



All India Graduate Engineer Telecom Officers Association

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

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GS/AIGETOA/2019/22

Dated 05.04.2019

To,
Shri Anupam Shrivastava Ji,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
Janpath, New Delhi-110001

Subject: Allowing deputation to executives of BSNL and introduction of Sabbatical leave in BSNL - Reg.

Respected Sir,

Your kind attention is invited towards recent volatility in telecom market and slide of BSNL fortunes even after making a turnaround in last few years by registering positive growth and operational profit in successive years. The hyper competitive telecom market with predatory pricing has left many operators bleeding. Many small telecom operators are forced to wind up their telecom installations. The remaining operators are facing a huge debt which seems to be irrecoverable. BSNL is also no exception to this unfortunate condition, although its debt is negligible in comparison to the other telecom players. Recently we observed a severe fund crunch in BSNL which has lead to an undesirable condition for the first time in ever history of BSNL. One of reasons is high establishment cost of the company which has made it further difficult to survive in the cut throat competition.

We being the direct recruit young workforce, have a long time to go with BSNL. This is only possible when the necessities for the existence of the company are met. It is a need of the moment to come up with various initiatives that may help in lowering the establishment of BSNL. We have already submitted our suggestions to introduce VRS and other measures to reduce the staff establishment cost. **Some other steps to lower the expenditure are allowing deputation to the executives of BSNL to other departments and introduction of Sabbatical leave in BSNL.**

We would like to submit the following for your kind consideration:

- 1. Allowing executives to go on deputation to other organizations :** BSNL has issued its guidelines for considering deputation to other organizations vide letter no. 118-2/2015-CSS Dated 21.07.2016 which states that 5% of the sanctioned strength in the grade will be considered for deputation. But recently vide letter no. 400-02/2019/Pers.I Dated 19.02.2019 **BSNL has adopted a policy that no fresh applications from BSNL absorbed / direct recruited employees shall be entertained for deputation to other departments.** However vide letter no. 400-02/2019/Pers.I Dated 26.03.2019, **fresh applications of deputation from BSNL employees to TRAI has been allowed.** It is pertinent to mention here that vacancies are available in various Central & State Government Departments and PSUs like BBNL, TCIL etc and the executive cadre of BSNL is eligible for applying for the same. Many executives have applied for these posts while many are willing to apply but applications are not being considered in the light of above guidelines.

Regn. No. : HR/019/2016/02138

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridbad, Haryana-121006

In view of the current financial condition of company and necessity of lowering down the establishment cost, it is hereby requested to give a holistic consideration to the deputation policy for its modification and the executives eligible to go for deputation should be allowed and their applications should be forwarded to the concerned departments. This will be helpful in not only lowering the wage load of BSNL but also will provide work exposure and experience of other departments to the employees of BSNL. The denial of this facility to the executives when youngsters are getting eligible for the same will be another injustice for the already deprived youngsters of BSNL.

2. Introduction of sabbatical leave for working employees: Many organisations including MTNL have adopted the concept of Sabbatical leave where they allow their working employees to take sabbatical leave (Employees can be granted leave of absence for a period of one year to the maximum period of Five Years) and work outside the company without fear of Job Loss in the parent company. The Period of absence under Sabbatical leave is not reckoned as "service" for the purpose of gratuity etc but at the same time, it is not treated as break in service. The post based promotion accruing during the period as per eligibility is given effect after joining without loss of seniority and claim of pay anomaly. This will save expenditure in terms of savings of staff establishment cost without paying anything for the employees who avail Sabbatical leave. The employees will also be equally benefitted as they will have the option of voluntarily working outside or enhancing their knowledge/skills/expertise without fear of losing their jobs.

Accordingly, we request your good self to kindly consider above points in your decision for the revival of the company in the larger interest. We would like to assure here that our members in particular and executives in general will stand with the firm, deterministic and concrete steps taken by management and government for the long-term survival of our beloved company BSNL.

With warm regards,

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**General Secretary
AIGETOA, CHQ**

Copy to;

1. Shri Manoj Sinha Ji, Hon'ble MoSC, Govt of India, New Delhi for kind information pl.
2. Smt Aruna Sundararajan Ji, Secretary (Telecom), Sanchar Bhawan, N. Delhi for kind information pl.
3. Smt Sujat T Ray Ji, Director (HR), BSNL, New Delhi for kind information and needful pl.