



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

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GS/AIGETOA/2019/53

Dated 20.08.2019

To,

**Shri P. K. Purwar,**  
**Chairman & Managing Director,**  
**Bharat Sanchar Bhawan, New Delhi.**

Sub.: Request for agenda meeting with the AIGETOA for discussion on HR & Revival issues-Reg.

**Respected Sir,**

This is to apprise that our association has been pursuing a number of HR issues pertaining to the BSNL recruited executives with various authorities in BSNL for an amicable settlement. However, we regret to intimate that despite our consistent follow up on all burning HR issues at various levels of HR Hierarchy, no progress is seen towards their settlement. While this association has taken a firm stand in support of the revival measures so that our beloved company may once again comes into the league of profit making PSUs, the issues pertaining to executives of the company who have longest shelf life in BSNL have been completely ignored causing serious resentment amongst them. Sir to keep the company in good health and to take it towards prosperity, the Human Resource, especially the younger lot, needs to be kept in a state of motivation. Lack of a considerate stand towards the long pending HR issues, mostly pertaining to BSNL Recruits, is pushing them towards de-motivation and frustration.

So, an agenda meeting may kindly be granted in the next week under your chairmanship at your convenient time to discuss and decide following issues on merit.

- Pending promotion of JTO to SDE through DPC:** Many of the JTOs recruited by BSNL are still waiting for their first promotion despite passage of 11 to 17 years which includes first batch JTO recruited in 2001. The DPC has been kept pending on the pretext of non-existent legal complications despite availability of more than 6000 vacancies.
- Pending promotion of JTO to SDE through LDCE:** The last LDCE for JTO to SDE was held in 2015 for the vacancy year 2010-11. Almost four years have passed and eight vacancies years lag has been created till now since the last LDCE. This LDCE was called the fast track promotion methodology for executives.
- Implementation of Superannuation Benefits, Standard Pay Scales for BSNL Recruits and Resolution of Pay loss issue:** As the VRS policy and other measures are in sight and seem to be implemented soon. It's affect on future deployment as well as promotional avenues to the existing executives needs to be discussed with all stake holders specially the representatives of BSNL recruits, who have the longest shelf life in BSNL. The increase in Superannuation Fund (SAB) of BSNL Recruits by 4% as assured by the then CMD to get it implemented wef April-2019 is still pending. Thereafter, the quantum was to be increased by another 3 percent in next financial year. Furthermore, the pay scales of E2 for JTOs and E3 for SDEs are yet to be approved by DOT despite BSNL sending the recommendation in this regard to DoT. The same has been kept pending at Dept of Telecommunication for almost three years now.

As the government is arranging fund for the VRS, we request to implement the assurance of the CMD with regard to increase the SAB fund as assured. Similarly, the standard pay scale of JTO-SDE for E2-E3 should also be addressed and settled now. The JTOs recruited in pre-revised E1A scale has been facing pay-loss just out of implementation of 2<sup>nd</sup> PRC benefits. This pay loss issue should also be addressed to motivate the young work force to work more dedicatedly towards BSNL.

4. **Finalization of list-8 and preparation/circulation of list-9 for SDE seniority:** Even after completion of eleven years in SDE, the final seniority of list-8 of SDEs has not been published for incumbent falling in the zone. Similarly, even after completion of more than six years in SDE, the seniority list-9 of SDE has not been prepared and circulated for the incumbent falling in the zone.
5. **Scrapping of MT RRs and any other mode of lateral recruitment above JTOs/JAOs :** AIGETOA has been raising this issue since long. Several instances of lateral recruitment have been attempted without any formal assessment of the BSNL's requirement of middle and higher level management positions. AIGETOA is of the view that JTO & JAO cadres are the fundamental cadres and by introducing a mechanism to evaluate the performance, fast track promotions for the deserving ones can be initiated but to introduce a cadre above JTO/JAO/Equivalent is not at all required.
6. **Pending promotion of SDE to DET:** Promotion in the cadre of SDE to DET has not been done for BSNL recruited executives even after completion of more than eleven (11) years of service in SDE (regular). While other side, BSNL has affected SDE to DET promotion for DoT absorbed executives more than sanctioned strength by way of up-gradation of SDE post to the AGM in tune of more than 3000 in 2018.
7. **Allowing the executives both absorbed and BSNL recruits for Deputation:** One side the government is working to trim head count of the company to slash salary burden while other side request for deputation by BSNL executives to other government departments are being summarily rejected. This is a contrary policy and needs to be looked into and all executives either absorbed or recruited by BSNL should be allowed to go for deputation.
8. **Temporary transfer of Executives:** Many of JTOs who were posted at distant places have gone to their home circle on temporary transfer after serving considerable period at recruiting circle in a hope to get promoted in next cadre of SDE and posted in their home circle. But due to no promotion avenues in JTO to SDE for BR Executives since many years, they are forced to work in the transferred Circle as JTO. In the meanwhile, recruiting circles are writing to cancel their temporary transfer. Hence either their temporary transfer should be converted into one way rule-8 transfer or they should be allowed to serve by extending their temporary transfer period in the present circle.

**Therefore, in view of above, we request you to grant us an agenda meeting at the earliest to resolve the outstanding issues to maintain high motivation and industrial peace. We sincerely hope that this agenda meeting will help in resolution of the long pending issues and avoidance of unnecessary Employer-Employee Conflict.**

With warm regards,

Dated: 20.08.2019

Yours Sincerely,

--Sd/--

[MD. WASI AHMAD]

**General Secretary**

Copy to:

1. Shri Sheetla Prasad, DIR(HR), BSNL Board for kind information please.
2. Shri Arun Kumar, PGM (Pers), BSNLCO for kind information and n/a please.
3. Shri A. M. Gupta, GM (SR), BSNLCO for information and n/a please.