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All India Graduate Engineers & Telecom Officers Association
Odisha Telecom Circle, Bhubaneswar
 (Recognised Representative Association of BSNL)

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

Subject: Extension of 2nd Revival Package to BSNL – AIGETOA on behalf of all the employees of BSNL extends its heartfelt gratitude to Government of India for imparting this much needed support to our beloved company. We also request your kind intervention in setting right the HR issues of BSNL which is also an important aspect to deal with for long term survival of BSNL- Regarding

Respected Sir,

Our Heartfelt gratitude to your good self for extending the much-needed support in the form of second revival package to our ailing company BSNL which was almost nearing its death when the previous government left the office. A ray of hope was generated for us when the new government under the able leadership of Hon'ble Prime Minister Shri Narendra Modi ji took oath of office. In year 2014-15, BSNL first time came in operating profit after years of multiple losses on account of the road blocks created by the previous regime for our beloved company BSNL. Now, BSNL has become an EBIDTA positive company – Thanks to the dynamic and energetic leadership of your good self that has given an entirely new direction to this company which has taken this company from ICU to a normal breathing position.

We know, that we have miles to go before our beloved company attains the target of at least 25% market share and profit of at least 1000 crores, but we are very sure that under the captainship of your good self and the patronage of our Hon'ble Prime Minister, we will definitely achieve the target.

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.** We once again hereby affirm our firm support to all the endeavors taken by the government for regaining the pristine glory of BSNL.

Regn. No. : HR/019/2016/02138

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Sir, we have always stood in support of the idea of "AtmaNirbhar Bharat" and **stand firmly with the vision of our Hon'ble Prime Minister Shri Narendra Damodardas Modi Ji.**

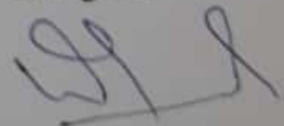
Telecom has been recognized as a strategic sector by the GoI and BSNL is the only PSU in Telecom sector which is ideally placed to further the strategic interests of nation. Hence it is imperative that the efforts put forth by GoI is not allowed to fritter away. **We being the recognized representatives of executives of BSNL are of the considered opinion that an intervention and monitoring at the highest level to keep revival measures of BSNL on track is an imminent necessity.** There is requirement to look for the reasons for the slow progress of earlier revival measures extended by Government of India. Proper accountability and answerability must be there at each level to keep the revival process on track. There is a need for enquiring into other aspects also which are acting as show stopper in this revival process.

Sir, despite extension of 2nd Revival package to BSNL, there are many other issues which are crippling BSNL and **one amongst them are the HR issues which have kept employees especially those recruited by BSNL completely bogged down for years in their quest for obtaining the justified Pay, promotion and pension.** Contentment amongst employees with regard to their minimum genuine pay, promotion and pension issues is a must to keep the organization afloat with vibrancy, efficiency and output. **Your firm emphasis on Perform or Perish and quantifying the performance parameters in your recent interaction with Heads of Circles of BSNL has given us a definite hope that the efforts which you have taken to bring BSNL back on revival track will not go waste and you will definitely ensure a firm and rugged HR Eco System in BSNL.** Therefore, we request your good self to bestow your kind consideration for resolution of the long pending HR issues of BSNL also. The major HR issues pertaining to BSNL executives are attached herewith as annexure -I.

We are confident that your wisdom and business acumen will certainly guide BSNL, the prestigious Telecom Company of Government of India to a profitable business unit and it will reach to the apex of telecom sector in near future and thereby securing the future & interests of entire employees of BSNL and nation's pride as a Telecom PSU.

Thanking you.

With Best regards



[DHIREN KUMAR PARIDA]

Circle Secretary, Odisha

ANNEXURE on BSNL HR Issues

Even though around 78000 employees had opted for the VRS-2019 scheme offered, the effect of such huge churn out has not been studied nor catered effectively in BSNL. There is huge need for a scientific, well thought HR plan, which not only optimises the man power utilisation but also takes care of the career prospects of the executives who are left in the organisation in post VRS era. **We firmly support the Mantra of "Perform or Perish" but at the same time, the relevance and need for performance enablers and a suitable ecosystem aimed at extracting the best from the employees cannot be ignored. BSNL has never ever implemented the carrot and stick policy where performance should come with reward and non-performance should be suitably addressed to turn into performance. But its definitely regretful to mention that in current scenario of BSNL HR perspective, performance is punished while non -performers always remain in the zone of comfort.**

Another aspect is that the highly Qualified Engineers & Account Professionals with M-Tech/ B-Tech/ CA/ICWA/MBA/ PGDBM/ M.Com degrees having more than 9-18 years of stagnation in the current grade are yet to get the next functional promotion in the executive hierarchy, whereas it is a fact that the officials in State and Central Government or other PSUs receive two to three functional promotions during the same period.

It may be noted that after a long 21 years since its inception, BSNL does not have its own management at higher levels and BSNL management seems to be totally oblivious to this fact and hence denying promotion to the in-house talents by virtue of complete mess of HR functions in BSNL since years together. **It is very much necessary to have a management succession plan to groom suitable in-house talent to take over the rein of the department, which is not in place despite of more than 21 years of formation of BSNL.**

The organization will definitely bounce back to its glory as the internal talent pool and resources is sufficiently available in the organization which if utilised to its fullest potential can beat the best talents of the world. **The overhaul of HR policies and synchronizing them with the modern corporate practices in BSNL is need of the hour. BSNL is in dire need of a performance assessment system which can quantify the performance instead of making executives to remain the mercy of their higher ups for obtaining best appraisals.**

In the back drop of above, we would like to submit some of the major pending issues pertaining to BSNL employees which has kept employees in the most demotivated state. We look forward to your kind blessings on settling these issues for ensuring long term sustainability, survival and revival of BSNL and turning the organisation into a meritocratic, vibrant and vivacious BSNL.

1. Approval of E2-E3 Scales meant for the JTO/JAO and SDE/AO Equivalent Grades and issuance of revised presidential order for replacement of initial two scales of JTO/JAO/Equivalent by E2 and SDE/AO/Equivalent by E3 and settlement of pay losses faced by executives recruited/promoted after 01.01.2007 owing to improper implementation of 2nd PRC recommendations in BSNL:

It is unfortunate to note that entry level executives in BSNL are yet not having regular pay scales since 01.01.2007 after implementation of 2nd PRC. BSNL board has recommended scales of E2 for JTO/JAO/Equivalent executives and E3 for SDE/AO/Equivalent scales as a replacement for the earlier intermediary scale of E1A and E2A. No action has been taken on this important aspect despite our consistent persuasion on the issue. There has been multifarious attempts to degrade the cadre by lowering the scale which has thankfully been stoopt till date. BSNL has been recruiting executives from open market through prestigious exams conducted by best institutions and now they are selecting the candidates based on their GATE Score. The executives recruited from 2009 to 2017 are suffering from severe losses in their total emoluments. BSNL is a unique case where entry level executives are being given three different set of initial basics based on their date of Joining and no effort has been made thereof by anyone to ensure parity at entry level. It will be pertinent to mention that in the name of fund crunch, one group cannot be made to suffer losses while other enjoys their all perks and benefits. Hence, we request for your kind blessings on the issue for ensuring the replacement on initial two scales of JTO/JAO/Equivalent and SDE/AO/Equivalent without cascading effect as detailed by BSNL's subsequent proposal to DoT in the year 2017.

Executives Recruited/Promoted post 1.1.2007 are facing severe pay loss in their career post implementation of 2nd PRC benefits vis-à-vis their pre-revised scales and also vis-à-vis other similarly placed executives. It will be pertinent to mention that while BSNL has relaxed FR/SR many a times but when it came to extending the same benefit to the younger and meritorious lots of BSNL, management simply took a back seat and denied 22820 as initial basic to these executives. Same fate was meted out to the young and meritorious JEs recruited Post 1.1.2007 in the non-executive cadre also and they were also denied fitment benefits to ensure parity with other similarly placed non-executives. **Perhaps BSNL will be the only PSU, where young entry level officers pay loss just because 2nd pay revision was implemented in BSNL meaning these entry level officers would have been getting more emoluments than today had 2nd pay revision would not have been implemented in organization.**

Extending E1+Plus five increments to other executives of subsequent batches was taken by management committee of the board years back but the same was kept pending in the name of HR plan and now even when the strength is decided, management has not considered the approval of the interim relief of E1 plus Five increments to the executives recruited subsequently.

It's high time that management takes a judicious stand and ensures parity in pay for similarly placed executives to avoid hurt burn and cumulative losses in their emoluments.

2. **Immediate termination of MT Internal Process re-initiated on 08.07.2022 and altogether Scrapping of MT and DGM RRs and replacement with internal fast track promotional methodology with full focus on selecting best talents at each level for promotion to next grade:** Management has time and again assured us of scrapping MT and DGM RRs. The same has been communicated in different meetings and written assurances by management. But management forgot its commitments immediately once the Hon'ble PCAT gave the liberty to BSNL for publishing the MT results. This has shaken the confidence of executives who have always been trying to settle the issues through persuasion and amicable means.

No PSU keeps provision of two level of entry for executives with similar qualification and experience. Here also BSNL HR is a unique case which wants the experienced executives to remain down below the level and wants to induct fresh MTs two levels higher. We are not against meritocracy, but we only want a firm and rugged Policy, where jumping of cadres is not allowed and there should not be any intake of freshers other than the entry level.

It is our humble appeal for your kind intervention in scrapping the current process by scrapping the current MT/DGM RRs and replacing it with a firm internal fast track promotional mechanism based on merit and performance and choosing the best from the incumbents to the next post.

3. **Issuance of AGM Promotions for All Eligible Executives by utilizing complete strength of AGM and DGM Grades in one go and by further increase in the sanctioned strength of various grades including JTO/JAO, SDE/AO, AGM/CAO, DGM(T&F) equivalent grades and various streams in view of takeover of O&M works of BBNL/MTNL by BSNL:**

It is quite painful that despite of the verdict of the Hon'ble Supreme Court in the matter of Reservation in Promotion on 28.01.2022 and DoP&T issuing instruction on 12.04.2022, BSNL failed to issue the promotion in AGM/CAO equivalent grades even after passage of three months, whereas other departments including DoP&T are issuing bulk promotions after the order. Promotions are being held up citing non clarity on issue of Own merit/On Merit. The uniqueness of BSNL in pushing the performers down ward is also visible from their decision of revising the seniority lists where the competitive quota executives who passed the competitive exam for earlier vacancy years have been kept junior to the executives promoted through normal channel for later year Vacancies by way of one-sided interpretation of Recruitment Rules and even ignoring the legal opinion given by retired Justice of Honourable Supreme Court. It is really sad to note that meritorious competitive

quota people are being denied of their promotion chances vis-à-vis their Juniors from normal promotion channels.

Management can easily overcome the situation by promoting the all-eligible executives by diverting the posts of MT, considering around 1300 Look After and Adhoc DGM posts to be occupying regular posts and by creating more posts in AGM cadre as the operations of BBNL are being taken over by BSNL. The promotions for the AGM Promotions are being held up despite of the DOP&T Order and executives are stagnating in their preceding grade for almost 9-18 years now.

Hence, we request for your kind blessings in directing BSNL management for issuance of promotion orders for all eligible SDEs by utilizing complete strength of AGM and DGM Grades in one go (Considering Adhoc/LA DGMs to be occupying Regular Posts) and by further increase in the sanctioned strength of various grades including JTO/JAO, SDE/AO, AGM/CAO, DGM(T&F) equivalent grades and various streams in view of takeover of O&M works of BBNL/MTNL by BSNL. We also request for your kind blessings in restoring the seniority of the competitive quota executives at par with the normal DPC quota executives of same Vacancy Years.

4. **Issuance of Promotion in the AO to CAO and other equivalent grades and regular promotions in the grade of DGMs** : The promotion in all other cadres are pending for years despite presence of eligible persons completing their residency period. There is acute shortage of executives in these cadres but still management is not taking any concrete action to clear this shortage. All they need to do is to extend 15-16 days relaxation in cutoff date for eligibility promotion to the cadre of CAO and six months in the case of promotion from AGM to Regular DGMs. Further many DGMs are working on adhoc basis for years but still they have not been promoted to the regular grade. Hence, we request to execute immediate promotion in these grades by extending suitable relaxation in cutoff date.

5. **Enhancement of total SAB to 30% (shortage of 8.2%) and formation of PRMB Trust with defined contribution. Deposit of pending SAB amount (due since April-2021) with interest** : Discussion in the direction to increase the quantum is not at all taking places on the pretext of financial condition of the organization leaving behind the families of the deceased BSNL Employees on mercy of destiny. In recent time after hundreds of BSNL Employees died in Covid and many families are left in complete state of lurch as no support system exists for them. The Pension coming from SAB is in tune of just about Rs 2500/-, which is even insufficient to meet even basic need of family. BSNL is completely failing in its duty to ensure social security to its employees and off late even indoor treatment expenses have also been thrust upon employees in the name of optional Group Health Insurance Scheme. Hence, we request your kind blessing in directing

management to enhance the quantum of SAB as the financial system of our beloved organization has considerably improved now.

All the above issues are long pending HR issues which have kept executives bogged down for all these years. We have a definite ray of hope from your good self who has been instrumental in ensuring the revival of BSNL and turning the organisation into the best and in the same way we are very much sure that under your guidance, the HR system of BSNL will also become the best HR policy at par with the contemporary CPSUs and organisations of repute.

Thanking You.

With Best regards



[DHIREN KUMAR PARIDA]

Circle Secretary, Odisha