



All India Graduate Engineer Telecom Officers Association

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

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To

The Sub-Committee
On HR Integration of BSNL and MTNL
BSNL Corporate Office, New Delhi

Subject: Submission of our concern in respect of HR integration of BSNL and MTNL

References: Letter No. BSNL/20-4/SR/2014 dated: 10-09-2014

Respected Sir,

Please refer to your letter mentioned under references. In response to the subject letter, following concerns are put forth for your considerations.

1. Number of issues and litigations already exist within BSNL itself in respect of inter se seniority fixation especially up to STS Cadre. Before taking any step towards the merger of BSNL and MTNL, resolution of such issues in respect of inter-se-seniority and other benefits to avoid further litigations is must, else career of officers concern will be blocked forever which in turn will affect the moral of the executives hence productivity of the company.
2. Pay scale of MTNL executives in same cadre is one step higher than BSNL. If HR integration is done as it is, definitely MTNL executives will be at higher pay scale in same cadre and therefore will deemed to be en-block senior to the BSNL executives even if BSNL executives are having more length of service in same cadre, especially in case of BSNL recruited employees. This issue needs to be addressed.
3. Prior to inception of BSNL in Oct-2000, wage of same cadre executives in both BSNL and MTNL were same but after Oct-2000 MTNL has been paying higher pay scale to it's executives despite of lower revenue and profit. Now Wage bill and financial liability of MTNL is much more than BSNL. After merger BSNL employees has to bear these liabilities.
4. BSNL IDA Pay scales in Year 2004 were decided on the basis of negotiations with the then associations by extending Central Government Pension scheme to them and MTNL IDA pay scales were decided with superannuation benefits under industrial provisions on Employee pension scheme. Whereas the BSNL recruited employees were entrusted with the same negotiated BSNL IDA pay scales but without extending the Central Government Pension scheme to them. It is already available in government order that BSNL will formulate separate pension scheme for executives recruited by BSNL and not covered under Central Government Pension Scheme. BSNL has so far not formulated any pension scheme for executives recruited after 01-10-2000 hence the issue exists as not resolved till yet.

5. Recently Government has extended Central Government pension scheme to all absorbed executives of MTNL also but executives recruited after 01-10-2000 in MTNL are not covered under any pension scheme.
6. Therefore, to address the issues mentioned in above Para and to facilitate smooth merger following parity in respect of pay, promotion and pension must be maintained among BSNL and MTNL absorbed executives as well as executives recruited by BSNL and MTNL after 01-10-2000,
 - 6.1. ***Pay scale of all executives of BSNL must be upgraded at par with MTNL executives along with notional pay fixation on point to point basis from 01-10-2000. Deference amount must be paid to all BSNL executives as arrear.***
 - 6.2. ***As absorbed executives/non-executives of BSNL and MTNL both are already covered under Central Government pension scheme, 30% superannuation benefit as ordered by DPE must be extended to all direct recruits executives/non-executives (who are not covered under government pension scheme) of BSNL and MTNL from Oct-2000.***
 - 6.3. ***BSNL and MTNL both must formulate common executives promotion policy before merger in such a way that seniority and availability of post can be delinked and time bound functional promotion up to SG-JAG level can be extended to executives. This will not only end hundreds of litigation on seniority issues already exist or likely to exist on merger of BSNL and MTNL but also fulfill the commitment made to the executives in terms of absorption condition.***

Our above concern are just to maintain parity among various section of employees among BSNL and MTNL under same administrative ministry as ordered by Government of India through DPE and will also help for smooth merger in HR front. Benefits involved are not at all linked with financial position of the company as part of the employees are already being paid hence we are quite hopeful that subcommittee will consider our above concern totally on merit without linking it to the profitability of the company.

Faithfully Yours

[R. P. Shahu]

General Secretary