



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

CENTRAL HEAD QUARTERS

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No. AIBSNLOA/CHQ/2009/41

Dated : August 17 , 2009

To

Shri Kuldeep Goyal,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi 110 001.

Subject: **Grievances of BSNL Executives and agitation by AIGETOA**

Sir,

BSNL's gradual but steady decline in market share, sharp decline in revenue collection and consequent loss of profit has already sent the alarm bell ringing. Members of our Association are equally feeling concerned on this development. We feel that this is the time when both the Management and the Employees collectively take concrete measures to pull BSNL out of the present crisis and ensure its return to the past position as the most dominant market player. Here, active cooperation and involvement of both these two important stake holders is a must. There has to be a fruitful mechanism to bridge the gap and build up a healthy relationship to make the task easier. Voices of the Employees in general and the Executives in particular are to be heard and taken seriously. Unfortunately, a large chunk of the Executives, in the present arrangement, are being kept at a distance. This widens the communication gap and helps the vested interests.

2. Anyhow, our Association of its own has initiated an action plan to bring back BSNL on its lost pedestal as the market leader and implementing this in Tamilnadu Circle. We have kept the CGM Tamilnadu Circle informed of our action plan and have been receiving due encouragement from the CGM (Copies of the documents enclosed). We would like to spread this to other Circles based on the experience and success that we gain.

3. In this context, we are to state that a *genuine congenial atmosphere needs to be created to avoid discontent among the Executives leading to agitation*. Management needs to realize that the *genuine grievances and concerns of the Executives should not be tried to be bulldozed on the basis of stated support from some other sections*. *Controversial and disputed decisions need to be put on hold and tried to be resolved through consensus after giving equal opportunity to all to be heard*. *Right at this moment, the AIGETOA is leading an agitation*. *Some of their grievances are really genuine and our Association also took up the same issues long before*. **Though our Association differs with some of their thoughts, ideas and approach,**

we share equal concern with them on some of the common issues like Recruitment of Management Trainees, Recruitment Rules on BSNL MS, Recruitment at DGM level by lateral entry, Grant of E-2 Pay Scale to JTOs, cluster based promotion policy, absorption of Group A (ITS) Officers etc. We, therefore, extend our moral support to their organizational action.

4. We would further like to state we had already brought out several discrepancies; deficiencies and fall out of Recruitment Rules of Management Trainees (*vide our letter No. AIBSNLOA/CHQ/2008/28 dated 5.8.2008*), Recruitment of DGMs through lateral entry (*vide our letter No. AIBSNLOA/CHQ/2009/36 dated 22.7.2009*), Recruitment Rules of BSNL MS (*vide our letter No. AIBSNLOA/CHQ/2009/39 dated 6.8.2009*), Grant of E-2 pay scale to JTOs and equivalents and E-3 to the SDEs and equivalents which does not involve any extra expenditure but resolves other anomalies in pay fixation etc (*vide our letter No. AIBSNLOA/CHQ/2009/21 dated 12.5.2009*) etc. **Even a casual examination of the points raised in our above quoted letters would reveal that the issues raised are of equal importance to both the Management and the Executives. It is, therefore, necessary to open dialogue to understand the gravity of these issues and reach a consensus so that there is no ground for agitation. We would, therefore, appeal to you to kindly order high level discussions to resolve these issues by involving all the concerned sections of the Executives including our Association. Meanwhile, the Orders issued on the above matters may be put on hold even temporarily.**

With kind regards,

Yours sincerely,



(V.P.Arya)
General Secretary

Copy to:

1. Shri Gopal Das,
Director (HR),
BSNL Board.
2. Shri Shakeel Ahmad,
GM (SR), BSNL.
3. Shri.R.K.Mishra,
GM (Pers), BSNL.
4. Shri.R.P.Shahu,
General Secretary,
AIGETOA,
New Delhi.