



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

President

G Veerbhadra Rao
9440648648

General Secretary

Md. Wasi Ahmad
9431200347

Finance Secretary

Badri Kumar Mehta
9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

GS/AIGETOA/2022-23/03

Dated 19.11.2022

To,

Shri Arvind Vadnerkar
Director (HR), BSNL Board
Bharat Sanchar Nigam Limited
Janpath, New Delhi.

Subject: Seeking Comments from Majority Association with regard to Proposed New MSRR draft – the exercise appears to be a mere formality keeping in view the time lines offered to seek comments from associations and we firmly reject this one sided approach - Regarding.

Ref: 1. **BSNL CO-Pers/15(17)/4/2022-Pers-I dated 14th November 2022**
2. **Email dated 18th November 2022 from AGM DPC**

Respected Sir,

Please refer to letters under reference vide which comments have been sought from Majority recognized association AIGETOA on the proposed amendments in MSRR and also the email dated 18th November 2022 vide which a reminder has been issued to submit the comments within the stipulated time of 7 days.

In this regard we wish to inform that **first of all it is a pure breach of trust by preparing and finalizing the MSRR draft without having any discussion with our association despite commitments at different levels to discuss the approach with AIGETOA before finalizing any draft.** Whenever we reached to HR group for status on the preparation of proposed MSRR draft, it has been informed to us that the draft is in initial stage of discussion and let some clarity come, then management will have discussion with association and shall not finalize the draft without discussions. This was assured to us even during our recent interactions with management in as late as November 2022. We were shocked to receive a letter from Personnel section along with draft of amended MSRRs with a timeline of 7 days to submit the comments on MSRRs and thereafter a reminder email for submitting the comments in time.

This is nothing but a one-sided approach of management where apparently it is felt that management is trying to dictate the terms without discussions and just is indulging into mere formality by seeking comments from association on MSRRs. It will be pertinent to mention that the committee was constituted in December 2021 which had the Senior officers from Management Side (As stated to AIGETOA in minutes of the formal meeting dated 9th February 2022). **The committee which consisted of senior most officers from HR group took one year to finalize the draft and isn't it surprising that management expects association to submit its comments withing 7 days by studying the nitty-gritties of a draft which is going to rewrite the future of executives of BSNL.**

Though we welcome the approach of having a meritocratic setup but still prima-facie we have found that the draft is devoid of many features plus it is trying to curtail the financial benefits in the form of increments associated with promotions and it is also not giving proper opportunity to the executives to enable him/her to reach to the topmost echelons by introducing elongated residency for reaching to the GM and beyond level posts. The draft is having provisions for external

lateral entry at Senior Executive Trainee Level with 450 Posts which has always been opposed by Association. The draft also contains provisions for DR DGM Recruitment. **It will be worth to mention that management has categorically agreed to scrap such provisions for lateral entry and sadly still it has found its way in the draft of new RRs.**

The residency period and eligibility criteria for promotion to next level and that to highest levels also needs a detailed and elaborated discussion of association with committee members as many of the clauses and criteria are not acceptable to us and is detrimental to the career prospects of existing executives. Added to this, there is no provision to take care of the existing executives who are stagnating in their respective grades or have stagnated in one level below for much higher time and they need to be pushed to the next level before the new MSRRs are notified. There is no weightage of qualification and the footnote towards relaxation in qualification criteria is contradicting BSNL's own submissions in Hon'ble Madras High Court.

The effort of management to introduce a meritocratic organization has completely lost its sheen with this one sided and domineering approach where executives and associations are being taken for granted and management is indulging into just a formality by not discussing with association before finalizing draft RRs and now giving a just a small window of 7 days to study and submit the comments when they themselves have taken one year to finalize the draft. **We categorically reject this MSRR draft in its current form and instead request management to start formal deliberations with the recognized association which is our rightful due before moving any step further on the RRs. Without formal deliberations on MSRR with representatives of this association, AIGETOA will not submit any comments.** Once the deliberations are over, association will need **a window of at least four weeks** to have consultations with various stakeholders and submit its comments. We need to move with caution when we are trying to resurrect the future of executives and such hurried approach will definitely not be in the best interests of anyone be it executives or be it management. Association would also like to present its submissions in the form of a presentation before Hon'ble CMD BSNL and to your goodself to explain our point of view.

We once again request that if the intent of management is to have a constructive, consensual, informed and transparent approach towards the career aspects of executives, then they should immediately call AIGETOA for formal deliberations, have meaningful discussions, re-finalize the draft and then give a window of 4 weeks to submit the comments by having discussions with all the stake holders **failing which this letter should be treated as a firm rejection from the only recognized representative association of BSNL i.e. for the proposed draft of MS RRs circulated vide letter under reference no. 1.**

Further, it is also requested to share the exact draft for all the streams for proper deliberation with uniformity in lieu of asking us to map the RRs with the draft circulated.

Expecting a firm and positive consideration of our request in the best interest of employees and organization.

With Warm Regards

**Yours Sincerely
Sd/-**

[Pavan Akhand]

For: General Secretary, AIGETOA

Copy to:

1. Shri P K Purwar Ji, Hon'ble CMD BSNL for kind information and request for necessary intervention pl.
2. Shri R K Goyal, CGM (CNTxN) Circle for information and n/a pl.
3. Mrs Anita Johri, PGM (SR & Restg), BSNL CO for information and n/a pl.
4. Shri Saurabh Tyagi, PGM (Estt), BSNL CO for kind information and n/a pl.
5. Shri S N Gupta, GM (Pers), BSNL CO for kind information and n/a pl.
6. Mrs Shamita Luthra, GM (Rectt), BSNL CO for kind information and n/a pl.