



(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:-	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>v) Candidates coming from PSUs are seeking protection of pay as drawn by them in previous employment.</p>
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.

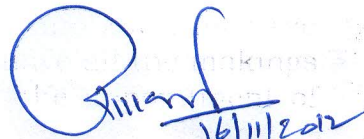
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The issues raised through these representations has been considered with reference to three documents, viz., **the Recruitment Rules**, the **advertisement** for recruitment and the **'Offer of Appointment'** for Direct Recruit DGM. Accordingly, the issues are clarified hereunder:-

- A. The RR allows three categories of candidates, viz. Central Govt., PSU and Private sector, to appear for selection as DGM. The eligibility criteria w.r.t pay is STS level/E-4 level for Govt./PSU candidates respectively. The pay scale being offered to the successful candidates is the E-5 level [equivalent to JAG] in BSNL.
- B. The RR does not distinguish between internal or external candidates thereby meaning that all candidates will be treated equally as external candidates.
- C. Since the RR allows candidates from 3 different sectors which may not have equal conditions of service/pay/pension/other benefits, any protection of past service to the selected candidates is implausible.
- D. The aspects of written exam followed by interview and thereafter the mandatory probation period, prescribed in the RR, have all the makings of a fresh appointment in BSNL like, for example, the appointment of Group 'A' officers in DoT where no benefit of past service is available.
- E. The advertisement for recruitment echoes the RR in matters of pay scale, selection criteria etc.
- F. In the offer of appointment under the 'General Conditions'[Para 5], it has been clearly laid out at sub para (m) that *on acceptance of the offer of appointment and joining for training, the candidates will be treated as a rank outsider in BSNL and BSNL will have no liability on issues of pay protection and pension etc and cannot be brought into any litigation in this matter.* This closes any further examination of the issue regarding pay protection, pay enhancement, pension etc.

The above clarifications are issued to dispose of the representations in matters narrated above.

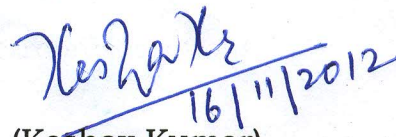
This has the approval of CMD, BSNL.


(R. K. Verma)
16/11/2012

Asst. General Manager (Pers.I)

Copy to:-

- 7) The PPS to CMD, BSNL/ all Executive Directors, BSNL C.O., New Delhi
- 8) The CVO/PGM/GM(Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.) / (Arch.)/(TF), BSNL C.O.
- 9) The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O.
- 10) All DMs(PersI/Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.
- 11) The Rajbhasha Adhikari, BSNL C.O. for Hindi version.
- 12) Spare copy/Order Bundle.


(Keshav Kumar)
16/11/2012

Deputy Manager (Pers.I)
Tel: 23765353