



All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2019/74

Dated 31.10.2019

To,

Shri Arvind Vadnerkar,
Director (HR), BSNL Board
Bharat Sanchar Bhawan, New Delhi

Subject: Long pending HR issues of BSNL recruited Executives - Regarding.

Respected Sir,

This is to apprise here that our association has been pursuing a number of HR issues pertaining to 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 as approved by Govt. of India, 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. The issues are detailed below for your kind information and immediate settlement to motive these young forces of BSNL in larger interest of the company:

- 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 18 years which includes first batch JTO recruited in 2001. DPC has been kept pending on pretext of non-existent legal complications despite availability of more than 6000-7000 vacancies in the cadre.
- 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. The LDCE is called the fast track promotion methodology for executives and their current status is itself depicts the situation.
- Implementation of Standard Pay Scales of E2 for JTO/JAO/Eqvlt and E3 for SDE/AO/Eqvlt:** 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 also needs to be addressed mandatorily for successful merger plan of BSNL and MTNL as JTO/JAO have E2 scale in MTNL, while in BSNL scales have not been implemented yet.
- Superannuation Benefits:** The issue is pending from the formation date of BSNL and again endorsed w.r.t. 01.01.2007, 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 found place in

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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.

5. **Pay Loss issue of Executives Recruited in E1A Scales:** The issue is pending since year 2010-11 when after implementation of 2nd PRC benefits, these executives are facing loss vis-à-vis their old Pay-Scales. The issue needs a sympathetic consideration as similar instances are available in BSNL where fitment has been extended by relaxing clauses to compensate the pay loss.
6. **Circulation of list-9 for SDE seniority:** Even after completion of more than six years in SDE cadre, the seniority list-9 of SDET has not been prepared and circulated for incumbent falling in the zone even after repeated directions from Director (HR).
7. **Finalization of list-8 and preparation for SDE Seniority:** Even after completion of eleven years in SDE, final seniority of list-8 of SDEs has not been published for incumbent falling in the zone.
8. **LDCE 2007 SDE reversion case:** Immediate withdrawal of Show Cause Notice (SCN) & Reversion letter issued to SDEs on short service, who qualified LDCE-2007 as per SDE RR 2002.
9. **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.
10. **Pending promotion of SDE to DET:** Promotion in the cadre of SDE to DE 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 DE 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. As maximum of these executives in the AGM cadre in the age bracket of 58 years and may opt for VRS, to avoid sudden vacuum in AGM Cadre after revival implementation, you are requested to initiate the SDE to DE DPC process immediately.
11. **Allowing executives of BSNL 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.

Therefore, in view of the 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: 31.10.2019

Yours Sincerely
--Sd/--

[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri Pravin Kumar Purwar ji, Chairman & Managing Director BSNL.
2. Sri Arun Kumar, PGM(Pers), BSNL Corporate Office, New Delhi.
3. Shri A. M. Gupta, GM(SR), BSNL Corporate Office, New Delhi.