

**All India Graduate Engineers & Telecom Officers Association****Punjab Telecom Circle****(The Recognised Representative Association of BSNL)****Circle President****Vikas Gupta**

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Dated: 18/09/2021

To,

Sh. Sushil Kumar Mishra

Director (Consumer Mobility)

Bharat Sanchar Nigam Limited

New Delhi.

Subject: Issues of utmost importance for BSNL survival and burning issues of pay, pension & promotion which requires urgent attention to infuse motivation among employees.

Respected Sir,

AIGETOA Punjab, heartily Welcome your goodself in Chandigarh. We are very pleased to have your gracious presence in *The City Beautiful*.

There are many issues which are crippling BSNL and we request your good self to bestow your kind consideration for resolution of these issues. Some of the issues affecting BSNL as well as its employees are summarized for your kind consideration.

- 1. Immediate Launching of 4G services:** through upgradation route which can be done in minimum possible time of few months. Further a road-map needs to be devised to ensure full-fledged roll-out of 4G services pan India by BSNL. This roadmap must include BSNL requirements to roll out 4G across the nation. BSNL should also explore and develop the 5G Eco System in parallel.
- 2. Revenue loss due to bundling of VAS services with our popular STV's :** From last few years it is witnessed that our popular STV's are being bundled with VAS services like PRBT, Music, TV, Video etc. and crores of rupees are being siphoned in the form of revenue share to these VAS content providers whereas practically very few customers uses these bundled services. These STV's are subscribed by users because of their basic features. If still BSNL wants to bundle the VAS services then two separate STV's should be launched with and without bundled service.
- 3. Regularisation of Salary :** As after VRS salary bill has been reduced by 50%, still the management is not disbursing the salary to employees on the due date and this state of affairs is continuing from the past one and half year. It is also worth to mention here that thousands of employees are facing losses due to non-payment of loan instalments on time. So it is highly desired to accord highest priority to salary payments to the employees on the due date.

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4. **Proper Manpower utilization & HR restructuring with thrust on motivation to the vast human capital of BSNL is the need of the hour** : BSNL human capital consists of around 25000

Professionally qualified executives which includes engineers from leading institutes of India, Account & Finance Professionals. (CA, ICWA, MBA Finance etc). Till date BSNL has failed to utilise the expertise and potential of this qualified man power and it is a sad fact that despite availability of such vast qualified manpower, BSNL failed to create a succession plan for middle and higher management and is trying to go for a work around solution by deploying senior management through deputation route. We request your good self to ensure its metamorphism from a legacy organisation to a meritocratic organisation with full thrust on developing its own succession plan. Further, settlement of long pending HR issues of Promotion, Pay and Pension may be given its due attention to motivate employees to perform better.

In the ongoing restructuring plan the promotional avenues of executives should not be compromised and all eligible executives as on date should be promoted before finalization of restructuring plan. It will motivate the executives for the difficult and challenging time ahead.

5. **30% SAB to BSNL recruit employees** : You will acknowledge that about 42000 employees recruited by BSNL is still struggling to get their due pensionary benefits in line with the recommendation of 2nd PRC, which was implemented in BSNL with full fitment w.e.f. 01.01.2007 but the recommendation of 30% defined SAB contribution was not fully honored by the BSNL management (Present defined contribution is 21.8% i.e. EPF-12%, SAB Pension 5% and Gratuity 4.8%). In the recent Pandemic about 300 employees lost their life and the family of those deceased employees, who were recruited by BSNL will hardly get a pension of Rs 2000/- a month from SAB Pension Fund due to insufficient contribution. The significance and relevance of full SAB fund can be gauged from this very fact. So, it is requested to extend full 30% SAB contribution to BSNL recruited employees and pending contribution till date to be submitted immediately.

We being the majority recognized representative executive association of BSNL, express our firm faith and support to all the initiatives which are being and shall be taken for the growth & development of BSNL.

Thanks and Regards

Yours faithfully,

[Yogesh Chhabra]

Circle Secretary, AIGETOA Punjab