Regn. No. HR/019/2018/02138

All India Graduate Engineers & Telecom Officers Association

Punjab Telecom Circle

(The Recognised Representative Association of BSNL)

Circle President
Vikas Gupta
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Circle Secretary
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No. AIGETOA/Punjab/CS/2020-21/92 **Dated: 25/02/2023**

To,

Sh. Sandeep Govil
Director (Consumer Mobility)
Bharat Sanchar Nigam Limited
New Delhi.

Subject: Submission of views of AIGETOA Punjab on Various issues & its resolution.

Respected Sir,

At the outset, we extend our heartfelt gratitude and welcome to your good self to The City Beautiful – Chandigarh! We would also like to extend our heartiest congratulation to you on assuming the high office of as Director (Consumer Mobility) BSNL. It's a wonderful opportunity that we are getting chance to welcome our one of the top dignitary. We are grateful for getting this opportunity to have a physical interaction and submit our views with respect to some most important prevailing issues. 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. We assure you that resolution of these issues will definitely motivate all the employees which in turn will help in leading our beloved organization towards the path of success.

1) **Faster rollout of 4G and simultaneously developing the 5G ecosystem**:
BSNL board has already approved orders for 1 Lakh BTSs and the same is under submission to the Group of Ministers. BSNL has placed a purchase order for installing 200 4G sites on experimental basis. A time defined road-map needs to be devised to ensure full-fledged roll-out of 4G services by BSNL. This should include the proper upgradation of infra, transmission equipment, laying of OFC cable and sufficient backhaul connectivity taking future demand of data in consideration. This is the only way to improve the financial condition of BSNL. BSNL should also try to get permission to & develop the 5G Eco system as we are very late in launching our 4G services and that should not be happen with our 5G prospects.

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, Games, Podcast etc. and crores of rupees are being siphoned in the form of revenue share to these VAS content providers and VAS Retailing Platform whereas practically very few customers use 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 our submission is: -

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i) Two separate STV's should be launched with and without bundled service.

ii) ***Revenue share should be paid for actual usage of service (i.e against count of subscribers who have subscribed and are using the VAS service) instead on the basis of total count of STVs done.***

3) **Promotion to left out JTOs, all eligible SDE/AO to AGM/CAO and left out SDEs (affected by SDE Reversal issue) :**

Executives are waiting for promotions and stagnating in the SDE cadre for 10 to 13 years despite availability of vacancies and eligible candidates. These executives belong to list 9 to list 13 and have completed their residency period much earlier. There is huge unrest and demotivation among these executives in field units. We request your kind self to consider promoting all these eligible executives immediately to AGM/CAO grade. There is acute shortage of officers in AGM/CAO Grade in field and is having negative impact on our services. DPC for all eligible SDE to AGM and AO to CAO promotions may immediately be completed without any further delay.

In last year JTO to SDE DPC about 100 JTOs are left out while their batch mates have been promoted. Similarly in recently held DPC from SDE to AGM about 100 SDEs (of SDE reversal issue) are left out. Immediate settlement of both these is highly desired as both these lots have already become junior to their respective batch mates.

4) **22820 pay fitment issue, standard E2/E3 Pay scales to JTO/JAO and SDEs/AOs and E1+5 Increments to JTO/JAO (provisionally) :**

The batches who were recruited against the same JTO-RR and notified 9850/- in pre revised scale and settled for a pay scale of 22820, JTO batches of 2007, 2008 and JAO 2010 notified and recruited on very same Pre revised pay scale of 9850, but didn't settle with the pay scale of 22820, instead a new interim pay scale of 19020 was created to compensate the monthly loss. Whereas despite such intention of Management, these 4500 executives are suffering from a loss of Rs. 10000-13000 on monthly basis. Hence, we request you to settle this issue asap in time bound manner to infuse new motivation, sense of belongingness and zeal to excel to these executives. 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.

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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 organizational complication will arise. E1 plus 5 increments must be extended to all the JAOs and JTOs recruited in provisional E1 scales post implementation of 2nd PRC recommendations of BSNL.

5) **Post-retirement benefit in the form of Super-Annuation Benefit (SAB) of BSNL Recruits:**

You will acknowledge that about 42000 employees recruited by BSNL are 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 is 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 must be submitted immediately.

6) **Payment of Group Health Scheme (GHI) and Group Term Insurance (GTI) by BSNL**

At present Group Health Scheme (GHI) and Group Term Insurance (GTI) payments are borne by employees. It is the moral and social responsibility of BSNL to take care of this very basic need of employees. So we urge upon your good self to take necessary action in this regard.

We, once again express our firm faith and support to all the initiatives which are being taken for the well-being of organization and for the growth & development of our beloved nation. We are very hopeful that all the above-mentioned issues will be given due consideration and will be resolved at earliest.

With Warm Regards,

25/2/23

CS AIGETOA Punjab

Copy to:

1) **Shri G Veerbhadra Rao, AIP , CHQ AIGETOA**
2) **Sh. Pawan Akhand, General Secretary , CHQ AIGETOA**