



All India Graduate Engineers & Telecom Officers Association

Pune BA, MH Circle

{The Recognised Representative Association of BSNL}

District President
Nitin Pise
9423579988

District Secretary
Vaibhav Bhangare
9423884343

District Treasurer
Abhijit Jagtap
9869071638

All Communications at Email - "aigetoapune.mh@gmail.com" Only

No: AIGETOA/PN-MH/2020-21/51

Dated: 01/06/2022

To,
Shri K Rajaramanji,
Secretary & Chairman, Digital Communications Commission,
Deptt. of Telecommunications,
Govt of India.
New Delhi.

Sub: Welcome to Pune and submission of our views for revival and growth of BSNL reg.

Respected Sir,

At the outset, AIGETOA the majority association of executives fraternity in BSNL welcomes your good self to the cultural capital of Maharashtra & oxford of East i.e. Pune which is also been known as 'Punya Nagari' and wish a great stay during this tour. **We take this opportunity to congratulate you for playing pivotal role for making India "Atmanirbhar Bharat" in Telecom technology for achieving the vision of Hon. Prime Minister. It is because of mammoth efforts of DoT, rural villages in our country are getting connected with the world with high speed Internet through Optical Fiber Cables & thus, reducing the digital divide between Urban & Remote areas.** We are really grateful for getting this opportunity to have a physical interaction and submit our views in respect of overall wellbeing of BSNL. We want to highlight some genuine factors which need to be addressed immediately for development of BSNL.

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 these issues which need an immediate attention to bring BSNL back to revival path are as stated below.

Operational Issues

1. Faster Rollout of 4G and simultaneously developing the 5G ecosystem: BSNL has already placed a Purchase Order for installing 6000 4G sites and 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, and transmission equipments, 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 explore & develop the 5G Eco System as we are very late in launching our 4G services and that should not happen with 5G.

2. Monetization of BSNL's land asset:- Despite approval from Govt of India for monetization of land asset of worth of Rs.39,000 Cr under revival package in Oct 2019, BSNL is facing many obstacles & legal hurdles in the land monetization process which need the intervention from Government authorities for early & smooth monetization. Monetization of selected lands for Rs 20,000/- Crores to clear the Bank loan and associated interest was one of the major components of BSNL Revival package. It is equally important for BSNL Revival like launching of 4G services. BSNL can come out of the debt trap only through Land monetization. DIPAM, DoT and BSNL is learned to have making all efforts for this but so far no major land parcel is sold. Some good progress should happen at least in this year in Land monetization to take BSNL forward.

3. Operational Synergy with other Govt Deptts, Autonomous agencies & PSUs for utilizing passive Infrastructure:- Due to continuous development work by various agencies, BSNL optical Fiber Cable(OFC) is getting damaged on national highways, state highways & under the jurisdiction of urban local bodies. As the financial condition of BSNL is stressed, it is becoming herculean task for laying, replacing & maintaining this OFC network. BSNL has nearly 8Lacs RKM of OFC which is highest amongst the all telecom service providers. But, at many prominent routes, network remains affected due to endless excavation work. Though, Govt of India under its ambitious program has pumped huge capital for laying OFCs to each & every Gram Panchayat in the country but, as the backhaul connectivity to these GPs is highly dependent on BSNL's long distance network. We thus, request you to explore the operational Synergy with other Govt Deptts, Autonomous agencies & PSUs for utilizing passive Infrastructure such as OFC network of PSUs viz. Railtel, Power Grid Corporation of India (PGCIL) & GAIL. It is to be noted that, Railtel has an exclusive RoW along Indian Railway tracks.

Moreover, we also request you to issue necessary instructions to NHAI/other agencies for extending necessary cooperation to BSNL for laying, operating & maintaining passive infrastructure. This will help BSNL in providing uninterrupted telecom services to esteemed customers as per instructions from Government for mandatorily utilization of BSNL services.

HR ISSUES

- 1. Proper Manpower utilization:** Till date BSNL has failed to utilize the expertise and potential of its 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 level 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 organization to a meritocratic organization 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.
- 2. E2, E3 Pay scales to JTO/JAO and SDE/AO without any cascading effect:** 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. The entire fraternity of the JTO/JAO and the SDE/AO equivalent grades are suffering from huge recurring losses in their pay, as well as degradation of pay scale, since 01.01.2007 due to the non - settlement of the issue of replacement of E1A with E2 and E2A with E3 pay scales, which is a residual issue of the 2nd PRC.

The recent communication of the DoT, vide letter no. 62-4/2020-SU (E-103496) dated 29.04.2022, communicating its disagreement for the whole proposal, under the pretext of cascading effect, has further complicated the issue and is causing grave injustice to the young officers. The CMD BSNL, vide his DO letter no-1-13/2015-PAT (BSNL) dated 01.05.2017 and subsequent communications of the BSNL, have made several requests to the Deptt of Telecom to accord approval for only two pay scales i.e. replacement of E1A with E2 and E2A with E3 w.e.f. 01.01.2007, in line with the proposal of Management Committee of BSNL Board, which is a residual issue of the 2nd PRC. 7. The last reminder letter to accord approval of E2-E3 was sent by BSNL to the DoT vide CO-A/11 (11)/11/2021-ESTAB dated 29.11.2021. But, instead of granting the approval for the E2 and E3 pay scales, the DoT has sent its disagreement, vide letter F. 62-4/2020-SU (E-103496) dated 29.04.2022.

The apathy and indifference of the DoT and the BSNL Management has made the 14,500 executives to suffer endlessly, which is about 50% of the total executive strength. When, other CPSEs have implemented 3rd PRC w.e.f. 01.01.2017. But, in BSNL, the youngest lot of the organization is even deprived of what they should have got from the 2nd PRC.

3. Implementation of 3rd Pay Revision Committee (PRC) to the BSNL employees –

The entire employees of BSNL are completely frustrated and demotivated, due to the non-settlement of the 3rd Pay Revision Committee (PRC). It has been informed that, the BSNL employees are not entitled for Pay Revision / Wage Revision, as per the recommendations of the 3rd Pay Revision Committee. This argument is unacceptable due to the following reasons. It is an undeniable fact that, BSNL has become a loss-making company, due to the factors which are beyond the purview of the employees. For example, procurement of 2G mobile equipments was denied to BSNL from 2007 up to 2012. This was the period when the country witnessed an exponential growth in mobile services. However, BSNL was unable to take advantage of this growth, since the company could not expand its mobile networks, due to denial of procurement of mobile equipments. Due to this reason, while the private telecom companies made huge profits, BSNL went into loss-making in 2009-10. Even today, BSNL has not been able to launch its 4G service, while the private operators are getting ready to launch their 5G service.

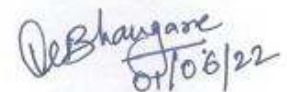
BSNL was denied permission to upgrade its 49,300 4G compatible BTSs, for launching its 4G service. Had this upgradation taken place, it would have enabled BSNL to launch its pan India 4G service, at least two years ago. Secondly, BSNL was denied opportunity to procure 4G equipments from global vendors. This denial of level playing field to BSNL, has hampered the Company's financial recovery in a very big way. Undoubtedly, these are the factors which have handicapped BSNL from competing on an equal footing with the private operators. The employees are in no way responsible for this. Denial of technology to BSNL is the most important reason, which has retarded the Company's growth. This can be proved from the fact that, BSNL is doing extremely well in the FTTH segment. The company is able to compete on an equal footing with Reliance Jio and Airtel. Hence road blocks created in BSNL's procurement of equipments from 2007 to 2012, denial of technology, denial of level playing field are the main factors which have contributed to the present financial condition of BSNL. In which way the employees are responsible for this?

Further, it is totally bizarre that, the top officers of BSNL, viz., the CGMs, the PGMs and the GMs have got their revision of pay and allowances, based on the recommendations of the 7th CPC. Whereas, the employees working under them are denied Pay Revision/ Wage Revision and are also denied revision of all allowances from 2007 onwards. Such a deplorable situation is not prevailing in any of the PSU in our country. What sin did the employees of BSNL commit, as a result of which, they have not got their Pay Revision. This is an anomalous situation, which the government has to immediately intervene and settle.

4. Superannuation Benefits (SAB) to BSNL recruits: The majority of employees in BSNL in post VRS era belong to BSNL recruits. But BSNL is yet to provide 30% SAB to this particular group of direct recruits. Hence, as a security measure for post-retirement period, the quantum of SAB may be enhanced to 30% and the same shall be made effective from date of joining of the employee. 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 are hardly getting a pension of Rs 2000/- per 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

Thanks and Regards

Yours faithfully,



(Vaibhav Bhangare)
District Secretary,
AIGETOA, Pune

Cc to

- 1) **General Secretary AIGETOA CHQ, New Delhi.**
- 2) **Joint Secretary West Zone, AIGETOA CHQ.**
- 3) **Circle Secretary/ Circle President, AIGETOA, MH Circle.**

