



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2020/120

Dated 19.10.2020

To,

Shri P. K. Purwar,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited, New Delhi

Subject: Request to grant formal meeting to AIGETOA (Recognized Representative Assn) to take up various points related to BSNL viability, restructuring & key pending issues of Executives.

Respected Sir,

At the outset, we extend our heartfelt thanks for steadily and gradually bringing back the company on recovery note through steady improvement in financial position. The process is long drawn but we are confident that company will see a turnaround under your esteemed leadership. In the mean time, delay in roll out of 4G services, various ongoing restructuring processes, field maintenance issues, business opportunities and long pending promotions/other issues of executives are some of our concern. We need to discuss on these issues, appraise our thought and want to listen from you about perspective of the department so that mutual trust can be build up for future growth of the company by keeping interest of both the employees and employer intact.

Here, it is important to note that All India Graduate Engineers & Telecom Officers Association (AIGETOA), the newly Recognised Representative Association of Executives has been elected by the people on its vision & mission and we want to keep this faith last forever by dedicating ourselves for the welfare of executives along with discharging our responsibility towards the company honestly. Accordingly, we seek a suitable slot on a convenient date to hold a formal meeting under your esteemed chairmanship in presence of concerned head as per the attached agenda points.

Therefore, we hereby request for a formal meeting under your chairmanship on the enlisted items as attached for a constructive discussion and deliberation. We do hope that you will appreciate our concerns and will grant us a convenient time to take up these issues in the larger interest of the department and our executives' fraternities and discharge our responsibility effectively.

Enclosed: As above

With warm regards,

--Sd/--

[MD.WASI AHMAD]
General Secretary

Copy to:

1. The Director (HR), BSNL Board for kind information please.
2. The Sr. GM (SR), BSNL CO, N. Delhi for kind information and request to arrange the meeting.

ANNEXURE-A:

- ***Restructuring Process & Staffing Norms – Requirement of company and need of the Employees:*** Restructuring is requirement of the company due to changed condition of the organisation and market dynamic but we have to ensure that the interest of working executives of the CPSE for bare minimum career growth and sustainability of the organisation should be in the midst of any decision by the management. This association has submitted various proposals in different verticals during VRS changeover period and also in recent times. We are again submitting new points after in depth analysis and proposals about staffing norms and structure at various dimensions. We seek a formal meeting under your chairmanship to deliberate our points as submitted and request to consider them while deciding the staffing norms and structure for implementation.
- ***Launch of 4G services in BSNL with a roadmap for 5G:*** The roll out 4G services PAN India is the immediate need of the hour. A lot of time has already elapsed and the cancellation of the tender in last minute was the serious setback for all employees. Now, we should move over and find out the solution by reaching out to the Dept of Telecom and other authorities aggressively for our desperate need of 4G service roll out by BSNL. The BSNL should also start thinking about getting itself ready for timely launching of 5G services along with other market players.
- ***Functioning of BTCL and shifting of non-core business:*** The formation of subsidiary company BSNL Tower Corporation Ltd (BTCL) and shifting of non-core business from BSNL to BTCL to get away from different compliances and saving in terms of non-payment of license fees etc for such non telecom businesses as circulated vide letter dated 01.10.2020. At the same time, people are concerned about new entrant BTCL and parting out of BSNL asset towards BTCL and its associated apprehension that pave the way of disinvestment of the asset of BSNL.
- ***Strengthening of Transmission Networks and streamline of operational requirements:*** The long distance transmission network is keeping unstable in many places and needs to be strengthened to cater the high demand of traffic smoothly. We have been apprised that the fund is long awaited for pending payment of various past activities as well as sufficient maintenance funds and resources are not reaching to field units in current times also thereby making it difficult to maintain the services at optimum level. Further the due payments of Electricity, Exchange/Tower Rentals and Vendor Payments etc are also affecting our services. The regularization of minimum opex fund is essential to run the system and it needs to be taken care for gradual improvement of the situation.
- ***Streamlining of Promotional avenues:*** An executives working in a Central Government PSU posses some minimum aspiration to earn certain numbers of promotions in his career life of 30-35 years. It's also the duty of the organisation to provide this much need of the officers to keep its motivation intact towards dedicated output for the company. The pending promotions should be executed immediately against the unfilled vacancies in all grades of Telecom/Finance/Electrical/Civil and others by addressing the hurdles if any in issuance of promotion.
A mechanism should be devised to have a Management Succession Plan from among working talented, educated and competent executives by Fast Track Channel through some screening process for more deserving candidates along with some minimum assured Promotion to all through normal channel.
- ***Streamlining of the employees payments:*** The employees remunerations are badly affected since more than a year after the financial crisis hit our organisation. We acknowledge that the situation is gradually improving but it's also a point to note that the timely payment of salary and other basic needs of employees are responsibility of the organisation and this should be ensured by management.