

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

CHQ:Dada Ghosh Bhawan, Opp. Shadipur Bus Depot., New Delhi – 110008

Email: bsnleuchq@gmail.com, website: bsnleu.in

P. Abhimanyu
General Secretary

Phone: (O) 011-25705385

Fax : 011- 25894862

BSNLEU/ 401 (PAY)

31.08.2018

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: - **Construction of new pay scales for the Non-Executives - Arriving at the maximums of the revised pay scales - Req.**

Vide our letter dated 03.08.2018, we have submitted our proposals for revised pay scales to be effective from 01.01.2017. In the meeting held on 27.8.2018, the joint committee has arrived at a broad consensus regarding the minimums of the revised pay scales.

The Staff Side has proposed 2.52 as the multiplication factor for converting the existing minimum to revised minimum of the pay scales. The official side has proposed 2.4 multiplication factor for arriving at the revised minimum. After discussion, the Staff Side has proposed revised minimum of NE-1 as Rs 19000/- and it was agreed by the official side. The Staff Side proposed 2.44 as the multiplication factor for arriving at the revised pay scale minimums. The official side has agreed to consider. As per the DPE order dated 3.8.2017 on the pay scales of executives in CPSEs w.e.f 1.1.2017, the existing E-1 pay scale minimum Rs 16400/- was revised to Rs 40000/- in the revised E-1 pay scale. Rs 16400/- has to be increased by 2.44 times to arrive at Rs 40,000/-. Hence it is justified to revise the minimums of the non-executive pay scales by multiplying the existing minimums with 2.44. On the basis of revised minimums arrived based on 2.44 multiplication factor and 15% fitment benefit and 3% increment rate, the necessary calculation has to be done for arriving at the maximums of the revised pay scales.

In the meeting held on 27.8.2018, there was consensus between the official side and staff side that the maximum of the pay scales should be such that no employee faces stagnation problem. The pay scales proposed by the official side were circulated to all the members in the Joint Committee held on 27.8.2018. On this, the staff side has pointed out that the proposed NE-4 maximum of Rs 52900/- was not sufficient to avoid stagnation. We gave some details of the pay of the official Sri Ramchander Chintakindi, ATT Warangal (Telangana Circle) to establish the fact that the maximum proposed by the official side is not enough to avoid stagnation. We are providing here under, all the required details of Sri Ramchander Chintakindi:-

- Name of the Official: Ramchander Chintakindi
- Designation-ATT
- SSA & Circle –Warangal, Telangana Circle.
- HR No.—199404997
- Date of Appointment: As RM on 1.4.1994
- Date of retirement: 30.6.2030
- Pay scale on 1.4.1994--- S-1; 750-12-870-14-940(4th CPC scale); from 1.1.1996= 2550-55-2660-60-3200(S-1; 5th CPC scale)
- On 1.1.2007—in NE-2 pay scale-- 7840-14700@ Rs 13460/-; 1-10-2007= 13870; 1-10-2008=14290/-; 1.10.2009=14700(Maximum of the scale)1.10.2010=14700;
- 1-10-2011=15150 (Adding Rs 450/- as 1st Stagnation increment);
- 1-10-2011= Promoted to NE-3 pay scale of Rs 7900-14880 and pay was reduced to Rs 14880/- since it was the maximum in NE-3 pay scale; 1.10.2012=14880/
- 1.10.2013=15330(adding 1st stagnation increment of Rs 450/-); 1.10.2014=Rs 15330/-;
- 1.10.2015=15780/- (after adding 2nd stagnation increment Rs 450/-); 1.10.2016=Rs 15780/-
- 1.1.2017=Rs 15780/- revised pay with 15% fitment benefit=39840/-
- 1.10.2017=41040/-;

- 1.10.2018=42280;
- 1.10.2019= Promotion under NEPP to NE-4 pay scale; Normal increment added=43550; Promotion increment added=44860;
- 1.10.2020= 46210;
- 1.10.2021=47600;
- 1.10.2022=49030;
- 1.10.2023=50500;
- 1.10.2024=52020;
- 1.10.2025=53580;
- 1.10.2026=55190/-

Thus, as on 1.10.2026, the pay of the official will be Rs.55,190/- where as the official side proposal for the maximum of NE-4 pay scale is Rs.52,900/- only. If this amount is decided as the maximum of the pay scale, definitely it will lead to stagnation from 1.10.2025 onwards. If the revised minimum is agreed to be arrived by multiplying the existing minimum with 2.44, the revised minimum in NE-4 has to be Rs.19,890/-. The maximum proposed by the official side is Rs.52,900/-. It comes to a span of 33 years. To be precise, the official side proposed maximum is between the span of 32 and 33 years.

But, as stated above, on 1.10.2026, the official will reach to the basic pay of Rs.55,190/-. The span has to be at least 35 years. But as said above, since there will be 3 years delay in wage revision at that time, the scales effective from 1.1.2017 have to be visualized accordingly and therefore three more increments have to be added and it will be Rs.60,320/- (Span=38 years).

Moreover, the question will rise how long the policy of 8 year promotion has to be continued in the NEPP for Non-Executives? It needs to be reviewed. Therefore 2 more increments re required to be added for providing for such promotion. When the executives are being given promotion every 5 years, why it should be denied for non-executives? Therefore it is better to have 43 year span for each non-executive pay scale, taking all the above factors into consideration.

Hence it is requested that the span should be 43 years for any non-executive pay scale. We request the Management Side to consider this.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Copy to: (1) All the members of the Management Side of the Joint Committee on Wage Revision.
(2) Com. Chandeswar Singh, General Secretary, NFTE BSNL.