pay scales.

iv) But with this IDA fitment formula, the minimums of NE-11 and NE-12 will be Rs 41260 and 41310. To avoid conflict with E-1 pay scale minimum of Rs 40,000/-, these two minimums can be reduced to 39980/- and 39990/-.

With the above facts in view, it is submitted that the minimums can be as shown below:

NE-1=19590/-	NE-7=27520/-
NE-2=19790/-	NE-8=31610/-
NE-3=19950/-	NE-9=34330/-
NE-4=20580/-	NE-10=37620/-
NE-5=21970/-	NE-11=39980/-
NE-6=22770/-	NE-12=39990/-

Span of the pay Scale

Revised E-1 pay scale has the span of 43 years. The same is requested to be extended for all NE pay scales to avoid stagnation. There cannot be any justification to discriminate between the executive and non-executive in this regard. Accordingly, the following pay scales are proposed:

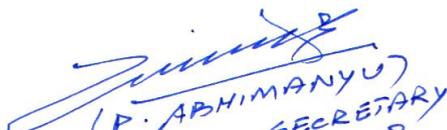
It is requested to consider the above proposals and help in ending discrimination in the minimum pay of those at the minimum in 2016 and those at the minimum in 2017, and also to avoid stagnation.

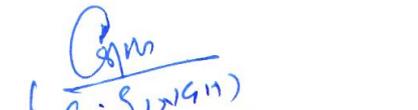
NE-1=Existing - 7760-13200;	Revised = 19590--69800
NE-2=7840-14700;	Revised= 19790--70500
NE-3=7900-14880;	Revised= 19950--71110
NE-4=8150-15340;	Revised= 20580--73450
NE-5=8700-16840;	Revised= 21970--78320
NE-6=9020—17430;	Revised= 22770--81160
NE-7=10900-20400;	Revised= 27520--98220
NE-8=12520-23440;	Revised= 31610--112700
NE-9=13600-25420;	Revised= 34330--122340
NE-10=14900-27850;	Revised= 37620--134100
NE-11=16370-30630;	Revised= 39980—139980 (With 43 years span it will be 142520/- . But to avoid conflict with the maximum 1,40,000 of revised E-1 scale, reduced to 1,39,980/-)
NE-12= 16390-33830;	Revised=39990-139990 (With 43 years span it will be 142520/- . But to avoid conflict with the maximum 1,40,000 of revised E-1 scale, reduced to 1,39,980/-)

It is requested to consider the above proposals and help in ending discrimination in the minimum pay of those at the minimum in 2016 and those at the minimum in 2017. It is also requested to avoid stagnation by accepting the above proposed pay scales.

Thanking you,

Yours sincerely,


(P. ABHIMANYU)
GENERAL SECRETARY
BSNLEU &
SECRETARY
STAFF SIDE


(C. SINGH)
Q.S. INTE &
Under Staff Side.