



# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi

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GS/AIGETOA/2019/77

Dated 04.11.2019

To,

**Shri Ravi Shankar Prasad Ji,**  
**Hon'ble MoC & IT, Govt of India,**  
**Sanchar Bhawan, New Delhi.**

Reference: GS/AIGETOA/2019/58 dated 23.09.2019

Subject: Implementation of revival plan with emphasis on future road map, future procurement policies, future standard operating procedures, future HR policies to be adopted by this company post implementation of measures like VRS- regarding.

**Respected Sir,**

**We are extremely thankful to you honourable sir and the government of India for approval of the revival package to the BSNL. AIGETOA is the only association which was requesting and standing by the complete proposal of the government for BSNL Revival from day one, which includes important measures including VRS and others for reviving the company.** We once again emphasize our firm support to the BSNL revival program initiated by the Government and assure the Hon'ble Minister Sir to work for its successful implementation.

This is an important initiative of the government to turn around the fortune of BSNL but it also needs some professional and quality decisions to revamp the existing working of the company. A future roadmap should be in place well in time, so that the services to the customers continued uninterrupted even in the light of 50-60 percent outgo of the employees at once through VRS. A short term planning and long term planning are needs of the hour and we are also submitting our inputs for all verticals for the better informed decisions by the authorities. At the same time, we would also like to draw your kind attention to the facts that the left out executives should be involve fully in re-building of the BSNL by getting them free from their HR issues. Majority of executives who are going to remain in the company after VRS are mostly BSNL Recruited Young Engineers and Finance Professionals, who have been struggling to achieve their basic rights of Pay, Promotion and Pension in the Company, ever since they have joined the BSNL. They should be made free from their woes and groomed to take on the challenges in the company for a better BSNL. In the light of above facts, it is important to resolve their following burning HR issues to devote them fully towards BSNL Revival Program.

- 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 2<sup>nd</sup> 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 to the DoT, 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. **Superannuation Benefits:** This was to be started for BSNL recruited employees since formation of BSNL as per the notification, which was again endorsed by the 2<sup>nd</sup> PRC report, **when this important clause of 30 percent Superannuation Benefit found place in the recommendations of 2<sup>nd</sup> PRC and directions from DoT (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).** The issue was partially settled in the Year 2016 when 3 percent contribution was started from prospective date which was subsequently increased to 5 percent in the year 2017. **The Left Out percentage is still pending to be implemented along with arrears for the lost years because of delay.** Another mandatory provision namely, **Post-Retirement Medical Benefit (PRMB) fund has also not been implemented so far for BSNL recruits.**
3. **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 that any revival process may not have its desired impacts till qualification, performance and efficiency are not recognized in BSNL for promotion to higher posts.
4. **Pay Loss issue of Executives Recruited in E1A scales:** Pending Since year 2010-11 when after implementation of 2<sup>nd</sup> 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.**

**Now since, BSNL Revival Plan is being implemented, it is humbly requested that the 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 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: 04.11.2019

Yours Sincerely,  
---Sd/---

**[MD. WASI AHMAD]**  
General Secretary

Copy to:

1. Shri Anshu Prakash Ji, Secretary (Telecom), Govt of India, New Delhi.
2. Shri Pravin Kumar Purwar ji, Chairman & Managing Director, BSNL, New Delhi.
3. Shri Arvind Vadnerkar ji, Director (HR), BSNL Board, New Delhi