



All India Graduate Engineers & Telecom Officers Association MP Telecom Circle Bhopal

(An Association of DR Graduate Engineers / Account Officers of BSNL)

Circle President
Pavan Akhand
9424726666

Circle Secretary
P.N.Gautam
9425422700

Circle Treasurer
Devendra Saini
9425923499

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Dated 28/01/2015

To

Sh. Anupam Shrivastava

The Chairman & Managing Director, BSNL
Bharat Sanchar Bhavan
Janpath, New Delhi

Subject: Profound welcome and submission of memorandum in respect of long pending issues-Reg.

Dear Sir,

At the outset, this association congratulates on assuming apex post of BSNL and heartily welcomes your first visit as CMD in Bhopal the lake city. We are of sincere hope and belief that with your elevation on the esteemed chair, BSNL will definitely attain the greatest heights. We, as the representatives of direct recruit's executives in BSNL, assure the 24*7 availability of the direct recruits at every nook and corner of the country for bringing back the pristine glory of BSNL and our fullest cooperation in all your endeavors for revival of BSNL.

Dear Sir, this group of qualified direct recruit's executives have every talent, extensive telecom Training/experience and also have tremendous potential & energy by virtue of their young age. The need is only to capitalize their talent and experience and also to give the proper direction to their energy so that it can be converted towards constructive work for betterment of our beloved company. This association believes that things are not impossible under your dynamic leadership.

Sir, in our view, a major cause of downfall of BSNL is low morale of hard working and qualified employees which yielded due to undue administrative delays, non-adherence of contemporary policies, repeated and deliberate violation of DPE/DoP&T guidelines, use of

unlimited discretionary powers with biased attitude and vested interest, non-redressal of genuine grievances of employees/executives by their administrative wings, non-adherence of important social security guidelines like EPF, Superannuation benefits and also the complete lack of corporate culture etc.

Sir, your kind will appreciate that every cadre of executives have some basic minimum expectation in terms of Pay, Promotion and Pension benefits. It is also the fact that these benefits of executives in CPSEs are decided by the Government of India through Department of Public Enterprises (DPE) but Direct Recruits Executives in BSNL are long deprived of their very basic entitlements in terms of Pay, Promotion and Pension against the orders of Government/DPE. Some of the issues are briefed below:

Pension issue i.r.o. direct recruits: *cabinet decision is very much clear that pay scale of two CPSEs working in same sector and under same administrative ministry cannot be different but IDA Pay scale for BSNL executives is one scale lower than MTNL. Lower scale of BSNL was finalized due to the amendment in CCS pension rule which extend the pensionary benefits to BSNL executives. Sub-rule (23) of Rule-37a of CCS Pension rules clearly says that BSNL will make pension contribution to Government i.r.o. absorbed executives to extend them Government pensionary benefits and BSNL will devise it's own industrial pension scheme and make contribution accordingly i.r.o. executives recruited by BSNL. BSNL is already paying pension contribution to government i.r.o. absorbed executives but yet to devise industrial pension scheme i.r.o. direct recruits. Apart from the above 2nd PRC has also recommended pensionary benefits to CPSE executives on defined contribution along with provident fund, gratuity and post retirement medical benefits (total 30% as superannuation benefits).*

Pay related issue: *followed by the sixth pay commission recommendation, Government of India has already ordered that officers recruited with minimum qualification of Engineering must be upgraded from 6500 to 7450 (pre-revised). All the Government Department including DOT have upgraded the pay scale of engineering graduate. Similarly all the CPSEs have also upgraded the pay scale of executives recruited with minimum qualification of engineering graduate to E3 (24900-50500). BSNL is yet to take forward decision in this regard and trying to go one step behind to downgrade the pay scale from E1A to E1. Due to the said decision of BSNL direct recruits qualified executives recruited on or after 01.01.2007 are facing huge pay loss then their pre-revised pay.*

Promotion related issue: *due to the poor and outdated promotion policy in executive's cadre which is filled with thousands of litigations, qualified direct recruits executives are waiting their first promotion for more than 12 years. Apart from this BSNL has recently recruited DGMs with preferential treatment to outsiders wherein equally qualified internal candidates having 12 to 20 years experience in BSNL itself were not made eligible but outsiders were eligible if they have acquired 12 years of service experience in any company and in any field. Now BSNL is moving forward to recruit fresh candidates on and above these qualified direct recruits in the name of MT ignoring the in-house talent. Undermining it's own qualified executives and overestimating outsiders is nothing but the way to down the moral and confidence of existing qualified executives which is detrimental to company.*

Various committees on these issues have been formed and they have remained indecisive since last 5-6 years. Decision on these issues on merit is the immediate need of hour for boosting the moral and confidence of qualified executives. Under your dynamic leadership, we believe our long pending issues related to Pay, Promotion and Pension will see the light of the day for the resolution.

Your this small step will go a long way in restoring the confidence and morale of executives especially the direct recruits who have been at the receiving end more often in such scenarios.

This association once again congratulates and welcomes you at your arrival at Bhopal, the city of lakes.

Sincerely Yours

(P.N. Gautam)
Circle Secretary