



राष्ट्र हित

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अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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Earnest Appeal from GS AIGETOA for Support of All the Executives to AIGETOA in the Membership Changeover Window and Forthcoming Membership Verification (MV)

Dear Colleagues,

Warm greetings to all of you! I hope this message finds you in good health and high spirits. First of All I would like to congratulate all that BSNL has been on the path of recovery with consistently EBITDA positive for last few years which has **inculcated a sense of confidence in the employees** that **"Yes We CAN."** This was not possible without active support of employees across BSNL and hence all of us including management deserves a big applaud for this. **At the same time, we must remain thankful to Government of India and Hon'ble PM along with MoC who made the revival of BSNL as the foremost agenda of the government.**

With consistent back to back revival packages and subsequent cooperation & support of employees, the efforts of all of us to keep the BSNL boat afloat during the toughest times including the Covid-19 pandemic, even by spending the money from our own pockets has paid and today we are seeing a BSNL where salary, employee dues and funds for operation & maintenance is not a matter of concern any more. **Yes, we have miles to go before we see BSNL as a top notch PSU with best Pay, Promotion and Pension in its kitty and to achieve this, presence of an association which can significantly carry forward our aspirations, which can diligently resolve the issues and who can fight for your rights holds the key.**

As the General Secretary of AIGETOA, I am writing to seek your unwavering support in the upcoming Membership Changeover Window (16th June to 15th July 2023) and Membership Verification (MV) for the executive association in BSNL. **The Membership Changeover Window and Membership Verification hold immense significance as they provide us with the opportunity to shape the future of BSNL and ensure a strong and effective representation of our executive fraternity.** Your active participation and support are crucial in making these processes a success and achieving our shared objectives.

Together, our beloved association has achieved several remarkable milestones that have positively impacted BSNL employees. **We have diligently worked towards executing the much delayed and ignored promotions in various cadres** such as JTO (T), SDE (T), AGM (T), Finance, Electrical, Civil wings, clearance of Rule-8 transfers, and have made commendable efforts in EPF full pension matters. **Moreover, we have ensured utmost transparency in transfers and postings in BSNL with implementation of OTP which was the AIGETOA's brain child.** Now no executive has to run pillar and post for getting their request forwarded. The Laptop policy for Executives is being implemented for BSNL CO which AIGETOA will ensure to be implemented in field units also very soon. Today **the general dues of employees including medical expenses is being paid up-to-date, GPF, EPF and Superannuation Fund contribution is being kept up to date, Cashless Indoor Facility is being streamlined with non-ambiguous instructions from BSNL Corporate to Field Units,** all issues/shortcomings related to Sports and Welfare Board has been aggressively undertaken and streamlined. Deputation window has been opened to TRAI and DoT and we will get it opened for other departments soon. All the genuine OTP and retention cases have been successfully pursued. With AIGETOA's immediate intervention, the prestigious campus of

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ALTTC was saved from getting away from the hands of BSNL control.

The efforts of AIGETOA has always been on strengthening the system and roots which has resulted into few non-visible changes like today All India Eligibility List is prepared for all the batches who have completed their Residency Period for eligibility which was not existing in organisation till as late as year 2021. These accomplishments have significantly influenced the promotional and career progression aspects, providing a solid foundation for our collective efforts. Centralised exam for various pre-appointment/promotional trainings (Induction, phase-I, Phase-II etc.) and up-gradation trainings which removed the disparity in marking pattern across various training centres and hence removed a major source of Litigation in future. Implementation of E-Roster, E-DPC and capturing of assessment data online are the significant tools which have made execution of promotions as one day affair which was one of the key elements in ensuring various promotions held in 2021 and 2022. Holding of JE to JTO LICE, Increase in number of posts and holding of special LICE was possible only due to AIGETOA. With our persuasion, we were able to convince management to prepare the yearly calendar which ensures that none of the promotional aspects remains behind as was being done in the past.

With active involvement of AIGETOA, BSNL adopted the Government Guidelines on Reservation in promotion non-ambiguously with due concurrence of DoP&T which ended the long- running uncertainty in implementation of reservation rules in BSNL. AIGETOA Team has pursued with DoP&T also for clarification. *Further AIGETOA ensured that all the backlog quota is filled up with various supplementary DPCs during its tenure.* We assure you all that we will further widen the scope of promotions with increase in vacancies and soon, we will be achieving the promotions for all eligible JTOs including LICE batches and GATE batches to SDE cadre, SDEs up to List 13 to AGM cadre, AO to CAO in Finance Cadre, DE to DGM promotions including the DGM (Adhoc to DGM regular), JAO to AO, PA/PS/PPS, CSS cadre and other pending promotions. **Start of Process for reviewing the cadre strength with inclusion of 4G saturation and Bharatnet is a result of AIGETOA persuasion only which will further increase the number of posts in across various streams and cadres enabling smooth career progression for all.**

I firmly believe that the significance of AIGETOA need no special emphasis, when many stalwarts' leaders from fraternal associations are also joining us seeing the positive approach that we make in solving issues, rather than taking a surrendering approach like many others. **Off late we have added another dimension to our perusal and we have started using the persuasive power by knocking the doors of highest echelons from government side and we are hopeful of a breakthrough on this count too.**

As we approach the membership change window and Membership Verification, I want to emphasize the significance of unity and solidarity among our members. **Your continued support will enhance the democratic process and empower BSNL executives to voice their aspirations, concerns, and expectations effectively.**

I assure you that AIGETOA will continue its unwavering commitment to advocating for your rights, addressing your concerns, and working towards your welfare. We are determined to bring about positive changes **that will foster a favourable work environment, offer ample career growth opportunities, and address pending issues related to standard pay scales, pay losses, 30% superannuation benefits, PRMB and 3rd PRC.**

The testimony of AIGETOA commitment to resolve the issues can be gauged from the fact that despite the prevalence of Covid pandemic during most of the period of its 3 years recognition from August 2020 to Till date, we have been able to deliver many fruitful results and we further assure that our commitment to resolve the burning HR and Financial issues which have been kept pending since almost 22 years due to apathy on the part of erstwhile torch bearers.

I urge each one of you to actively participate in both the Membership Changeover Window and the forthcoming Membership Verification (MV), exercising your right to vote. Your involvement will significantly influence the future of our executive association, enabling us to work with renewed vigour towards your welfare and the progress of BSNL.

In conclusion, I take this opportunity to express my heartfelt gratitude to each and every member of AIGETOA also for their unwavering trust, support, and active participation in the journey of AIGETOA. I am sure that with your continued support in the Membership Changeover Window and the forthcoming Membership Verification (MV), we will definitely ensure the betterment of the fraternity and contribute to the growth and success of BSNL. Further, I request you all to reach to each and every executive of BSNL, apprise them of our achievements along with mission and vision of AIGETOA and request them to be the part of this AIGETOA family.

I once again take this opportunity to request each and every executive of BSNL to analyse, realise and visualise the efforts, potential, commitment and firmness to shape the future and select the one which is best suited to carry forward the aspirations of not only the executives but the organisation as a whole.

Let's unite under the umbrella of AIGETOA.

With warm regards



Ravi Shil Verma
GS, AIGETOA.