



# All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/94

Dated 28.08.2020

To,

Shri Arvind Vadnerker,  
Director (HR), BSNL Board,  
BSNL Corporate Office, New Delhi.

**Subject: Request to grant formal Agenda Meeting to AIGETOA (Recognized Representative Assn) to take up various agenda points/ long pending HR issues of BSNL Executives-Regarding**

**Respected Sir,**

At the outset, we extend our heartfelt thanks and gratitude for conducting the MV process in a fair, transparent and time bound manner. We also extend our thank for granting AIGETOA, the status of Recognized Representative Association of Executives of BSNL at all the three levels i.e. BSNL Corporate, Circle and SSA level in accordance the provisions of BSNL REA 2014 and mandate of the executives in 2<sup>nd</sup> Membership Verification. We sincerely hope and feel that management will follow the REA rules in a firm manner without any deviation from the set rules and procedures. We assure our whole hearted support and cooperation on the steps taken by management for betterment of BSNL and its executives. We also feel that it's high time that HR should be treated as a resource in BSNL and the long pending issues of executives should be resolved now without any further delay.

It is important to apprise here that All India Graduate Engineers & Telecom Officers Association (AIGETOA) has made declared its thought process for BSNL and its Executives through its Vision Document and the executives have given mandate to the AIGETOA based on the promises made. This is our road map to move ahead in the recognition period for the betterment of the BSNL and its executives and bring a progressive change in the service life of BSNL Executives. We have attached out broad point of vision document through Annexure-B to be followed by us in our mission & vision. Also annex-A, comprising of important issues of executives, has been attached for early settlement.

**Accordingly, we hereby request for an Agenda Meeting under the Chairmanship of Director (HR) BSNL Board on the Agenda Items attached as Annexure-A. We do hope that you will appreciate our concerns and will grant convenient time in 1<sup>st</sup> week of September, 2020 to immediately take up the issues for their resolution and discharge of our responsibility as representative association.**

With warm regards,

--Sd/--

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

Copy to:

1. The CMD BSNL for kind information please.
2. The Sr. GM (SR), BSNL CO, New Delhi for kind information and needful to arrange the meeting.

## AGENDA POINTS

### 1. Implementation of BSNL REA-2014 Rules in True Letter & spirit:

Implementation of provisions of BSNL REA-14 Rules in true letter and spirit at all levels specially while discussing and deciding on policy matters related with the BSNL and its Executives.

### 2. Promotion related issues:

- **JTO-SDE DPC Promotion:** Issue of JTO to SDE DPC Promotions for which process has started in June 2018.
- **SDE Reversal Issue:** Settlement of SDE (T), LDCE (2007) Reversal matter.
- **SDE Seniority List Notification:** Notification of further Seniority Lists for VY 2007-8, 2008-9, 2009-10 in the cadre of SDE (T) and incorporation of Vacancy Year based seniority in line with the RRs for SDEs.
- **LDCE Notification in SDE grade and next DPC in JTO to SDE:** Publication of calendar for holding LDCEs for SDE(T) and its Notification against available vacancies. Initiation of next DPC process for remaining eligible JTOs (Both LICE as well as DR JTOs) for filling up all the available Vacancies.
- **SDE to AGM Promotion:** Promotion of SDEs to the cadre of DE/AGM with Vacancy Year based seniority for all lists.
- **AO to CAO and JAO to AO Promotion:** Issuance of promotion from AO to CAO and if required with necessary relaxation and issuance of JAO to AO grade against available vacancies. Issuance of pending promotions in other wings e.g. Civil/Elect/Arch etc.
- **Scrapping of Look After Arrangement:** Filling up of all the vacancies through Regular promotions instead of L/A arrangements.
- **Implementation of New Promotion Policy:** Implementation of a new Performance oriented Promotion policy with starting E2 scales for executives with provision for Internal Fast Tack promotions up to DGM Level and no lateral recruitment above JTO/JAO.
- **Eligibility of Diploma Engineering executives for AGM:** Incorporation of provision in MS RR for the executives (JTO/SDE) having educational qualification as Diploma Engineering with required experience for AGM Promotion as per guidelines of the DPE, Govt of India.

### 3. Restructuring: Start of deliberation with Recognised Representative Association of Executives of BSNL (RRAEB) on all aspects of proposed restructuring process including organisational and Cadre review to be implemented in BSNL. Request to not arrive on final decision without taking into account view point of RRAEB on behalf of all Executives to ensure their career viability along with BSNL.

### 4. Pay Loss Related Issues:

- **Pay loss Issue of Executives recruited in E1A (Issue of 22820):** Pay Loss Issue of JTO 2007, 2008 and JAO 2010 Batches, who were recruited under notification of E1A.

- **E2-E3 Scale for JTO/JAO and SDE/AO Equivalent Grade:** Implementation of E2, E3 standard Pay Scales to all JTOs/JAOs and SDEs/AOs w.e.fr. 01.01.2007 without cascading effect with consequential benefits and incorporation of E2 pay scale in JTORR- 2014 in line with the BSNL Board approval extended to all JTOs/JAOs.
- **E1+5 Increment to all JTO/JAO recruited in E1 Scale:** Extension of E1+5 Increments to E1 Recruited/promoted JTOs/JAOs. The Management Committee has already approved E2 for JTO/JAO. Also, E1+5 have been approved by MC for few batches and pending at Board.
- **First Time Bound Financial up-gradation in 4 Years:** Incorporation and Implementation of uniform First Time Bound Financial up-gradation in 4 years in EPP.
- **Notional Fixation of E1A/E2A for Civil/Elect/Arch/TF/CSS/PA/PS and other pay loss issues:** Settlement of notional fixation of E1A and E2A for Civil/Electrical/Arch/TF/CSS/PA/PS wing executives and other pay loss issues of various grades.

#### 5. Pensionary and Medical coverage related issues:

- **30% Superannuation Benefit:** Extension of full 30% SAB for all BSNL Recruits with arrears w.e.f. 01.01.2007 and working out a Pension scheme for all BSNL Recruits from the date of their joining as per the Gazette Notification for BSNL formation.
- **Post-Retirement Medical Benefits (PRMB):** Creation of PRMB trust for BSNL Recruits as per the recommendation of 2nd PRC under defined contribution scheme.
- **Family Group Health Insurance Scheme For Indoor Treatment:** Implementation of a Group Health Insurance Scheme for all Executives due to severe hardship faced in getting treatment indoor treatment on account of non-payment of medical bills by BSNL.
- **Reinitiating Without Voucher Scheme for Outdoor Treatment:** Re introduction of facility for reimbursement without vouchers for BSNL working Executives.
- **Covid-19 Fund at all Circles HQ:** Formation of separate COVID-19 fund and Provisioning of Immediate advance for the covid-19 treatment specifically. Initiation of specially designed Covid-19 Term Insurance and coverage of Group Term Insurance by Employer.

#### 6. General Concerns Issues:

- **Start of Online Portal and clearance of Rule-8 and Rule-9 waiting list:** The online portal should be started for capturing information Rule-8/Rule-9/Request transfer cases for transparent implementation of Transfer policy through a web portal centralized mechanism. Clearance of all pending Rule-8/Rule-9 cases and abolishment of non-eligibility clause for GATES JTOs for Rule-8.
- **Reassessment of Bond period of newly joined JTO/JAO:** Reduction of JTO/JAO Bond period, Amount and Interest at par with industry standards.
- **Change of Designation names for JTO/JAO:** The designation of JTO/JAO should be immediately changed as the department rename the erstwhile TTA designation to JE designation in BSNL.
- **Introduction of Sabbatical leave and streamlining of study leave.**



## BSNL First – The Viability Related Concerns

- **Immediate launching of 4G in BSNL with a roadmap for 5G:** The roll out 4G services PAN India is the immediate need of the hour. The 4G rollout can be done by way of 3G to 4G up gradation as well as by new tender or by the use of concept of virtual network operator with arrangement with other TSPs. BSNL should also work towards making itself ready for timely launching of 5G services in BSNL along with other market players.
- **Implementation of Revival package approved by Govt:** We need to continuously follow and work towards ensuring 100% implementation of Revival package announced by Govt. like Floating of bonds in time , Land monetization in a fair and transparent manner, Fast tracking of leasing out of all Vacant spaces and surplus buildings etc.
- **Enhancing the borrowing limits to BSNL:** As CAPEX is vital in growth of BSNL, AIGETOA seeks more relaxations from government with required limits to get a loan from the Banks in the market.
- **AIGETOA Vouches for Introduction of a professional work culture in BSNL** with proper definition and demarcation of roles & responsibilities to prevent exploitation.
- **Settlement of major issues before Merger of BSNL & MTNL:** AIGETOA firm submission is that all the debts of MTNL get cleared and the HR policies remain in Synch before its merging with BSNL.
- **BSNL should now aim to become a total Enterprise Business Solution Provider**
- **Single Mobile App for all BSNL services:** BSNL should implement the concept of single app for all type of services like new bookings, payments, tracking of provisioning, docket booking and their tracking etc for better and at par services provided by our competitors.
- **BSNL should firmly move ahead with futuristic planning in CFA segment with FTTH and supported technologies. Cloud based service, IOT, IDC etc services.**
- **Aggressive and proactive Capturing of FTTH market with proper QoS:** BSNL's endeavour should be the provisioning of FTTH services on demand with ensured data speeds as per plan. Incorporation of a FTTH Network of future with cutting edge technology by BSNL.
- **Special attention towards backbone network and up gradation from time to time:** BSNL should aim for ensuring the Infra availability to all core network points. Latest world class core Routers /Switches in handling the seamless Data services of BSNL. Rehabilitation and Streamlining of whole transmission Network should be there.
- **Strengthening of Transmission Wings:** We need to work towards strengthening and addressing the issues of All the Regional Transmission wings and SSA Wings as their role is vital in maintaining the backbone of BSNL.
- **Focus on EB Customers, CICs, PSUs, Central & State Government bodies:** BSNL should emphasise more on improving EB business and increasing Leased Circuits by giving constructive feedback to BSNL management. Offering of Complete end to end solution to EB customers with

single window concept. We should aim for an Integrated, mutually beneficial policies & cooperation among all CPSUs and other Central and State government organisations.

- **BSNL should venture out in New Fields of IT and IT Enabled Systems.**
- **ITPC, ALTTC, RTTCs, QA/Inspection** and allied units should be converted into revenue generating platforms by offering in house solutions to other Central & State Departments and organizations.
- **Generation of revenue from Non-Core services:** BSNL should aim for generating more revenue from Non telecom services of BSNL like renting out vacant Land, Space, Buildings, HR & technical services by entering MOUs with other organizations.
- **Scrutiny of Commercial viability of Projects and will work towards ensuring stoppage of revenue leakage.** Return on Investment (ROI) must be verified on regular intervals. Implementation of system of Performance Audit for all New Projects shall be pursued.
- **Ensuring timely payment of Housekeeping Expenditure, Electricity Bills and Rentals by BSNL Management.**
- **Rationalization of all ongoing AMCs of Telecom Installations/Services at Corporate/Circle/SSA levels.**
- **Outsourcing of field works (CM/CFA and TR works):** BSNL should explore the scope to further improve the Outsourcing model which is being implemented in CFA and CM wings including Transmission works, as per the requirements of field Units.
- **Optimization of CDR Outsourcing services:** various closed functions like exchanges, plans etc as well as repetitive tables for various reports are existing in CDR causing leakage of revenue. BSNL should review of all such things.
- **A Single MIS portal for all Kind of BSNL services to save man hours in BSNL.**
- **Stoppage of Revenue leakage in VAS services in CM/CFA segments.**
- **Closure of Loss Making and Non-Viable exchanges else suitable compensation may be demanded from government for running these exchanges.**
- **Making BSNL services mandatory for all govt Functionaries:** AIGETOA will pursue with DOT and Govt of India to ensure the advisory to use the BSNL Telecom services.



**The Livelihood – Mission to Resolve the Pay Loss/Pay Scale Related Issues:**  
**(Targeted Time Line :: 6-8 Month)**

- **Pay Loss Issue of JTO 2007, 2008 & JAO 2010 batches:** The pay loss issue of 2007 and 2008 and 2010 JAO batches and their rightful demand of 22820 with consequential benefits should be extended to the deprived executives.
- **Immediate Extension of E1+5 Increments to E1 Recruited/Promoted JTOs/JAOs.**
- **Settlement of pay loss issues of TTAs (JEs) who joined after 2007 in the pre-revised scales , now promoted as JTOs/JAO (Pay loss in JE grade)**
- **Pay loss issue of JTOs (JEs under DR quota) Recruited under departmental outsider Quota.**
- **Extension of One Increment to all Executives on every promotion.**
- **Standard Pay Scales: Implementation of E2, E3 standard Pay Scales to all JTOs/JAOs & SDEs/AOs without cascading effect with consequential benefits and incorporation of E2 pay scale in JTORR- 2014 in line with the BSNL Board approval.**
- **Merger of SDE scale with non-functional Sr. SDE Scale so that the youngsters get advantage of five years to reach the posts of AGMs.**
- **Ensure the Consequential benefits of finalization of E2 pay scales for JTOs/JAOs w.e.f 01.01.2007**
- **Uniform first Time Bound Financial Up gradation in 4 years in EPP.**
- **Resolution of specific pay issues of Notional fixation of E1A and E2A for Civil/Elec/Arch/TF/CSS/PA/PS wing executives.**
- **Regularization of Salary, Perks, Medical and Temp Advances**
- **Implementation of 3rd PRC.**
- **Revision of perks and allowances as per the 2nd and 3rd PRC recommendations. Restoration of the LTC benefits and EL Encashment for all executives.**

**The Social Status - Intonation to resolve Promotion/career Related Issues**  
**(Targeted Time Line :: 1-12 Months).**

- There should be no reduction in number of posts for the promotional cadres in the restructuring exercise and the promotional avenues of all executives should remain protected post restructuring exercise.
- **Immediate issuance of JTO to SDE DPC Promotions for which process has started.** We will ensure that the long awaited promotion through DPC process completes within one month.
- **Immediate notification for next LDCE & initiation of next DPC process for remaining all eligible JTOS ( Both LICE as well as DR JTOs) for filling up all the available Vacancies which will take care of all JTOs who have completed their residency period of 3 years in the grade.**
- **Immediate Settlement of SDE (T), LDCE (2007) reversal matter.**
- **Immediate notification of Further Seniority Lists for Vacancy Year 2007-8 onwards with incorporation of Vacancy Year based seniority in line with the RRs for SDEs.**
- **Immediate promotion of SDEs to the cadre of DE/AGM with Implementation of vacancy year-based seniority as per for AGM promotions in line with the RRs and DOP&T guidelines and all subsequent batches should also get AGM promotions within six months on completion of their residency period as SDE hereafter.**
- **Immediate promotion of AOs to the cadre of CAO and if required necessary relaxation should be given in residency period considering the in-ordinate administrative delay in their first promotion from JAO to AO despite available vacancy.**
- **Immediate promotions from JAO to AO cadre to fill up the available vacancies.**
- **Implementation of Performance oriented Promotion policy with starting E2 scales for executives and with provision for Internal Fast Tack promotions up to DGM Level and no lateral recruitment above JTO/JAO, Abolishing of Sr SDE grade from the promotional hierarchy to enable a JTO/JAO/Equivalent to reach AGM level in 10 years. **Incorporation of a policy which is in line with Govt. of India directives in the matter of seniority, reservation and other statutory aspects to enable smooth transition to new policy.****
- **Consideration of eligibility for diploma holder JTOs in MSRRs for DE/AGM Posts as per the provisions of DPE guidelines for Equivalency.**

- **Strengthening and grooming the Young Executives to the Middle & Higher level Management cadres by extending training and seminars for knowledge up gradation on a regular basis.**
- **Finalization of Seniority and immediate circulation of the seniority position of an executive in his/her cadre either on recruitment or on promotion so that these seniority doesn't gets marred in legal tangles. There should be a single seniority list for a single cadre.** The multiple Seniority lists in the cadre is the mother of all legal cases with respect to promotions in BSNL and we want the end of this culture in BSNL to ensure a rugged and litigation free promotion mechanism in BSNL.
- **Abolishment of L/A , Officiating, Entrustment, Ad-hoc arrangements and filling up of all the vacancies through Regular promotions instead of L/A arrangements which is a big loss in terms of seniority/residency in that cadre.**

### **Family on Top – Ensuring Pensionary Benefits & Medical Related Issues (Targeted Time Line :: 6-12 Months)**

- **30% Superannuation Benefit: Extension of full 30% SAB to BSNL recruits from date of joining along with arrears.**
- **Full Implementation of Pension scheme for BSNL Recruits as per the Gazette Notification for BSNL formation.**
- **Post-Retirement Medical Benefits (PRMB):** BSNL should immediately work on creation of PRMB trust for BSNL Recruits under the defined contribution scheme. This is an issue which will secure the medical benefits of all BSNL Recruits post their retirement.
- **EPF higher Pension Option and resolution of EPF Related Issues:** To establish separate dealing section at each level to address the EPF related issues. Efforts for ensuring full pension Option open for EPF opted employees in BSNL.
- **Family Group Health Insurance:** To design and implement the best group health insurance for all Executives as Executives are facing hardship in getting treatment due to non-payment of indoor Medical bills by BSNL
- **Implementation of reimbursement without vouchers facility for BSNL Executives.** To bring best suited contemporary changes in the BSNLMRS policy which will enable executives to get best benefits in current scenario.
- **Special Medical Facilities for COVID-19: Formation of separate COVID-19 fund and Provisioning of Immediate advance for getting COVID-19 treatment from this fund.**
- **COVID-19 Term Insurance:** BSNL should work towards implementing separate term insurance in view of COVID-19.
- **Group Term Insurance by employer:** BSNL should work towards extending GTI coverage even after retirement and up to the age of 75 years and other changes required as needed and to ensure the premium payment of such GTI Scale by BSNL.
- **Pension Contributions on Actual Basic to DoT.**



**Other Important Issues – Keep going is the Mantra**  
**(Targeted Time Line – 6-12 Months)**

- **Immediate clearance of existing Rule-8/ Rule-9 waiting list cases:** Abolishment of non-eligibility clause of Rule 8 for GATE JTOs. BSNL management should ensure clearing all eligible rule-8 transfer cases in the cadre of JTO/JAOs at Circles Karnataka, Gujarat, Assam, NE1/NE2 etc. There should be reduction of residency period from 5 to 3 years for eligibility of Rule-8 case.
- **Transparent implementation of Transfer policy along with incorporation of a centralized mechanism through online portal for processing the transfer cases and Rule-8/Rule-9 cases.**
- **Reduction of JTO/JAO Bond period, Amount and Interest at par with industry standards.**
- **Introduction of Sabbatical leave and streamlining of study leave in BSNL.**
- **Revision of Financial Powers of JTO/JAO, SDE/AO, DE/CAO/AGM.**
- **Revision of TA/DA Rates for JTO/JAO, SDE/AO, DE/CAO/AGM and Introduction of higher education allowances up to 2 children in line with Central Govt. employees.**
- **Extending the Volunteer Retirement facility for BSNL recruits also instead of resignation so that all benefits of retirement like 300 days EL encashment. etc can be extended to them.**
- **Revision of reimbursement policy other allowances like magazines /Newspaper, Briefcase, MOBILE PHONES etc. Payment of these should be given invariably without bills as per the eligibility.**
- **HR and Organizational Issues w.r.t. MTNL Merger in BSNL:** There should be parity w.r.t. HR policies in terms of Pay and Pension. The E2 and E3 scales which are extended to JTO/JAO and SDE /AO cadre should be implemented to BSNL JTOs/JAOs and SDEs/AOs.
- **SC/ST employee Welfare:** AIGETOA is fully committed to safeguard the legitimate interests of SC/ST employees in accordance to constitutional provisions and government of India Guidelines.
- **Change of Designation names for JTO/JAO:**

- BSNL should initiate action on changing the names of JTO/JAO at par with that of a corporate working environment.
- **Complete Professional, Paperless & Corporate working Culture in BSNL:** Introduction of a professional work culture in BSNL with proper definition and demarcation of roles & responsibilities to prevent exploitation and true implementation of paperless mechanism. Implementation of E-office across BSNL.
- BSNL should ensure that AGM/EE(C)/SDE(C) for each BA/SSA comes under the control of PGM/GM and a unified Estate maintenance Management is done by Circles/BA/SSAs on need basis.
- BSNL should review of rentals of all Exchanges /CSCs/BTSs of private premises urgently. Review of all CSCs operating in rented bldgs. & shifting them to existing TEs.
- Formation of Voluntary Quality councils QMS in all units to transfer know- how & disseminate knowledge.
- Updated Asset registers in SSAs. Integration of all Asset data unified in FICO/REM/MIS/NCOG.& removing all mismatches. Time bound clearance of all court cases reg. Assets & security to all vacant assets.
- BSNL should extend Rewards/Awards to outstanding talents of the organisation.

### General Concerns for Employees and BSNL

- **Timely payment of Temporary Advances:** Work towards timely sanction and payment of Temporary Advances to the executives as per requirement to meet the operational needs.
- **Timely reimbursement of medical claims:** Reimbursement of medical bills of all the employees are pending for quite long. All the pending Outdoor & Indoor medical claims should be cleared immediately.
- **Streamlining of Pending payments:** Due to non-Payment of Electricity, Exchange/ Tower Rentals, Bank & Society EMIs, Vendor Payments etc BSNL services are badly affected since last many months. BSNL should ensure timely payment of these bills so as to provide better services to our esteemed customers.
- **Supply of Laptops to all Executives:** BSNL should explore arranging Laptops to all executives which will increase productivity as well will impart professionalism in the company.
- **IT Tools & applications:** BSNL Mobile App must be like all in one application either for Customer or employee.
- **Provisioning of FTTH service** connections along with BSNL VPN to executives and unlimited 3G/4G Mobile Data plan should be provided to executives considering widespread use of WhatsApp and E-mail for routine office work.
- **Welfare of PWD employees:** Provisioning of facilities required for PWD executives and posting at places suitable for them to work comfortably.

- **Welfare of Women employees:** AIGETOA work towards ensuring safe and professional atmosphere for women in BSNL. Facility of Child care centers should be made available at every SSA headquarter of BSNL.

