



All India Graduate Engineers & Telecom Officers Association MP Telecom Circle Bhopal

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No. AIGETOA/MP/12-13/08

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To,

The Secretary DOT
GOI

Subject: An appeal to intervene in discriminative attitude of BSNL management towards professionally qualified Direct Recruits executives in respect of career and other benefits.

Respected Sir,

Your kind is aware of the fact that BSNL board has approved 78.2% IDA merger followed by the strike notice served by the associations and unions of absorbed executives hence now all the recommendations of 2nd PRC has been implemented in totality except 30% superannuation benefits and standard pay scale to base level executives.

BSNL management has shown it's biased attitude towards direct recruits of this company by so far not considering the 30% superannuation benefit recommended by 2nd PRC which is applicable to Direct recruits after inception of BSNL as others are already covered under government pension.

Apart from the 30% superannuation benefit standard pay scale as directed by DPE followed by 2nd PRC is also not finalized in JTO and SDE equivalent cadre which is badly affecting the gross pay of young executives recruited after 01.01.2007 who are drawing even less then the pre-revised gross pay.

All the above three issues are recommended by DPE followed by 2nd PRC but management is so for delaying the implementation citing financial crises of the company. Though board has approved 78.2% IDA merger but delaying 30% superannuation benefit and finalization of standard pay scale despite of the fact that financial implication for implementing 78.2% IDA merger is much more than implementation of both the other issues i.e. 30% superannuation and standard pay scale is leaving us to believe that attitude of the management is biased towards direct recruits of BSNL.

Comparison of legitimacy and financial implication of all the three issues are attached in Annexure-1.

Apart from above two issues career of professionally qualified direct recruits are completely stagnated and could not get even single functional promotion after passing of more then 10 years.

BSNL has already started DGM recruitment from outside by framing rules in such a way that professionally qualified engineers and account professional of BSNL are not eligible in their entire career while similarly qualified candidates working in any privet companies (turn over more than 100 Cr) are eligible just in 12th years of their career. Moreover it is learnt that BSNL board has

unilaterally approved the MT RR in the board meeting held on 14th June 2013 despite earnest appeal and memorandum of protest served at various level by this association. This association appeals your kind intervention in this regard on following grounds:

1. That, after inception of BSNL in Oct-2000, this company has started direct recruitment of Graduate Engineers and professionally qualified Account Officers at executive level to handle the operation, maintenance and finance related work.
2. That, above recruitment was done through toughest All India Competition conducted by premier institutes of India i.e. IITs with the syllabus and other eligibility exactly as that of Indian Engineering Services. Toughness of the said examination is proved by the fact that sufficient number of candidates could not qualify in any of the exams and vacancies available for recruitment could never be filled up completely despite the number of candidates appearing for the exam were in tune of lakhs.
3. That, at the time of initial recruitment BSNL has not disclosed the pay-scale and career progression of executives in the PSU, hence many of the Graduate engineers and Account professionals preferred to join BSNL seeing the qualification, eligibility criteria, level of examination and turnover of the company which was not inferior then any of the PSU in the country.
4. That, all the leading PSUs recruit Engineering Trainee (ET) and Management Trainee (MT) at the same executive level and give them equal chance to grow and touch the apex of the career based on their performance in the company.
5. That, many of these qualified executives have already been promoted to E3 pay scale and are getting the financial benefits but have not been handed over the authority and functional responsibility of the post, despite having required qualification, extensive training and vast experience of more than 10 years in the field of telecom operation, maintenance and finance. Moreover they have already qualified the technical and management training program associated with the post.
6. That, BSNL has proposed to recruit candidates from open market in the name of MT at E3 pay scale which is above and in the career path of already recruited similarly qualified executives which is not at all the need of the company and hence the recruitment is highly unwarranted and unjust.
7. That, BSNL management may justify by saying that only 25% post are being filled by external candidates with the enhanced qualification of Master degree including ME/MTech/MBA and rest of the posts are reserved for internal candidates but any lateral recruitment against even single post is not justified in the circumstances when huge and required talent pool is already available within BSNL who are yet waiting for their dues. It is impossible for the internal candidates (having required qualification, extensive training, vast experience and capability to efficiently handle the authority and responsibility of the post), to accommodate any lateral entry above themselves just to handle their authority and responsibilities.
8. That, Master Degree like ME/MTech/MBA is not the need of the company to handle the operation and finance. Hence it cannot be the justification to recruit the fresh candidates in Operation and Finance in the name of master degree ignoring the existing executives already working at E3, having requisite professional qualification with extensive training and vast experience in the domain. Moreover, BSNL management has already recruited DGMs at E5 and proposed recruitment at above then E5 with the qualification of engineering graduate where due weightage was given to their experience and length of service over the master degree.
9. That, about 10000 direct recruits qualified executives have already shown their resentment in terms of signature campaigning and mass protest for 4 days before corporate office in

year 2008 when first time MT recruitment was proposed. Followed by the said protest and intervention of the administrative ministry, BSNL management was forced to take their step back by stopping the MT recruitment.

10. That, all the executives association on the platform of United forum has already submitted jointly the letter, opposing MT recruitment in BSNL at E3 in the formal meeting called by management in Feb-2013 and stressed upon to implement the contemporary HR policy of career enhancement of the existing executives in line with leading PSUs of the country which will solve the purpose and for which an committee is already formed but recommendation is yet pending.
11. Last but not least, that, so far professionally qualified candidates recruited by BSNL at executive level are deprived in many ways including the career progression. Most of them are yet waiting their first functional up-gradation even after giving more than 10 years of service. If BSNL management, instead of grooming internal qualified executives and giving them a chance to prove themselves, shows more confidence on outsider fresh candidates which will definitely be a disaster in terms of self confidence and motivation of internal talents.

This association is not at all against the recruitment of required talent at any level subjected if not available within BSNL but strongly oppose even single lateral recruitment ignoring the in-house talent. Huge talent pool is available within BSNL which is ever ready to fulfill the requirements and expectations which management expects from the outside MTs and DGMs and they have joined this company with genuine aspiration of career enhancement. Any unwarranted hurdle on the path of their career is high injustice and will be opposed tooth and nail by us till last drop of our blood.

In the light of the above facts, it is our humble and earnest appeal to the your kind to intervene into the BSNL management to scrap this external MT and DGM recruitment and instead devise and implement a contemporary HR policy in line with leading CPSEs of country in respect of career enhancement of executives so that genuine aspiration of executives and goal of the company may be achieved.

Your's faithfully,

(S.K. Gupta)
Circle Secretary, AIGETOA MP

Annexure-1

Description	78.2% IDA Merger	30% Superannuation benefit	Finalization of standard pay scale
reference	Recommendation of DPE followed by 2nd PRC and GOM direction.	Recommendation of DPE followed by 2nd PRC and GOM direction.	Recommendation of DPE followed by 2nd PRC and GOM direction.
Beneficiary	About 3 lakh working and retired executives/non-executives of BSNL recruited before 01.01.2007	About 25000 Direct recruit executives/non-executives of BSNL after inception of BSNL	About 5000 executives recruited on or after 01.01.2007
Financial burden on company	More than 400 Cr. Per year	Within 100 Cr. Per year	Within 20 Cr. Per year
Justification	<p>On 01.01.2007 BSNL was profit making and categorized as schedule-A CPSE by 2nd PRC hence BSNL has already given 30% fitment on 68.8% IDA to existing executives as well as non-executives but later on GOM have corrected the fitment benefit on 78.2% IDA which is applicable to all CPSE.</p>	<p>On 01.01.2007 BSNL was profit making and categorized as schedule-A CPSE by 2nd PRC. it is mandatory to all such CPSEs to make superannuation contributory scheme by contributing 30% of Basic+DA for the employees who are not covered under government pension scheme. In BSNL absorbed employees are already covered under rule-37 of government pension for which BSNL is even contributing on maximum of the pay scale followed by sixth pay commission recommendation but direct recruits are not being paid any post retirement pension benefit. only 12% EPF is being contributed in respect of Direct recruit of this company with number of anomalies while pension contribution for absorbed employees are much more than that hence two sets of employees are discriminated in CTC.</p>	<p>all the executives as well non-executives in existence before 01.01.2007 are given 30% fitment benefit as recommended by 2nd PRC hence their gross salary is increased by about 40% of their pre-revised scale and after getting fitment on 78.2 their gross will increased about 50% of pre-revised gross. But pay scale for the executives who were recruited on or after 01.01.2007 was degraded from E1A to E1 hence their gross is decreased by about 20% per month. After long persuasions BSNL management has protected their pay as on 01.01.2007 by giving 5 increment on E1 but their gross is yet decreasing with time from the pre-revised gross. pay revision takes place after 10 years in CPSE with intension to increase the salary of employees but in no case it can be decreased specially when gross salary of about 3 lakhs employees of same company are increased by about 50% then there is no reason to decrease the salary of hardly 5000 executives in the name of pay revision. Even if BSNL would have not revised their pay scale they had been getting more salary in pre-revised scale as on date. Following example will enlighten the facts.</p> <p>As someone has joined BSNL on the month of march/april-2009 on pre-revised scale of Rs 9850/- initial basic. After 04 increment the basic on april 2013 is $9850 + (4 \times 250 = 1000) = 10850$</p> <p>as there was 50% DA merger the basic on April 2013 is $10850 + (10850 \times 0.5) = 16275$</p> <p>the remaining DA is $195.2 - 50 = 145.2$ total salary (Basic+DA) = $16275 + 16275 \times 1.452 = 39906.3$</p> <p>Where as with revised scale the present basic is $19020 + 04 \text{ increment} @ 3\% = 21420/$ Present DA is 74.9% Thus total salary is $21420 + 21420 \times 0.749 = 37463.58$</p> <p>Total difference = 2442/</p>