



REG. No. HR/019/2018/02138
All India Graduate Engineers & Telecom Officers Association
Himachal Pradesh Circle
(The Recognised Representative Association of BSNL)

President

Brijesh Negi
9418006699

Secretary

Chander Singh
9418188100

Letter No : Circle HQ/AIGETOA/HP/2023-24/04

Dated: 13/05/2023

To,

Shri P. K. Purwar ji,
Chairman & Managing Director, BSNL
New Delhi.

Sub: - Submission of Vital HR issues of Executives and Operational Issue of BSNL in Himachal Pradesh circle for your kind intervention -Reg;

Respected Sir,

On behalf of AIGETOA HP Circle, we heartily Welcome your good self in **Devbhoomi Himachal Pradesh** on **BSNL National Event Bharat Fiber Championship League-2023**. We are overwhelmed and pleased to have your gracious presence on this Holy land.

We congratulate your dynamic leadership in getting BSNL back to recovery path. Your hard work and BSNL board's efforts made Govt of India to announce second revival package to BSNL. We are very much confident about the future of BSNL under your dynamic leadership. The revival package would be 100% fruitful only after launching of 4G and 5G service by BSNL. On this great occasion, we would like to put some of the major issues for your personal attention and necessary action in resolving them and to build positivity in the minds of executives of BSNL.

EMPLOYEE HR ISSUES:

1. **Increase in quantum of SAB for BSNL Recruited employees:** The revenues of BSNL witnessed increase when compared to the last financial year. Hence, we appeal and to review and increase the quantum of SAB immediately. The SAB is one of social security provided to BSNL recruited employees.
2. **Regarding extension of break in circle tenure facility in SAP/ERP for serving in Semi hard tenure stations in r/o executives.**

Himachal Pradesh is a geographically tough area and BSNL CO has accordingly defined some areas under HP as Semi-Hard and Soft Tenure. For Soft tenure of HP Circle, facility of break in circle tenure is allowed for those executives who come from outside in soft tenure areas of HP Circle, while for those executives who are from HP Circle and posted to soft tenure areas, only the length of soft tenure posting (maximum 03 years only) is deducted from their overall SSA/Circle tenure. However nothing has been defined regarding treatment of period /tenure served by employees in Semi hard tenure stations of HP. Presently in SAP/ERP only reduction of length of service (max. 03 years) served in Semi hard tenure of HP Circle is provisioned which is actually applicable for soft tenure stations. HP BSNL Circle has

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already sent letters i.e Letter No : HPCO-41/11(21)/2/2020-HR AND ADMIN Dated 10/02/2021 followed by reminder dated 26/03/2021 and DO from The CGM Dated 02/02/2022 in this regard to BSNL CO but the requisite action is still pending. Therefore it is again requested to kindly incorporate the facilities in SAP/ERP for break in SSA/Circle tenure for employees serving in Semi hard tenure

3. **Basic as Rs 22820/- for post 2007 rectts., especially 2007, 2008 Rect JTOs and 2010 direct rect JAOs who were recruited in the pre-revised scale of E1A:** Our young executives recruited in BSNL are grappling with pay loss issue since a long time. Pay loss is a serious issue and cannot be simply ignored. We request for resoluton of pay loss (Rs 22820/-) for the externally recruited JTO batches of 2007, 2008 and 2010 direct recruited JAOs.
4. **Pay Loss Issue of JAOs JTOs Recruited/ Promoted in E1 Scale:** Lots of young executives are deeply de-motivated as they were given initial basic as 16400 in the new E1 Scale only despite of the Board approval of E2 Scale for JAOs/JTOs causing huge loss to the young executives. This loss needs to be compensated and made at Par with other employees in similar grade by extending five advance increments (E1+5) at the initial basic as an interim measure till E2 is approved. Stating that, they have been recruited in E1 and hence are not eligible is a misnomer as the scales approved are E2 for them and they are well eligible for this interim compensation of E1 plus five advance increments.
5. **E2, E3 Pay scales to JTO/JAO and SDE/AO:** The revised pay scales of JTO/JAO and SDE/AO as per 2nd PRC are not yet implemented by BSNL. DoT has issued wrong presidential order in 2017 by degrading the scales of JTO/JAO and SDE/AOs and going against the recommendations of the BSNL Board as well as DPE guidelines on the matter and hence it was not implemented by BSNL. In recent meeting at DoT, this issue was again raised by AIGETOA and explained in detail. It is felt that, if BSNL management takes a proactive stand with DoT on this matter, conditions are definitely favorable and conducive at this point of time for getting the fresh presidential order issued as E2 for JTO/JAO/Equivalent grades and E3 for SDE/AO/Equivalent grades. It will also work as conduit during the merger plan of MTNL with BSNL, where the scale of JAO/JTO equivalent is E2 else the legal and organization complication will arise.
6. **Implementation of 3rd PRC in BSNL:** In recent meeting held with AIGETOA CHQ, it was assured to send the reminder letter to DOT for implementation of 3rd PRC as per the MTNL with BSNL, where the scale of JAO/JTO equivalent is E2 else the legal and organization complication will arise.
5. **Consideration of SDEs to AGM promotions and AO to CAO promotions:**
We Thank management for releasing promotion orders to the SDE grades in July and December 2021 and November 2022 in AGM grade. However, still a major chunk of executives is pending for promotions and are stagnating in the SDE cadre for more then 10 years despite availability of vacancies and strength. These executives belong to list 9 to the list 13 and have completed their prescribed residency period. We request management to consider promoting these executives immediately to AGM grade.

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6. **Settlement of SDE (T) reversal cases:** In the field, many of the senior SDE(T) are facing embarrassing situation in front of their juniors. Even after serving as SDE(T) for more than 13 years these SDE(T) are not given AGM(T) promotions where many of their juniors promoted. This is a humiliation situation to these officers with no fault from their side. BSNL management giving date on date to resolve this issue. We request your kind attention to resolve this issue as a onetime measure please.
7. **Notification of LDCE from JTO to SDE:** In view of approval of new SDE(T) RRs, there are many vacancies lying vacant under LDCE quota which needs to be filled up immediately so that qualified and talented JTOs may also be promoted.
8. **JTO to SDE Promotions:** As the new SDE (T) RRs are now released the exercise to initiate promotions through DPC for subsequent batches also needs to be done immediately.
9. **Immediate implementation of DRF scheme:** In case of sudden demise of working employee, a lump sum death relief fund should be provided to the deceased family member for immediate financial support. In various meeting with our CHQ during, your good self has assured to implement Death Relief Fund (DRF) for all BSNL employees as many families are prone to face serious social security issues in the case of death of an employee.
10. **Upward revision of Outdoor medical claim limit:** An urgent intervention is required to enhance the outdoor medical claim limit for all working employees to meet up the increased medical expenses.
11. **Extension of Laptop policy to all Executives:** Last year, BSNL CO released a reimbursement policy for purchase of Laptops for GM and above cadres. We appeal to extend the same facility to all Executives to improve the productivity from JTOs/SDEs and AGMs equivalent cadres.
12. **Revision for TA & DA Rules:** The executives below the rank of DGM are governed by age old TA/DA rules of the year 2002. At the living cost of present day is increased many time from last 20 years. It is not encouraging to treat the working employees with such a low level of dignity. It is humbly requested to issue the revised TA/DA rules for all executives.

OPERATIONAL ISSUES

1. **OTN Terminal Requirement at Solan and Mandi :** Solan and Mandi are major BAs of HP and till date there is no OTN Connectivity for these BAs hence keeping in view data requirement increase manifold day by day ,it is requested to kindly provide OTN node at Solan and Mandi
2. **Rollout of 4G and road map for 5G ecosystem:** We request your office to expedite the issuance of PO for 4G equipment and launch of 4G immediately.
3. **Immediate launch of 4G by using 10Mhz in 2100 band:** At present BSNL is providing 4G services by using 3G bandwidth of 5Mhz in 2100 band. As Govt of India

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- 3. Immediate launch of 4G by using 10Mhz in 2100 band:** At present BSNL is providing 4G services by using 3G bandwidth of 5Mhz in 2100 band. As Govt of India allotted 4G spectrum to BSNL, all the present 4G BTSs may be upgraded to use 10Mhz bandwidth in 2100 band. .
- 4. New OFC routes and rehabilitation:** BSNL has started procuring BNGs, PE routers and OTNs but, laying of new OFC cable in between Circle/BA/SSA and SDCA HQs are not visible. Without new OFC cable the Transmission and BB equipment don't give their desired performance. We request the BSNL CO initiate the laying of new OFC cable to strengthen the BSNL backbone network specially to cover the interior part of Himachal Pradesh
- 5. Request to allot more MAAN nodes :** It is learnt that only 12 C1 and 19 B4 100 G MAAN equipment's are allotted to HP .It is informed that HP is a geographically tough area and sometime to attach two Bas with one Transmissions system ring even 10 nodes are not sufficient hence keeping in view HP tough conditions it is requested that Nodes allotment to HP shall be increased to at least 50 C1 and 70 B4.
- 6. Instant reconnection of FTTH services to the customers:** The biggest problem being faced by BSNL FTTH customers is instant reconnection of FTTH services after the payment of bills. Nowadays customers are paying the bills through e-wallets, TIP's FTTH wallet and many online payment gateways. As there is no live system/mechanism implemented in BSNL, the reconnection of FTTH and LL services is taking its own time form 2 hrs to 2 days. At this present era, customers are not tolerating this delay in reconnection. This is causing damage to BSNL's image in the market. Hence, the IPTC may be asked to implement the instant reconnection mechanism in the BSNL.

We as a majority recognized representative executive association of BSNL, once again express our firm faith and support to all the initiatives which are being and shall be taken for the well-being of BSNL and for the growth & development of our beloved nation.

Thanks, and Regards


Chander Singh
Circle Secretary
AIGETO HP

Copy to:

1. The GS, AIGETOA for information and n/a please
2. The CGM, HP BSNL circle for information and n/a please.