



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/02

Dated 05.01.2021

To,

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

Subject: Early settlement of issues of newly recruited/promoted JTOs/JAOs to meet their aspiration.

Respected Sir,

This association has represented the concerns pertain to the newly recruited and promoted JTOs/ JAOs on many occasions including the agenda meeting held on 15-09-2020. Apart from the severe pay loss & promotion issues, these young brigade of BSNL are also very much worried on their other issues which needs an immediate consideration on merit. Although, it was assured to address these issues in a time bound manner but it is quite regrettable that even smaller issues are not finding light of the day even after passage of more than three months of the meeting. I would like to draw your kind attention once again on these points and request for kind action without further delay as detailed below:

1. Formation of committee for examining and extending the E1 plus five advance increments to these JTOs/JAOs who were recruited/promoted in E1 scale.
2. Relaxation in Rule-8 service condition of GATE JTOs in line with earlier provisions of BSNL Policy and implementation of online portal for collecting Rule-8 cases and settling it as one time option.
3. Processing of Rule-9 Temporary Request Transfer Cases escalated once again in 9th Dec meeting.
4. Reduction of Bond Amount as per industry standard & bond period to two years for JTOs/JAOs.
5. Introduction of Sabbatical Leave and liberalization in the limit for NOC for outside opportunities.

The matters are detailed below

1. Formation of committee for E1 plus five advance increment to E1 recruited JTOs and JAOs:

This is in reference to explain the agony faced by youngest and most vibrant employees recruited and promoted in JTO and JAO Grade by BSNL in the IDA Pay scale of E1 i.e. 16400-40500 after 01.01.2010. The issue was raised by the association in the agenda meeting held on 15.09.2020 and accordingly detailed input was submitted to form the committee for the examination of the issue and extension of five advance increments over entry scale of E1 to give some relief these JTOs and JAOs. It is important to note that BSNL Board has already approved E2 scale to JTO/JAO and sent DoT for concurrence which is also required suitable persuasion by the management at DoT level. In the lights of above facts, we request once again that the committee for this may kindly be formed without further delay to give an opportunity for us to represent the case with our detail inputs and status of facts to examine the case of extending E1+5 advance increments on the initial basic of the pay of these JTOs/JAOs recruited/promoted after post 2010 to render justice to these deprived executives and future of the organisation.

2. Rule-8 Inter Circle Transfer by capturing online option and relaxing service condition:

It is to apprise that hundreds of newly recruited/promoted JTOs waiting for consideration of their inter-circle rule-8 transfer cases and waiting list are not being cleared by the Circles expeditiously. The situation of JTOs recruited via GATE Exam, who are posted in various circles which are far away from their native states is especially miserable. These young JTOs are working for BSNL in the places far away from their familiar territories with completely different culture, food, language, life style and giving their best for the company under strained position. A motivated workforce will be very important to cater the need of the department and ensure the delivery to its best. If management considers these executive's genuine requests, it will boost their morale and act as a catalyst for their higher work productivity. It was agreed in the agenda meeting held on 15-09-2020 that online mechanism will be effectively utilize for collection of the Rule-8 data and settlement of cases in a time bound manner. But unfortunately no serious headway has been achieved so far and awaiting resolution. In this regard, it is also requested that necessary relaxation may be accorded in the stay period for settlement of their case.

3. Processing of rule-9 Transfer requests/Temporary Transfer Requests

This issue has been discussed on many occasions including the last discussion held in the meeting with CMD BSNL on 9th Dec, 2020 in your presence, where detailed deliberation were made on the subject. In this regard it is once again to apprise that many of JTOs, who are posted at distant places and away from their native states are facing acute difficulties by being away from their family and other related issues. Many of them have applied temporary transfer under Rule-9 after serving considerable period at recruiting circle under various grounds e.g. spouse ground, single child for old aged parents, kids health conditions, lady executives working away from family etc. In this regard, phase wise settlement can at least be started immediately to give much needed relief.

4. Reduction of Bond Amount and Bond Period to two years for newly recruited JTOs and JAOs:

The youngsters of JTO and JAOs joined the organization with great hope and career progression but now they are feeling disheartened due to delayed salary, uncertain career progression, loss of standard pay scale of E2 and lack of proper social security due to pending issues like Pay Scales, SAB, PRMB, insufficient allowances, pending request transfer etc. In fact, many of them are feeling like struck up in the organization owing to non-settlement of burning issues of BSNL Recruits and looking for better opportunity outside the organisation. As a representative association, we had represented their case and made several meetings to get a relief for them. At the same time we have tried to counsel them and have told them that things will be settled in due course of time. Still some executives are reluctant to stay in the organization owing to the current precarious situation in which BSNL is placed in now. In cases of their resignation from organization, they have to pay a huge Bond amount as the bond Period is of five years which is too high w.r.t. the industry standards. So, we request for reduction in bond period to two years and redefining of the bond amount in case executive want to leave the organization before two years.

5. Increase the limit of NOC and liberalize Sabbatical leave rules for higher studies:

This is to apprise that currently there is a limit on the number of NOCs (limited to 6 per FY as per Corporate Office letter number 250/2014-Estt.III Dated 12.11.2018) sanctioned for applying to the posts in other Organisations and Departments. Many of these young executives' looks for better career opportunity and the limited NoC is somewhere compromising their right. The current limit on number of NOCs is restricting the opportunities of executives and denying the fair chance for career progression outside the organisation and so request to increase the NOC limit from 6 to 12 at least or issuing the NOC on need basis. A liberalize sabbatical leave policy should be adopted in BSNL in the larger interest of the executives'.

6. Lifting of ban on forwarding of deputation cases to other organizations:

Recent a direction has been issued by the corporate office to extend the ban on forwarding of the deputation cases further. In this regard we once again appraise that stagnation in career progression in this organisation stuck-up of growth on one side and extending the ban on deputation other side is completely choking the channels of growth to the executives. Hence, we request once again to re-examine it in the light of above facts and withdraw the ban.

The consideration of genuine issues of executives with positivity boosts their morale and act as a catalyst for their higher work productivity and efficiency. The timely investment in terms of money and idea in Human Resource can reap huge benefits for the organization. Accordingly, we seek your kind intervention and direction in resolving the issues as mentioned above which pertains to youngest executives of BSNL.

With Warm Regards

Sd/-
[MD. WASI AHMAD]
General Secretary

Copy to:

1. The Chairman and Managing Director, BSNL New Delhi for kind information Please.
2. The Sr. GM (Establishment), BSNL CO, New Delhi for kind information and N/A Please
3. The Sr. General Manager (SR), BSNL CO, New Delhi for kind information and N/A Please.