



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

President
Ravi Shil Verma
8373967633

General Secretary
Md. Wasi Ahmad
9431200347

Finance Secretary
Yogendra Jharwal
9414000877

All communication at E-mail - "gs@aigetoachq.org" only

GS/AIGETOA/2019/72

Dated 29.10.2019

To,

Shri Anshu Prakash Ji,
Secretary (Telecom),
Sanchar Bhawan, New Delhi.

Ref: GS/AIGETOA/2019/72 Dated 24.10.2019

Sub.: Consideration of upcoming VRS proposal for all employees across the board without any age bar and resolution of pending HR issues of BSNL Recruits as part of BSNL Revival Plan-Reg.

Respected Sir,

In reference to our letter dated 24.10.2019 vide which we have welcomed the Revival Package offered by the Government of India for BSNL. **AIGETOA is the only association of BSNL which has advocated for implementation of tough measures including VRS/58 for reviving BSNL.** We once again emphasize our firm support to the BSNL revival program initiated by the Government.

In view of various interactions held thereafter at various level of management, it is understood that there is complete thrust on reducing the employee strength of BSNL to make it a profit making and financially viable PSU. **However, it is also felt that VRS may not be opted by all the target audience and hence we are of the view that VRS should be offered across the board without any age bar for all employees so that maximum willing employees can avail this one time opportunity.**

This becomes more significant in the Post VRS scenario where only youngsters will be left out in the company. The youngsters of BSNL, mostly BSNL Recruited Engineers and Finance Professionals, have been struggling to achieve their basic rights of Pay, Promotion and Pension in the Company, ever since they have joined the BSNL. To enumerate the burning HR issues of youngsters of BSNL is as below:

- 1. Implementation of Standard Pay Scales of E2 for JTO/JAO/Equivalent and E3 for SDE/AO/Equivalent:** The issue has been pending since year 01.01.2007 as per 2nd PRC recommendation. In the year 2016, BSNL Board has sent the revised proposal of E2 for JTO/JAO/Equivalent posts & E3 for SDE/AO/Equivalent Posts which is yet to be implemented and these executives are still working in provisional scales. **This issue needs to be addressed mandatorily for successful merger plan of BSNL and MTNL as JTO/JAO have E2 scale in MTNL while in BSNL, the scales have not been implemented yet.**
- 2. Pay Loss issue of Executives Recruited in E1A scales:** Pending Since year 2010-11 when after implementation of 2nd PRC benefits, these executives are facing loss vis-à-vis their old Pay-Scale. **The issue needs a sympathetic consideration as similar instances are available in BSNL where fitment has been extended by relaxing clauses to compensate pay loss.**

3. **Superannuation Benefits:** Pending Since 1.1.2007, **when this important clause of 30 percent Superannuation Benefit** (to compensate the social security benefits of BSNL Recruited Employees as they do not have any regular pension scheme vis-à-vis DoT absorbed Employees) **has been left out despite recommendations of 2nd PRC and directions from DoT.** The issue was partially settled in the Year 2016 when 3 percent contribution was started from prospective date which was subsequently increased to 5% in the year 2017. **The Left Out percentage is still pending to be implemented along with arrears for the lost years because of delay.** Further, despite there being savings in medical expenditure, **mandatory Post Retirement Medical Benefit (PRMB) fund has also not been implemented so far for BSNL recruits.** DoT absorbed employees are already covered by CGHS norms in case they wish to opt out of BSNLMRS Scheme.
4. **Promotion issues: BSNL Recruited JTOs have not been provided a single promotion through a regular DPC Process despite working of 11 to 18 years in BSNL, availability of sufficient number of vacancies (8000+ in SDE Cadre) and all of them being professionally qualified B.Tech /M.Tech etc.** Some of those who got promoted through competitive quota have not been considered for second promotions to the post of Divisional Engineers despite working for 6-11 years in SDE cadre. The qualification and Performance have never found any takers in BSNL till date which in our opinion is one of the main reasons for BSNL down fall. It will be pertinent to mention any revival process will not have its desired impacts till qualification, performance and efficiency are recognized in BSNL for promotion to higher posts.

Now since, BSNL Revival Plan is going to be implemented soon, it is high time that **every employee should be given an option for golden handshake (VRS) without any age bar** and also the above said **pending HR issues should also be resolved as part of revival plan.** This will help the left out employees to concentrate fully on their jobs without bothering for their pay, pension and promotion issues. **Post implementation of VRS, the staff strength shall be drastically reduced and hence need for a fully motivated workforce is essentially required for running the company and turn around BSNL to regain its pristine glory.** Accordingly, HR issues should be given equal priority as a part of revival process.

With warm regards,

Dated: 29.10.2019

Yours Sincerely,
---Sd/---

[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri Pravin Kumar Purwar ji, Chairman & Managing director BSNL.
2. Shri Arvind Vadnerkar ji, Director (HR), BSNL Board, New Delhi
3. Shri A. M. Gupta, GM(SR), BSNL Corporate Office, New Delhi