

All India Graduate Engineers & Telecom Officers Association (AIGETOA)

MEMORANDUM

Dated 14.07.2022

To

The CMD/Director (HR)
BSNL Corporate Office, New Delhi

Subject: Non redressal of burning HR issues including Standard Pay Scale E2-E3 & Pay Loss Issues, Non-issuance of Promotion in AGM/CAO Equivalent Grades despite the verdict of Hon'ble Supreme Court, Non notification of SDE/AO Equivalent Grades RR, No headway on Revision in MS RR, Non Settlement of SDE Reversal Issue, Pending Superannuation Benefit (SAB) Quantum & amount, immediate termination of the MT Process and scrapping of MT RR. It's a failure of management to handle the pending HR issues despite several assurances made in past and we see it as a deliberate attempt to create unrest in the organisation by ignoring Career Progression and Pay Pension related issues – Regarding.

Respected Sir,

We seek your kind and benign attention to the consistent denial of the legitimate HR issues to the executives of BSNL which are basically the long pending rightful dues of the executives. Management is completely non-committal on the HR issues and no progress has been made on the most important issues despite of the clear and written assurances given by the management on different occasions and communications. It is also observed that management has consistently been going back from its own promises made in various meetings and communications made through minutes. This lackadaisical approach of management towards the genuine HR issues and the consistent cornering of employees in the department is resulting into huge demotivation and unrest amongst all the executives of BSNL.

From the recent steps of the management and its dilly-dallying on the HR front, its non-uniform approach in handling the issues of importance and selective approach in extending transfer & postings ignoring their own rules and policies, hurried and casual approach in handling the sensitive matter of reservation and keeping promotions on hold, despite availability of vacancies and eligible executives is raising huge questions on the intent of the management. It is very much apparent that management deliberately wants to keep executives in a state of unrest and allow the organization to move towards a turbulent condition perhaps to hide the failures on other fronts. It is understood that TCS has yet not accepted the PO of BSNL, which raises serious question on the possibility of launching full-fledged 4G in near future. This will be huge setback for the government's program of AatmaNirbhar Bharat in Telecom.

BSNL Management failure to launch 4G Services after the Revival package, failure of BSNL Management in bringing in reforms, delayed policy decisions, unscientific Restructuring exercise, demotivation of the officers by denying them promotions and pay scales, non-strengthening of the vast fiber Network, Consistent failures in connectivity and poor backhaul/infra etc. are some of the major components which are impacting the downfall of BSNL. It seems management wants to hide such failures in the name of prevailing turmoil in organization and hence it has been testing the patience of executives' time and again.

However, we still feel that even at this belated stage, management can seize the opportunity and prevent the unrest growing in the organization to reach to a point of no return. Hence, we request your good self to kindly intervene immediately and direct the HR section to ensure corrective action to safeguard the long term interests of the organization.

We wish to seek your kind attention on the following HR issues of importance and their immediate resolution:

- 1. Immediate intervention of the Dir HR/CMD with DoT for the approval of E2-E3 Scale meant for the JTO/JAO and SDE/AO Equivalent Grades. The revised presidential order for replacement of initial two scales of JTO/JAO/Equivalent by E2 and SDE/AO/Equivalent by E3 should be ensured immediately by BSNL Management:**

It is unfortunate to note that BSNL is not defending its position taken by the BSNL Board in the matter of Standard Pay Scale E2-E3. No action has been taken by management despite our consistent persuasion on the issue and management has yet not reverted with counter to DoT after the issuance of the letter by DoT on 29.04.2022 for not agreeing to the proposal of E2-E3 on cascading ground. The executives recruited from 2009 to 2020 are suffering from severe losses in their total emoluments. BSNL is a unique case where entry level executives are being given three different set of initial basics based on their date of Joining and no efforts has been made thereof by management to ensure parity at entry level. It will be pertinent to mention that in the name of fund crunch, one group cannot be made to suffer losses while other enjoys their all perks and benefits. Hence, we request for your immediate intervention on the issue for ensuring the replacement on initial two scales of JTO/JAO/Equivalent and SDE/AO/Equivalent without cascading effect as detailed by BSNL's subsequent proposal to DoT in the year 2017.

- 2. Settlement of Pay Loss issues of JTOs/JAOs (E1+5 and 22820/- and Pay fixation of DR JE to JTO) to extend immediate relief:** Executives Recruited and Promoted post 1.1.2007 are facing severe pay loss in their career post implementation of 2nd PRC benefits vis-à-vis their pre-revised scales and also vis-à-vis other similarly placed executives. It will be pertinent to mention that while management didn't hesitate in relaxing the FR/SR many a times but when it came to extending the same benefit to the younger and meritorious lots of BSNL, management simply took a back seat and denied 22820 as initial basic to these executives. Same fate was meted out to the young and meritorious JEs recruited Post 1.1.2007 in the non-executive cadre also and they were denied fitment benefits to ensure parity with other similarly placed non-executives.

Extending E1+Plus five increments to other executives of subsequent batches was taken by management committee of the board years back but the same was kept pending in the name of HR plan and now even when the strength is decided, management has not considered the approval of the interim relief of E1 plus Five increments to the executives recruited subsequently.

It's high time that management takes a judicious stand and ensures parity in pay for similarly placed executives to avoid hurt burn and cumulative losses in their emoluments and extend E1+5 to all newly recruited/promoted executives as an interim measure till approval standard Pay Scale E2 for JTO/JAO is approved.

- 3. Immediate termination of MT Internal Process re-initiated on 08.07.2022 and altogether Scrapping of MT and DGM RRs and replacement with internal fast track promotional methodology:** Management has time and again assured us of scrapping MT and DGM RRs. The same has been communicated in different meetings and written assurances by management. But management forgot its commitments immediately once the Hon'ble PCAT gave the liberty to BSNL for publishing the MT results. A complete breach of trust was made by management which has shaken the confidence of members of AIGETOA which has always been trying to settle the issues through persuasion and amicable means.

The liberty was extended to BSNL not on merit but owing to undue delay in deciding the cases. It will be pertinent to mention that the merit of the cases is to be decided in subsequent hearings but the hurried approach by BSNL is once again visible when even without receiving the certified copy of the order, BSNL declared the results in the late night around 11 PM without considering even the mandatory Quota for OBC and PWD candidates in any recruitment exercise which is in utter disregard of the constitutional provisions. In a matter which is as sensitive as protecting the constitutional rights, BSNL took a stand as if BSNL HR is placed above the constitutional provisions and even didn't bothered to take the legal opinion from advocates fighting the cases. Same BSNL HR uses this legal opinion from such advocates as tool for denying promotions, Seniority etc. but it's quite surprising to note that no such exercise was undertaken by BSNL HR group even on a sensitive matter pertaining to constitutional rights. In its haste to declare the results, it can be noted and very easily seen that BSNL even disregarded the court orders also and has not complied with the directions of Hon'ble PCAT orders in totality which is nothing but contemptuous action containing penal provisions also.

Further post restructuring, the process of MT recruitment has been converted into LDCE and the posts in the previous strength stands abolished on 1.2.2020. To add to that diversion of 450 MT posts to DPC Quota has already been approved by BSNL Board. But, in its haste to declare the results, BSNL HR forgot that how they are going to treat these executives, how they are going to place them, how their seniority shall be decided, if at all this recruitment reaches finality. Such undue haste is indicative of involvement of some wrongful intent. It will not be out of place to mention that the result was circulating in social media even without its uploading on Intranet and 300 applicants who qualified the exams were aware of their places in the merit months before the result has been declared on record. This clearly indicates presence of some vested interests in the system, and we sincerely hope that persons from management side are not involved in such wrongful acts.

It is our humble appeal to scrap the current process and honor your commitment by scrapping the current MT/DGM RRs and replacing it with an internal fast track promotional mechanism.

4. Issuance of AGM Promotions for All Eligible Executives by utilising complete strength of AGM and DGM Grades in one go and by further increase in the sanctioned strength of various grades including JTO/JAO, SDE/AO, AGM/CAO, DGM(T&F) equivalent grades and various streams in view of takeover of O&M works of BBNL/MTNL by BSNL:

It is quite painful that despite of the verdict of the Hon'ble Supreme Court in the matter of Reservation in Promotion on 28.01.2022 and DoP&T issuing instruction on 12.04.2022, BSNL failed to issue the promotion in AGM/CAO equivalent grades even after passage of three months, whereas other departments including DoP&T are issuing bulk promotions after the order. Management has been sitting on the promotions citing non clarity on issue of own merit/on Merit which is nonexistent as even DoP&T has also issued the orders. Even assuming but not agreeing to the contention of the management as being true, management could have easily overcome the situation by promoting the all eligible executives by diverting the posts of MT, considering around 1300 Look After and Adhoc DGM posts to be occupying regular posts and by creating more posts in AGM cadre as the operations of BBNL are being taken over by BSNL. But the approach towards settlement of the issue was completely missing and management left all the eligible SDEs promotion on fate and signing by the GS of our sister association. Such types of signatures have never been sought and neither there is any such precedence nor there do any such rule. For all such works, CLO is authorized but it seems that management is not having confidence on the decisions of BSNL CLO. We demand that the provision of MSRR of B.Tech Qualification for AGM Promotion must be invoked for all those who became SDEs after notification of MSRR in 2009. Footnote-2 relaxation of MS RR for AGM Promotion is legally applicable to incumbent on

the date of notification i.e. to those who were working as SDEs as on date of notification of MSS RR in 2009.

One side management is sitting on AGM/CAO Promotions of those executives working in preceding grade from 9-18 years despite of DOPT Order, while other side it took just 2-3 hours for the management to declare the results late night and no legal opinion, no consideration from any of the welfare organization etc was ever sought for as being asked in case of AGM/CAO Promotions in BSNL.

Hence, we request for immediate issuance of promotion orders for all eligible SDEs by utilizing complete strength of AGM and DGM Grades in one go (Considering Adhoc/LA DGMs to be occupying Regular Posts) and by further increase in the sanctioned strength of various grades including JTO/JAO, SDE/AO, AGM/CAO, DGM(T&F) equivalent grades and various streams in view of takeover of O&M works of BBNL/MTNL by BSNL.

- 5. Issuance of Promotion in the AO to CAO and other equivalent grades and regular promotions in the grade of DGMs :** The promotion in all other cadres are pending for years despite presence of eligible persons completing their residency period. There is acute shortage of executives in these cadres but still management is not taking any concrete action to clear this shortage. All they need to do is to extend 15-16 days relaxation in cutoff date for eligibility promotion to the cadre of CAO and six months in the case of promotion from AGM to Regular DGMs. Further many DGMs are working on adhoc basis for years but still they have not been promoted to the regular grade. Hence, we request to execute immediate promotion in these grades by extending suitable relaxation in cutoff date.
- 6. DPC Promotion for left out candidates of 2008 batches and subsequent batches, immediate notifications of LDCE for all vacancy years for the SDET/AO Grades and notification of SDE/AO RR :** Despite approval of new SDE RRs by BSNL Board and further authorizing Management Committee/CMD to incorporate suitable relaxations in the stagnation period, management has not notified the SDE RRs despite Board's approval in the month of March. Nothing can be more solid proof of casual approach of management than this where they have left odd 100 people of one batch to starve for their first promotion while all their batchmates have been promoted to the next grade. But management inaction in taking care of even such humane issues has resulted into grave injustice for these executives and hence we request for immediate issuance of their promotions by any means to end this huge injustice to them.
- 7. Enhancement of total SAB to 30% (shortage of 8.2%) and formation of PRMB Trust with defined contribution. Deposit of pending SAB amount (due since April-2021) with interest :** The amount pending under SAB Pension is not cleared and not updated despite of several assurances given by the Dir(HR) and CMD BSNL. Discussion in the direction to increase the quantum is not at all taking places on the pretext of financial condition of the organization leaving behind the families of the deceased BSNL Employees on mercy of destiny. In recent time after hundreds of BSNL Employees died in Covid and many families are left in complete state of lurch as no support system exists for them. The Pension coming from SAB is in tune of just about Rs 2500/-, which is even insufficient to meet even basic need of family. Management is completely failing in its duty to ensure social security to its employees and off late even indoor treatment expenses have also been thrust upon employees in the name of optional Group Health Insurance Scheme. Hence we request yourself to immediately clear the pending SAB dues and enhance the quantum of SAB as the financial system of our beloved organization has considerably improved now.
- 8. Onetime settlement of LDCE-2007 SDE Reversion issue as assured in 1st Agenda Meeting:** The dilly dallying approach of management on the HR issues is once again emboldened by the fact that despite a

categorical and non-ambiguous assurance by management at highest authority to settle this issue (Both verbally and in written), the same didn't see the light of the day. The Executive after serving 14 years as SDE is made to live in an environment of tension, uncertainty, and low morale by telling them that they can be reverted any time. This is happening when the fault lies on department and not on the candidate as HR cell of BSNL loves to keep everyone in a state of confusion.

We once again request your good self to consider settling the LDCE-2007 reversal issue once for all by directing the pers section to immediately extending the regular Seniority to these executives.

Other than the issues mentioned above, there are many other issues like repeated violation of transfer policy, retention of transfer and postings on pick and choose basis, extending company cost transfers to few while others are made to transfer on own cost. The list of ambiguities and violations are endless and its our earnest appeal to put the house in order. Because of the long pending HR issues, the Executives are highly demotivated which is seriously affecting their performance and which in turn is impacting BSNL Revival. It's high time to consider human capital of BSNL as a resource which needs proper care, planning and growth along with infusion of capital to reap the long terms benefits of organization. We are very sure, once the problem of HR is sorted out, nobody can stop BSNL from regaining the pristine glory. But for that Management needs to change its mindset and recognize the issues on its merit and suitably settle them to satisfaction of all.

Your kind intervention on settling the above issues is solicited urgently to prevent the growing unrest and dissatisfaction in the organization and to keep the employee-employer relationship maintained for a peaceful, vibrant, and growing BSNL.

Signatories

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