



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION (AIGETOA)



Affiliated to Bhartiya Mazdoor Sangh (BMS)

(The Recognised Majority Representative Association in BSNL)



**VOTE FOR  
AIGETOA**

*Empowering BSNL's &  
Employees Future Together*

## **AIGETOA Shapath Patra 2023**

**With the Fair Analysis of the Shapath Patra- 2020**



# All India Graduate Engineers & Telecom Officers Association

(The Recognised Majority Representative Association in BSNL.)



# VOTE for AIGETOA

**Dedicated to Get Rightful Aspirations**



## Continuation of Better Career Progression & Promotional Avenues

Increase in Sanctioned Strength in all Cadres through further Restructuring

SDE to AGM & JTO to SDE DPC /LDCE for all Eligible Executives

One Time Settlement of SDE Reversion Matter with Restoration of Seniority

AO to CAO Promotion & JAO to AO Promotions

Promotion of AGM/CAO to DGM

Promotion in Civil / TF/ Electrical/CSS/PA/PS Cadres

Ensuring of PWD Quota in all Streams

## Closing the Gap: Manifesto Checkpoint - Pledges and Progress

A Revisit to Shapath Patra 2020

### **What Keeps Us Going is the Hopes and Aims, Results**

Sense of Accomplishment adds impetus to our journey towards achieving the goals. By Saying So , We request to have a brief look on the progress made by AIGETOA and Current Status of the issues which kept in the AIGETOA Shapath Patra - 2020.

As assured by AIGETOA in last MV, that we will not come empty handed and we believe the results are in front of all of us to see. We are happy to own the credit for good works/results and at the same time accept the responsibility for not achieving some important issues despite having made firm progress on some of these matters. We commit that we will ensure the resolution of the pending concerns and taking them to finality with best and honest efforts from our Association side.

*Contrary to the narratives set by our adversaries with an agenda, the fact is that many of the promises we made earlier are either resolved or are on the verge of resolution and it is our firm assurance that remaining concerns also we will achieve in minimum time while going further.*

*Though we do accept that financial issues could not be taken to final resolution because of the poor financial condition of BSNL all these years but a lot of distance has been covered to reach to the final goal. AIGETOA and BMS Leadership is taking all efforts to ensure resolution of financial issues of Standard Pay Scales of E2-E3, E1 plus 5 increments, Pay Losses, 30 % SAB, 3<sup>rd</sup> PRC and the latest one being added is the issue of One Time Option for Pension under CCS rules for executives whose recruitment was notified by DOT. We wish to inform one and all that the issue of giving option to Pension under CCS rules to those covered by NPS has also been resolved only due to active pursuance of BMS and they have assured that all efforts shall be taken to ensure that similarly placed BSNL Executives are also extended the same option for CCS pension.*

## **BSNL First - The Viability Related Concerns**

Though the issues pertaining to viability are always a subject matter of Government/DoT/Management but the Role of a recognised Association is to lend a constructive support to all the good steps initiated and to act against any negative step. We are happy to announce that we have fulfilled both the duties with full sincerity and dedication by taking the matters with BSNL Management (at all levels) , DoT & Ministry level from time to time resulting into a better support for BSNL employees before Government as well as General Public at large.

- **Implementation of Revival package approved by Govt:** BSNL is on track to Revival with three revival packages in its kitty and many government projects awarded to BSNL. **Status - Achieved.**
- **Immediate launching of 4G in BSNL with a roadmap for 5G: Spectrum of 4G & 5G allotted to BSNL.** The Home grown 4G Core with provision to upgrade to 5G along with RF is ready to be rolled out PAN India with Beta Launch already announced. BSNL already placed PO for the first phase of the Roll Out. **Status -Partly Achieved & Work in Progress.**
- **Enhancing the borrowing limits to BSNL:** BSNL has obtained sovereign guarantee from GoI and today cash crunch situation gone. **Status - Achieved.**
- **Introduction of a professional work culture in BSNL-** The transparency in Policy implementation and Paperless culture started. **E-office is implemented at all levels. BSNL is in the process of hiring a strategic consultant to redefine the working of the organization and to do away with the drawback associated with.** **Status - Achieved and further refinement Work in Progress.**
- **Settlement of major issues before Merger of BSNL & MTNL:** Inputs of AIGETOA are being examined at DoT & Nodal ministry. AIGETOA explicitly took the stand that the HR issues and Pay scale concerns need to be **addressed** before any such merger **Status - Work in Progress.**
- **AIGETOA will work towards making BSNL a total Enterprise Business Solution Provider.** **Current Status - Achieved.**
- **Single Mobile App for all BSNL services:** **Status -Partially Achieved & AIGETOA pursuing for further refinements.**
- **Futuristic oriented planning in CFA segment with FTTH and supported technologies. Cloud based service, IOT, IDC etc** **services Status - Achieved with BSNL aggressively entering into the Foray and more such endeavors are being explored.**

- **Aggressive and proactive Capturing of FTTH market with proper QoS:** Huge number of FTTH connections are being added on daily basis. Improvements which is required in some areas, for which AIGETOA will pursue. **Current Status – Achieved.**
- **Special attention towards backbone network and up-gradation from time to time:** Appreciable Work has been done on this front and funds have been allocated. **Status –Achieved & AIGETOA pursuing for further augmentation .**
- **Strengthening of Transmission Wings:** Technological up gradation support equipment's are being deployed and field level maintenance are **being** done. Restructuring norms have clearly ear marked with indoor & outdoor transmission works. AIGETOA has been raising needed corrections including adequate staff deployment from time to time. **Status –Achieved & AIGETOA pursuing for further augmentation .**
- **Focus on EB Customers and CICs:** Single window concept through EB vertical to offer **Status –Achieved & AIGETOA pursuing for further augmentation .**
- AIGETOA will work towards **BSNL venturing out in New Fields of IT and IT Enabled Systems** **Current Status – AIGETOA strongly taking up .**
- AIGETOA will work towards making **ITPC, ALTTC, RTTCs and allied units as revenue generating platforms.** **Current Status –AIGETOA strongly taking up**
- **Generation of revenue from Non-Core services:-** **Status –Partly Achieved & AIGETOA pursuing for further augmentation .**
- **Keeping strict vigil on the actions of administration at all levels to keep BSNL healthy and secure.–**AIGETOA has done the work with full sincerity by raising the issues from time to time as needed .**Current Status – Achieved**
- AIGETOA will work towards **ensuring Scrutiny of Commercial viability of Projects** and will work towards ensuring stoppage of revenue leakage. Return on **Investment (ROI)** must be verified on regular intervals. **Implementation of system of Performance Audit for all New Projects shall be pursued** **Current Status –Being done - AIGETOA strongly taking up with management and raising such issues from time to time.**
- AIGETOA will ensure to work towards **ensuring timely payment of Housekeeping Expenditure, Electricity Bills and Rentals** by BSNL Management. **Current Status – Achieved** and AIGETOA strongly follows for any such requirement of field units.

- **Rationalization of all ongoing AMC of Telecom Installations/Services:** At Corporate Office/Circle/SSA levels - **Current Status –Being Done** and Followed further by AIGETOA as and when needed.
- **Outsourcing of field works (CM/CFA and TR works):** AIGETOA will work to improve the Outsourcing model which is being implemented in CFA and CM wings including Transmission works, as per the requirements of field Units.- **Current Status –Being Done** and Followed further by AIGETOA as and when needed
- **Optimization of CDR Outsourcing services:-** **Status –Partly Achieved &** AIGETOA pursuing for further improvement .
- **Single MIS portal for all Kind of BSNL services to save man hours in BSNL.-** **Current Status –Being Done** and Followed further by AIGETOA
- **Stoppage of Revenue leakage in VAS services in CM/CFA segments.-** After Intervention and raising the issues by AIGETOA, many of the unnecessary VAS services and bundling offers withdrawn- **Current Status –Being Done** and Followed further by AIGETOA.
- **Closure of Loss Making exchanges else suitable compensation from government for running these exchanges.-** **Current Status –Being Done** and Followed further by AIGETOA
- **Making BSNL services mandatory for all Govt. Functionaries:** Mandatory utilization of ILL/Internet services of BSNL by Central Government establishments issued and request of the same kind placed with all state government departments - **Current Status –Directions given by Gol to all its units** and Followed further by AIGETOA

WHERE PERFORMANCE MEETS EXCELLENCE

### **The Livelihood –Resolve the Pay Loss & Pay Scale Related Issues:**

- **Standard Pay Scales: Implementation of E2, E3 standard Pay Scales to all JTOs/JAOs & SDEs/AOs without cascading effect with consequential benefits and incorporation of E2 pay scale in JTORR in line with the BSNL Board approval:**

After getting the favorable judgment from Hon'ble CAT Chandigarh in standard pay scale case, AIGETOA again filed a case against the presidential order issued by DOT on E2-E3 standard pay scales. The case couldn't be heard for a long time due to Covid Outbreak and thereafter due to non-availability of regular double bench at Hon'ble CAT Chandigarh. Now the cases are being heard and the backlog is being cleared. We are expecting a full hearing and ready with all

necessary requirements as sought by the legal counsel. Earlier AIGETOA got favourable directions for arrears which has achieved finality. **Once E2-E3 is decided, this direction will give benefit to all JTOs/JAOs recruited/promoted post 1.1.2007 in terms of increased pay as consequential benefits shall be ensured.**

**Stay has been granted against degradation of Pay Scales by BSNL in the case filed by AIGETOA. Further in Chandigarh CAT, BSNL has submitted an affidavit which states that BSNL has approved the E2 pay scales for JTO/JAO/Equivalent and now its for DoT to take an action on that.** These two cases are preventing BSNL to degrade the Pay Scales.

Further, our endeavours and persuasion at various platforms including those at DoT and Hon'ble MoC and MoSC has resulted into reopening the matter at DoT. AIGETOA was able to prevail upon the DoT by thoroughly explaining to the authorities that both the averments stated by them doesn't hold and substance with our submissions and documents at hand. Further, **with the firm support of all the Executives and under the able guidance of our Umbrella Organisation i.e. BMS, We are in a strong position to ensure the resolution of this long pending issue in a very short duration from now. This issue has been taken by BMS and AIGETOA with utmost priority and is actively being pursued with Hon'ble Minister for early resolution.** BSNL Board had approved E2 scales for JTOs/JAOs and E3 scales for SDEs/AOs in June 2016 and also sent again to DOT even in the year 2021 for consideration of revised presidential order: *Current Status -Pending and Being Followed by AIGETOA for resolution.*

➤ **Pay Loss Issue of JTO2007, 2008 & JAO 2010 batches ( 22820 ) :•**

**AIGETOA convinced management to reconstitute the Pay Loss Committee and opened the door for negotiation once again.** Since the committee views "of the record" was more inclined towards the view which was prevailing earlier due to mishandling the issue during previous regime and reference to the previous court case was given. **AIGETOA parallelly succeeded in reopening the court case for Pay-Loss issue of Post 1.1.2007 JTOs/JAOs who were recruited in pre-revised scales of E1A. Though the case has been turned down in PCAT New Delhi more on technical grounds rather than merits we have moved the plea to Hon High Court New Delhi and the same got admitted on 10/08/2023 on merits.** AIGETOA legal team along with senior advocates are trying their level best to make this case come on merits *at* Hon High Court. Now that the case has been admitted in a higher court on merit, AIGETOA will pursue this with BSNL Management for resolution and simultaneously all efforts shall be taken for ensuring a favorable

direction in favor of 2k7, 2k8 and JAO 2k10. **Current Status – Though Pending but substantial progress has been achieved and being Followed by AIGETOA for resolution.**

- **Settlement of pay loss issues of TTAs (JEs) who joined after 2007 in the pre- revised scales, now promoted as JTOs/JAO (Pay loss in JE grade):**

AIGETOA is working towards settlement of pay loss with consequential benefits of departmental JEs appointed *under* LICE quota of JTOs/JAOs. The Internal committee formed by AIGETOA for the purpose had explored all possible methods for resolution. This particular issue happened due to acceptance of wage negotiation settlement by the then stake holders where only one increment was allowed to offset the losses of those non executives recruited between 1-1-2007 to 07-05-2010. The fixation in NE-9 ( 7100 ) was happened at ( 13600 ) and then wage negotiation with only one increment at ( 14010 ). The paramount loss in the total salary is huge and we have to move to get the legitimate right of the protection of the consequent to any pay fixation. AIGETOA decided to move to Hon Court and accordingly OA was filed at Hon CAT Ernakulam. The case has been admitted also by Hon'ble CAT. It's our assurance that AIGETOA team along with senior advocates will do our best to make this matter to be heard on merits and ensure a positive resolution. **Current Status – Pending and Being Followed by AIGETOA for resolution.**

- **Extension of E1+5 Increments to E1 Recruited JTOs/JAOs:**

Though Management assured for referring the matter to the high power committee constituted to look into the issues of E1 plus 5 increments, Notional Pay issues of PA/PS/Civil/Electrical/Architecture cadre etc . **Since few Members of the committee had retired and hence BSNL requested for reconstitution of the committee by nominating new Members from DoT Side. But due to precarious financial conditions of BSNL at that time, there was a huge reluctance, similar to other financial issues of importance.** Now that the BSNL profitability is getting positive and this is the time we need to get the interim relief in a minimum period. We are sure that with the present stature of placing the matter with higher echelons , this demand will get the acceptance. **Current Status –Pending and Being Followed by AIGETOA for resolution.**

- **Pay loss issue of JTOs (JEs under DR quota) Recruited under departmental outsider Quota:**

AIGETOA is working towards settlement of pay loss of departmental JEs with consequential benefits *appointed* under DR Quota as outsider candidates in JTO/JAO grade with consequential benefits **Current Status –Pending and Being Followed by AIGETOA for resolution.**

- **Extension of One Increment to all Executives on every promotion:**  
Team AIGETOA has already taken up this issue in Hon'ble Court of law. **At PCAT, we got a favorable direction which is going to benefit all the executives as almost everybody's promotions have been delayed due to uncaring attitude of management on HR issues.** **Current Status – Being Followed by AIGETOA for resolution.**
- **Extension of THIRD PRC to BSNL Executives:** With AIGETOA's consistent persuasion at various echelons of Government of India including Hon'ble PMO and Hon'ble MoC wherein we have highlighted the contribution of BSNL for the cause of an indigenous Home grown core for 4G and 5G as a part of Aatmanirbhar Bharat, BSNL's role in carrying forward the *Telecom* Requirements of the country, BSNL's participation in fulfillment of various government projects and above all the role of BSNL in meeting the telecom requirements in the most critical time, calamities, Covid Outbreak including those having difficult and unreachable terrains. **Our persuasion and precipitation for 3<sup>rd</sup> PRC has resulted into this issue gaining acceptance at various platforms. We have been assured at different platforms. Even Hon'ble MoC has conveyed his message to BSNL Employees to concentrate on work and told that he is aware of the issues including 3<sup>rd</sup> PRC and Pay Scales which shall definitely be taken care of in due course. AIGETOA firmly believes in its persuasion, its perseverance and above all the guidance of its umbrella organization BMS and we are sure that 3<sup>rd</sup> PRC will be a reality for the BSNL employees very soon.** **Current Status –Being Done and Followed further by AIGETOA**
- **Uniform first Time Bound Financial Up gradation in 4 years in EPP:** This disparity is also a gift by the then legacy associations. This direct discrimination is extremely unfortunate. Even after **persistent** pressure exerted on management on the issue, management has still been taking excuse of the financial condition. **AIGETOA is determined to end this disparity and will definitely deliver.** **Current Status –Being Followed further by AIGETOA**
- **Working towards specific pay issues of Civil/Elec/Arch/TF/CSS/PA/PS wing executives:** **Current Status –Being Followed further by AIGETOA**
- **Regularization of Salary, Perks, Medical and Temp Advances – All the employee dues pending since long were made up to date including the SAB, EPF, GPF, Pension contributions, Medical expenses, Temp Advances etc** **Current Status – Achieved**
- **Allowances (including Transportation) & Perks and LTC Benefits:** AIGETOA worked towards implementing revision of perks and allowances as per the 2nd and 3rd PRC recommendations. We have strongly conveyed the need of restoration of LTC benefits and EL

Encashment for all executives and management has expressed its willingness to resolve the same. **Current Status – Partial Progress – done** Issues are under active consideration of Management.

### **The Social Status - Intonation to resolve Promotion/career Related Issues:**

- **AIGETOA will work for ensuring that there is no reduction in number of posts for the promotional cadres in the restructuring exercise. Current Status – Substantially Achieved.** AIGETOA is the ONLY Association who are strongly following up for further increase in number of posts across all cadres and streams. **In June 2023, with strong follow up from AIGETOA, management decided to initiate the review process for cadre strength and as per demand included the Bharatnet Project, 4G saturation Project, 4G rollout, OFC Route Maintenance Requirements etc. New Positional Norms are also being envisaged to be created.** This review exercise will increase the number of posts across all cadres and streams, substantially which will finally result into a smooth career progression for all and also will ensure sufficient number of posts in SDE/AO/AGM/CAO/DGM/GM grades across all streams. **It was AIGETOA's pursuance only which prevailed upon management to put a structure review clause of 2 years else management was freezing the structure for next 5 years.**
- **AIGETOA's Focus is on immediate issuance of JTO to SDE DPC Promotions for which process has started. Current Status – Achieved** and AIGETOA is strongly following for further more promotions in the grade for LICE 2014 and subsequent batches by ensuring the sufficient number of posts and filling up of all posts on consequential basis.
- **Immediate notification for next LDCE & initiation of next DPC process for all remaining and eligible JTOS (Both LICE as well as DR JTOS) for filling up all the available Vacancies which will take care of all JTOS who have completed their residency period of 3 years in the grade: Current Status – Achieved for all up to RY 2011 and ST quota Executives from LICE 2014 batch.** Around 400 more promotions from RY 2012 held up due to legal entangle created by some corners and AIGETOA will ensure these promotions also happen very soon. We have already intervoened in the court of law and we are very sure of achieving the process of remaining ones within the year 2023 itself. LDCE for vacancies upto 2022 notified. Further, LDCE notification for eligible executives is expected soon. **More vacancies to be made available with strong pursuance of AIGETOA.**
- **Immediate Settlement of SDE (T), LDCE (2007) reversal matter: Current Status – Partially Achieved** with restoration of status. Final settlement is being pursued. Matter under active consideration of management. The case which was under perusal was again directed to be heard back at Hon CAT Madras and we are actively following up the matter with management now for a settlement subject to outcome of the court.
- **Immediate notification of List 9 and incorporation of Vacancy Year based seniority in line with the RRs for SDEs: After the setback because of wrong interpretation of Hon'ble**

SC Judgement in the S K Dueby vs Others case, AIGETOA has got this chapter opened at Hon Court also. All our fraternal associations wanted seniority based on Date of Joining in SDE cadre. It was AIGETOA which precipitated this issue and we will ensure that the list is prepared based on Vacancy Year based Seniority as rules of Rota Quota. The matter is under active follow up with Management as well as Hon'ble Court of Law. Despite reluctance from management side for changing the Seniority to vacancy Year basis, AIGETOA has been actively pursuing the matter at all platforms including that of BSNL, DoT, Hon'ble MoC and Court of Law. We are firmly determined for correction of the Lists 9 to 13 on vacancy Year basis by prevailing to enforce the correct interpretation of the Recruitment Rules. AIGETOA is committed to ensure equitable Justice for all.

- **Promotion of SDEs to the cadre of DE/AGM:** Partially Achieved. Issue under active consideration of management for promotions of more SDEs. Inputs and suggestions have been submitted to management and AIGETOA will ensure that all executives up to List 13 are covered for SDE to AGM promotions very soon. We have already precipitated the issue before management along with the documents, calculations and precedence available in the organization to ensure that all the eligible SDEs up to List 13 are covered through regular channel of Seniority Cum Fitness. The exercise of additional vacancies through Bharatnet and 4G Saturation project is being calculated. AIGETOA already conveyed the proposal for inclusion of all eligible executives who are in the cadre of SDE( T) to get the next promotion. We are actively following the matter and AIGETOA is fully committed to get these due promotions of LDCE-2012 batch at the earliest through the regular channel of promotion i.e. Seniority Cum Fitness.
- **Immediate promotion of AOs to the cadre of CAO:** Preparatory works for promotions is complete and things are in ready mode. Promotions are held up due to stay from Hon court. AIGETOA is pursuing hard to get the stay vacated and is also trying for accommodating more vacancies by diversion from other quota so that all eligible can be promoted. Current Status -Being Followed further by AIGETOA
- **Promotions from AGM to DGM and DGM ( adhoc) to DGM (Regular) in Telecom Cadre:** AGM to DGM Promotions are held up due to 2018 AGM promotions being provisional again due to incorrect interpretation of Hon'ble Court Directions. AIGETOA has prevailed upon management to ensure that these promotions of 2018 are made regular as the dispute in reservation in promotions have been settled now, again due to herculean efforts of AIGETOA. Management agreed with our submissions and are taking necessary actions to ensure the notifications of regular promotions of AGMs held in 2018. With these 2018 promotions becoming regular, not only the 1116 promotions in DGM cadre becomes a reality but also it will open the doors for SDE to AGM promotions as these 1116 vacant posts can be counted

against AGM Vacancies immediately as per methodology applied in December 2022 by Management. AIGETOA is pursuing vigorously for vacation of Stay on DGM (Adhoc) to DGM (Regular) promotions and has also convinced the management to take more aggressive steps to get the stay vacated. It will be the endeavor of AIGETOA to get these promotions issued. **Current Status –Being Followed further by AIGETOA and a substantial progress has been achieved and issue is likely to be resolved in next few days.**

- **Immediate promotions from JAO to AO cadre to enable promotion of all JAOs to AO who have completed their residency period in the grade. The AO to CAO promotions are held up due to court cases and as soon as these promotions happen, AIGETOA will ensure the JAO to AO promotions along with AO to CAO Promotions .**
- **Implementation of Performance oriented Promotion policy (CPSU CH) with starting E2 scales for executives and with provision for Internal Fast Track promotions up to DGM Level and no lateral recruitment above JTO/JAO: Current Status – Instead of earlier proposed CPSU a definite promotional avenue till DGM Cadre has been ensured Since earlier approved policy was not acceptable to many stake holders including our sister association-SEWA, AIGETOA worked hard to get stagnation criteria incorporated (Personal Upgradation to the next grade by carrying the existing post of lower cadre to the higher cadre) into the existing promotion policy. The implementation started with incorporation of stagnation criteria in SDE RRs (Though the time period was 12 years but with active pursuance of AIGETOA, Board empowered CMD BSNL to relax the time period and we would have got 12 years clause to be reduced further) and the same would have been incorporated in MSRR also but the DoT did not allowed it to go through because of objections from some stakeholders (including two sister associations). This would have allowed all to aspire for higher posts with sufficient age profile on their side. However, now our emphasis is on availability of sufficient number of Posts in all cadres. We are successful in getting Fast Track Promotion Policy incorporated in MSRR upto DGM Level but we strongly oppose usage of posts from seniority quota as this will create complexity in both the streams. Now our Job is to get additional posts created for Fast Track instead of eating away the DPC posts and also ensure that sufficient vacancies exist every year so that every year, people can aspire for getting promoted through Fast Track Mode and at the same time, Seniority Quota is also not affected. MTRRs have also been scrapped but the provision of SETs has been made in MSRRs which has been opposed by AIGETOA and all such external recruitment is under freeze by BSNL Board. However, we shall continue our fight to get it scrapped altogether. Our Legal battle is also on in this regard.**
- **Inclusion of eligibility for diploma holder JTOs in MSRRs for DE/AGM Posts as per the provisions of DPE guidelines for Equivalency: The earlier legacy associations that preceded us have made Diploma Holders non-eligible for AGM and above promotions.**

AIGETOA pursued for incorporation of the same in new MSRRs for Diploma Holders with 10 years criteria but due to negation of the aforesaid clause by Government through a gazette notification and also Hon'ble Supreme Court, this became vary complex. However, we are in discussion for introduction of a new methodology to ensure the rights of Diploma Holders for we firmly believe that anybody entering into the organization cannot be negated the right to aspire for their career progression to the highest level. We have suggested some methodology to management on which discussions are on and with our firm arguments and convincing documents obtained after studying the process in other CPSUs, we are very sure we will achieve this in the best interest of all diploma holders. Current Status –Being Followed further by AIGETOA

- AIGETOA's firm endeavour shall be Finalization of Seniority and immediate circulation of the seniority position of an executive in his/her cadre either on recruitment or on promotion so that these seniority doesn't gets marred in legal tangles Current Status –Substantially Achieved The up to date eligibility lists are published in JTO/JAO cadre. The seniority finalisation is already done in AO/ CAO/ Civil/Electrical wings. The seniority lists finalization is ongoing other cadres of SDE T/ AGM T etc. The Lacunae noticed in seniority lists have been objected and management is being pressed hard to correct the same.
- Strengthening and grooming the Young Executives to the Middle & Higher level Management cadres(Trainings): - Current Status – Achieved Management has agreed for extending trainings to all the BSNL employees and the same has started with introduction of in campus trainings at various training centres. Trainings at external institutes are also in pipe line and AIGETOA is the only association to demand parity, uniformity and equal treatment for training across all grades and verticals.

#### Family on Top – Ensuring Pensionary Benefits & Medical Related Issues:

- 30% Superannuation Benefit: Extension of full 30% SAB to BSNL recruits from date of joining: Current Status –Being Followed further by AIGETOA A total of 21.8 percent is there and management has agreed for processing a proposal for 2% increase which may take some time to materialize. Even though our advoersaries have pointed that it was AIGETOA who agreed to start the SPS with 3 % and then increased to 2% and blaming while quoting some figure written on air in their meetings. It's a well-known fact that its only AIGETOA which has carried forward the residual issues of 2<sup>nd</sup> PRC while other associations mercilessly left it during implementation of 2<sup>nd</sup> PRC when it could have easily been achieved as SNL was in profit at that time. We have taken this matter up to Hon MOC level and we are awaiting some respite on this. We cannot be mute spectator like our antagonists who had agreed to the management version that BSNL recruits are getting higher Superannuation Benefits. AIGETOA has only stood against the management version and AIGETOA is the only

association to approach court on this subject. We cannot leave our justified dues on this Important Pension part. Our Umbrella Organization BMS has also lent strong support on this by taking up the matter with Hon'ble MOC. AIGETOA and BMS firmly stands for ensuring the social security for all BSNL Executives.

- **Full Implementation of Pension scheme for BSNL Recruits as per the Gazette Notification for BSNL formation:** AIGETOA has approached the Legal Route earlier and now we have also approached Hon Minister for ensuring this. We are hopeful of success. **Current Status –Being Followed further by AIGETOA**
- **Post-Retirement Medical Benefits (PRMB):** Discussions are on with Management for introducing the same in BSNL. **Matter has been escalated to Hon'ble MoC by Association as well as General Secretary BMS** and we will definitely achieve success in due course of time.
- **EPF higher Pension Option and resolution of EPF Related Issues:** **Current Status – Achieved.** Through Persuasion as well as from Hon Court of Law, we have achieved success, **Kudos to our Kerala team which forced EPFO to implement the same.** Our Role was appreciated by other PSUs as well various Media Houses. Today BSNL recruits can think of a safe future based on this.
- **Family Group Health Insurance:** **Though the proposal made by AIGETOA was not accepted** by Management but **they have issued directions for having leading hospitals empaneled on cashless basis at circle level and at least one hospital on each BA. Further directions have been issued for clearance of bills on quarterly basis.** Management issued direction for sanction of medical advance also for indoor treatment. **Hence AIGETOAs aim to Provide streamlined indoor treatment for all is achieved.**
- **Implementation of reimbursement without vouchers facility for BSNL Executives.** **Current Status –Not Achieved, association is following up for the same.**
- **Special Medical Facilities for COVID-19:** Formation of separate COVID-19 fund and Provisioning of Immediate advance for getting COVID-19 treatment from this fund. **Current Status –Achieved.** Both Covid Fund as well as Immediate Advance was sanctioned.
- **COVID-19 Term Insurance:** Could not be implemented as insurance agencies didn't allowed such term insurance.
- **Group Term Insurance by employer:** Though Management Didn't agreed for company sponsored GTI but **Hon'ble CMD has unambiguously agreed to incorporate a Death Relief Fund where the dependent of the deceased employee shall be extended a**

**lumpsum amount by BSNL. Action on the same is under process and AIGETOA is actively following up for the same.**

➤ **Pension Contributions on Actual Basic to DoT: Current Status – Achieved**

### **Other Important Issues – Keep going is the Mantra :**

➤ **Immediate clearance of existing Rule-8/ Rule-9 waiting list cases: Current Status – Achieved.** Almost all Pending Rule 8 and Rule 9 cases were executed. We are committed to ensure the pending cases also within a short span of time. It may kindly be noted that we were the only association to be worried on this.

➤ **Transparent implementation of Transfer policy along with incorporation of a centralized mechanism through online portal for processing the transfer cases and Rule-8/Rule-9 cases: Current Status – Achieved.** Online Transfer policy implemented in BSNL and all the hassles related to forwarding of applications etc is gone now. Still some drawbacks are there which is being followed by Association for Implementation. AIGETOA's stand was clear, complete request transfers with transparency and Promotions cannot be thrust on to executives as a punishment. We will be happy to see all the employees to work at their requested place, at the same time if any transfers are needed On NEED basis for operational matters of the organization, then well defined rule in the BSNL may be followed without any partiality. **AIGETOA was also successful in removing the discriminatory clause of non applicability of Rule-8 Clause for GATE JTOs. We prevailed upon management to ensure that Rule-8 clause is made applicable to all including the GATE JTOs and today many of the willing GATE JTOs are able to apply for Rule 8.**

➤ **Reduction of JTO/JAO Bond period, Amount and Interest at par with industry standards. Current Status –Not Achieved.** Management didn't agreed despite strong persuasion quoting legal issues of recruitment and already existing. **However, after vigorous persuasion, they did streamlined the calculations and procedure. AIGETOA will take up the matter once again so that next batches do not suffer**

➤ **Introduction of Sabbatical leave and streamlining of study leave in BSNL Current Status – Substantially Achieved** as Management agreed to explore.

➤ **Revision of Financial Powers of JTO/JAO, SDE/AO, DE /CAO/AGM: Current Status –Under Consideration.**

➤ **Revision of TA/DA Rates for JTO/JAO, SDE/AO, DE/CAO/AGM and Introduction of higher education allowances up to 2 children in line with Central Govt. employees - Current Status –Under Consideration and discussions are on with management.**

- AIGETOA will pursue for extending the Volunteer Retirement facility for BSNL recruits also instead of resignation so that all benefits of retirement like 300 days EL encashment. etc can be extended to them - Current Status –Under discussion with Management and hopefully the same will be achieved.
- Revision of reimbursement policy other allowances like magazines /Newspaper, Briefcase, MOBILE PHONES etc. Payment of these should be given invariably without bills as per the eligibility. Current Status -Under discussion with Management and hopefully the same will be achieved
- HR and Organizational Issues w.r.t MTNL Merger in BSNL: Issue strongly taken up. Input Submitted by Association HR & Pay Scale matters is under examination at DoT.
- SC/ST employee Welfare: With AIGETOA strong persuasion, management has implemented the DoP&T guidelines for reservation in promotion and has issued all promotions during AIGETOA regime by following the DoP&T reservation guidelines in true spirit. AIGETOA pursued at DoT, DoP&T and BSNL to end the decade long dispute in BSNL. Further all the backlog vacancies have been filled up during AIGETOA's MA Regime. With efforts of AIGETOA, E-Roster has been implemented in BSNL which will make roster transparent and accessible to all BSNL employees. AIGETOA has been and shall always remain committed to protecting the constitutional rights and ensured E-Roster, clearance of vacancies.
- Change of Designation names for JTO/JAO: Status – Not Achieved but the issue is under discussion with Management
- Complete Professional, Paperless & Corporate working Culture in BSNL: Status – Achieved - E-DPC, E-Roster, E-Office implemented in BSNL. Hiring of Strategic Consultant is in process for bringing further refinement. Today BSNL is working almost in Paperless Mode.
- AIGETOA will work to ensure that AGM/EE(C)/SDE(C) for each BA/SSA comes under the control of PGM/GM. and a unified Estate maintenance Management is done by Circles/BA/SSAs on need basis Status – Almost Achieved with modification in earlier existing processes.
- AIGETOA will work to ensure review of rentals of all Exchanges /CSCs/BTSs of private premises urgently. Review of all CSCs operating in rented bldgs. & shifting them to existing TEs Status – Substantially Achieved.

- AIGETOA will pursue for formation of Voluntary Quality councils QMS in all units to transfer know- how & disseminate knowledge. Status - Not Achieved but management has not denied also
- Updated Asset registers in SSAs. Integration of all Asset data unified in FICO/REM/MIS/NCOG.& removing all mismatches. Time bound clearance of all court cases reg. Assets & security to all vacant assets Status - Substantially Achieved.
- AIGETOA will work towards extending Rewards/Awards to outstanding talents of the organisation. Status - Substantially Achieved. Management has taken steps at various levels to reward the outstanding talents of BSNL.

**General Concerns for Employees and BSNL: The Reason for being:**

**Together... We Will do it together.**

- Timely payment of Temporary Advances: Status - Achieved .
- Timely reimbursement of medical claims: Status - Achieved .
- Streamlining of Pending payments: Status - Achieved .
- Supply of Laptops to all Executives: Status - Achieved Directions issued for BSNL CO, Shall be replicated in field units also very soon.
- IT Tools & applications: Status - Achieved Refinement to existing Process Going On.
- Provisioning of FTTH service connections Status - Achieved .
- Welfare of PWD employees: Status - Substantially Achieved All guidelines with respect to PWD welfare are either issued or are in active consideration.
- Welfare of Women employees: Status - Achieved AIGETOA has ensured a safe and professional atmosphere for women in BSNL.



# All India Graduate Engineers & Telecom Officers Association

( The Recognised Majority Representative Association in BSNL )



# VOTE for AIGETOA

**To Ensure Social Security Measures**



Extension of 30% Super Annuation Benefits from Date of Joining  
( pending Realization of 8.2% SAB & PRMB Trust formation )

Restoration of Compassionate Ground Appointments

Conversion of Employees paid GHI & GTI to Company Cost ( BSNL )

Increase the Limit of Outdoor Reimbursement & Voucherless Scheme for Serving Employees

Clearance of Request Transfers in all Cadres who Completed Two Years

Pending Clearance of Rule-8 Transfers on Completion of Five years

**Stronger AIGETOA    Empowered Executives    Profitable BSNL**



**“ Executive’s support has enabled AIGETOA to achieve many of the long awaited Justified and Genuine dues. We Promised the Change and the Change is Visible.**

**YES , 2023 is Better than 2020 for BSNL & its employees**

**”**

**VOTE FOR**

**3**

**We United for Change \* , We United For Progress  
We United for Settlement of Our Long Awaited Rights of PPP  
We United for Restoring the Pristine Glory of BSNL.**

**The continued support will enable us to achieve the remaining  
The Commitment of AIGETOA**

**TOGETHER WE WILL DO IT**