



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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To

Sh. Ashwini Vaishnav Ji
Hon'ble Minister of communications
Government of India, New Delhi.

Subject: Reaffirmation of our cooperation & extending good wishes to Ministry of Communications on visit to Visakhapatnam and submission of our views for revival of BSNL - Regarding

Respected Sir,

Our Good wishes to your good self, esteemed chair of Minister of Communications of this vast and diverse nation on visit to Visakhapatnam. We introduce ourselves as All India Graduate Engineers & Telecom Officers Association (AIGETOA), an association representing the voice of around 32000 executive fraternity of BSNL. We became the only representative association of BSNL after winning the 2nd Membership Verification process conducted by BSNL in August 2020. Our membership base consists mostly of qualified Engineers and professionally qualified Account & Finance Executives of BSNL. We extend our good wishes to your good self on assuming the high office of Ministry of Communications and we hereby affirm our firm support to all the endeavours taken by government for making the country digitally empowered in the field of technology (**A Digital India movement**).

It will be pertinent to mention that we are the only association in BSNL who came forward to support the revival measures of BSNL including VRS by Government of India (GoI) wholeheartedly. We had suggested a range of revival measures for BSNL and consistently followed up at different levels of Government, Administrative Ministry and BSNL Management. We are indeed thankful to the GoI and feel deeply indebted for coming out with a detailed roadmap for revival of BSNL because it was our firm conviction that BSNL has all the necessary arsenals and resources to regain its pristine glory.

Sir, as you are aware that BSNL as an organization is under ICU right now and is in dire need of oxygen in the form of unparalleled support from government to overcome various problems associated with the growth of organization. While Government of India has been magnanimous enough to extend a revival package to BSNL but the same has taken a back seat owing to entanglement of these measures like that of Land Monetization Process in the bureaucratic machinery and denial of the lifesaving drug in the form of 4G equipment procurement to BSNL. We do welcome the idea of "Atmanirbhar Bharat" and stand firmly with the vision of our Hon'ble Prime Minister Shri Narendra Damodardas Modi Ji to have an indigenous 4G/5G technology in place but at the same time the dire need of BSNL to have a full-fledged 4G network in place cannot be ignored. Immediate Roll Out of 4G network is

very much required to compete with other Telecom Operators. There are many issues which are crippling BSNL and we request your good self to bestow your kind consideration for resolution of these issues. Some of the issues which needs an immediate attention to bring BSNL back to revival Path are as stated below:

- 1. Implementation of 3rd PRC and approval of standard Pay Scale E2-E3 for JAO/JTO and AO/SDE equivalent Cadre in BSNL:** BSNL is providing telecom services to the people across the length and breadth of the country irrespective of its financial viability. While it comes to the rural telephony or natural calamity or government projects for the people of the nation, BSNL always stood first. The compensation to the loss incurred by BSNL on account of providing the telecom facilities in far flanged rural and hilly terrains have not been provided by the Dept of Telecom since last many years. Earlier non allocation of 4G bandwidth and thereafter some directions and restriction of the DoT/Government in procurement of the 4G equipments has lead to the non roll out the service in pan India by BSNL, while its competitors have already started the service in 2016. These are some reasons of the negative balance sheet for the BSNL. These measures are not in the control of employees but are policy decisions. Hence employees should not be subjected to suffer and so the affordability clause of the 3rd PRC should be waived off in case of BSNL and 3rd PRC, which is due since 01.01.2017 should be implemented in BSNL immediately.
Similarly, one of our long pending residual of 2nd PRC is the approval of standard scale of E2-E3 for JTO/JAO and SDE/AO equivalent grade in BSNL is pending in the DoT. The BSNL Board has already approved the scale and sent for the approval of the scale to the administrative ministry DoT. We seek your kind attention in this regard as the younger generation is suffering with acute loss due to the non approval of the scale.
- 2. Immediate Permission for Launching 4G services and directing BSNL Board to accord approval for launching 4G services through upgradation route** which can be done in minimum possible time of few months. Further a road-map needs to be devised to ensure full-fledged roll-out of 4G services by BSNL. This roadmap needs to take care of Both - BSNL requirements to roll out 4G across the nation and at the same time catering to the needs of developing an Aatmanirbhar Bharat with an indigenous technology in place for 4G/5G services. BSNL should also be permitted to explore & develop the 5G Eco System in parallel.
- 3. Allowing BSNL for 5G testing to capture market sentiments:** BSNL should also be allowed by the government for testing of 5G to capture the market sentiments and keep it relevant in the sector as other operators have been allowed for the same.
- 4. Smoothing of Process for Land Monetization which will make BSNL debt free.** There are many procedural as well as legal roadblocks in the Land Monetization Process which can be sorted out only through intervention at the highest level and we request your good self to bestow your kindness in ensuring the same at the earliest.
- 5. DoT may be directed to release the pending payments of BSNL** which will not only help BSNL in improving its cash flow but also will infuse a new lease of life into deteriorating operation and maintenance works which are suffering a lot due to cash crunch in BSNL. Further availability of

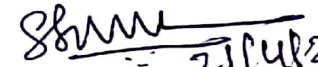
sufficient funds will enable BSNL to perform its social and national responsibilities in more efficient manner. We also request your kind intervention in directing other ministries and departments to follow the instructions of using BSNL services mandatorily as per the decision taken earlier.

6. **Proper Manpower utilization & HR restructuring with thrust on motivation to the vast human capital of BSNL is the need of the hour.** BSNL human capital consists of around 25000 Professionally qualified executives which includes engineers from leading institutes of India, Account & Finance Professionals. (CA, ICWA, MBA Finance etc). Till date BSNL has failed to utilise the expertise and potential of this qualified man power and it is a sad fact indeed that despite availability of such vast qualified manpower, BSNL failed to create a succession plan for middle and higher management and is trying to go for a work around solution by deploying senior management through deputation route. We request your good self to direct BSNL management to ensure its metamorphosis from a legacy organization to a meritocratic organization with full thrust on developing its own succession plan. Further, settlement of long pending HR issues of Promotion, Pay and Pension may be given its due attention to motivate employees to perform better.

We as majority recognized representative executive association of BSNL, once again express our firm faith and support to all the initiatives which are being and shall be taken for the well-being of BSNL and for the growth & development of our beloved nation.

Thanks and Regards

Yours faithfully,

FOR  21/4/2022
(MD. WASI AHMAD)
General Secretary
AIGETOA, BSNL