

All India Graduate Engineers & Telecom Officers Association**Central Headquarter, New Delhi****(The Recognised Representative Association of BSNL)**

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

GS/AIGETOA/2022-23/01**Dated 06.11.2022**

To,

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

Subject: Strengthening of HR processes of BSNL with complete focus on "Timebound Execution" and implementation of firm initiatives to settle the long pending HR issues of executives in a time bound manner to address the issues of promotions in AGM grade (all streams), Promotion of Left Out JTOs to SDE grade, promotions in DGM grade, Resolution of Standard Pay scale issues of E2 & E3 for JTO/JAO/Equivalent & SDE/AO/Equivalent, Resolution of Pay Loss issues of executives recruited/promoted post 01.01.2007, long pending SAB contribution enhancement, revision in allowances etc - Regarding.

Ref: 1. GS AIGETOA letter no. GS/AIGETOA/2022/114 dated 14.10.2022
2. President AIGETOA letter no. AIP/AIGETOA/2022/02 dated 14.10.2022

Respected Sir

Please refer to letters under reference vide which Shri Pavan Akhand, Dy General Secretary AIGETOA has been entrusted with the charge of General Secretary as an interim measure due to certain unavoidable circumstances on the part of current GS Shri Wasi Ahmad, who shall not be able to spare his time at BSNL CO New Delhi for persuasion of issues on behalf of AIGETOA for next few months. I am working in the capacity of GS (l/c) for day-to-day persuasion of HR issues on behalf of AIGETOA under authorization vide above referred letters and accordingly I request your good self to kindly direct the HR team to mark all the communications from management side to the undersigned till further information from our side.

Sir, I take this opportunity to extend my whole hearted cooperation on all the decisions which are taken for the welfare of BSNL and its employees and will take all efforts to ensure that vision & mission of government/management to take BSNL to its greatest heights is fulfilled. We reaffirm that being a responsible and recognized association of BSNL, we have been and we will keep on standing firmly with all the decisions and actions which are taken for the betterment of our beloved organization BSNL and growth & development of its employees.

At the same time, we wish to reiterate that as a responsible association and voice of BSNL executives, it becomes our paramount duty to highlight the lacunae and shortcomings to ensure corrective action in time on the part of BSNL management. We believe in constructive actions and none of our actions/criticism etc will or are intended to create any chaos/pandemonium in the organization. We always raise our voice to ensure that organization remains on track and benefits/rights of each and every executive of BSNL remains protected.

Regn. No. : HR/019/2018/02138

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

Sir, because of no development on many of the HR issues and very slow progress on the HR front, today the motivation level of all the executives has reached so low down that they are now left with only negativity and frustration in their minds. **All the issues related to Pay, Pension and Promotions have been sent to backstage and even regular works like OTP transfer cases, rule-8 cases, rule-9 cases, deputation cases are missing its defined timelines/windows.**

The very recent example being AGM Promotions in Telecom Stream where the **AGM promotions could not be held despite no bar, no stay or no injunction orders from any court, authority or organization.** *Even the legal matters related to these promotions could not be handled effectively and timely and as a result, promotions could not be ensured despite all readiness and go ahead from your good offices.* **HR group should always remain compassionate towards the need of employees within the framework of set rules and procedures and we are lucky to have your good self as the head of HR unit who is full of compassion and concern for employees. But at the same time, it is equally true that unless the same compassion and concern is found down the line also, such type of setbacks will continue to occur and it is regrettable to mention that somewhere down the line in HR group, there is definite lack of concern and proactivity which needs to be rectified urgently to ensure that burning HR issues are settled well in time without any complexity.**

The plight of delay in issuance of revised SDE RR & addressing the SDE reversal matter is also directly affecting the executives' careers badly. Your good self will acknowledge the fact that this association was assured many times from management on positive clearance of these matters within short time span but the issues are still pending to be resolved. The complex scenario in SDE Seniority fixation is also result of continued ignorance of interests of talented competitive quota executives by HR group which ignored all the documents, precedences, legal opinion from Retired Justice of Hon'ble Supreme Court with their one-sided interpretation of Hon'ble Supreme Court Judgment as well as SDE RRs.

The severity of down gradation of pay scales for JTO/JAO & SDE/AO equivalent affected the morale of the existing employees and the high churn of the newly recruited executives is the best example to identify the same. BSNL executives at the entry level are getting very low basic compared to other similarly placed PSUs and private sector and as a result, most of these talented and young executives are looking outside for better opportunities in terms of career progression and pay. Now, as the discussions are already on with regard to MTNL workforce merger with BSNL, its high time to give relief to executives by extending E2 for JTO/JAO & E3 for SDE/AO equivalent cadres. **We also wish to reaffirm our stand that any pay scale lower than E2 for JTO/JAO/Equivalent grade shall never be accepted by this association as well as the executive fraternity of BSNL.**

Sir, I am duty bound to express the frustration of the executives and the associated remedial measures before your good self. **Such continued frustration and unrest are not good for the overall growth of the organization.** We have seen the compassion in your eyes and we understand that your willingness to get the burning HR issues resolved will definitely yield the results for the executives of BSNL, **the need is to send a strong signal to the officers down the line in HR group to either act in time or be ready to face the strict actions.**

We have high hopes from your good self and we take this opportunity to request your good self to immediately direct the officers from HR group to ensure the following which will instill a great sense of motivation and rejuvenation to the sagging morale of executives:

1. Immediate execution of AGM promotions of List 8 Executives which is litigation free as on date as the affected officers are waiting since last many-many years for their long-awaited promotions.
2. Resolve the long pending SDE reversal issue of LDCE 2007 executives in line with the commitments made earlier by your good self in various meetings and at various platforms.
3. Intervention at the highest level to ensure that approval for E2 pay-scales for JTO/JAO/Equivalent and E3 pay-scales for SDE/AO/Equivalent cadres is received from DoT at the earliest. Current discussions on MTNL workforce merger with BSNL cannot be completed without getting these scales approved by DoT.
4. Immediate start of discussions of association with Pay Loss Committee to extend 22820 as initial basic to the executives recruited in pre-revised E1A scales post 01.01.2007.
5. Form a committee to examine AIGETOA submissions with regard to Constitution of SDE Seniority List 9 onwards on vacancy year basis and ensure that List is revised on the basis of Rota and Quota.
6. Further we seek intervention of your good self in ensuring the notification of amended SDE RRs to ensure that promotion of the left out JTOs to SDE cadre occurs immediately.
7. Immediate increase in contribution towards Superannuation fund to 12 percent to make it 30% contribution towards Superannuation Benefits which is a pending & residual issue of 2nd PRC.
8. We also request for your kind intervention in resolving the AO to CAO promotions where the applicants and respondents have shown their interest to resolve the long pending dispute with out of court settlement and management must seize this opportunity to ensure that the promotions in AO to CAO cadre is completed without any further delay.
9. Notification of LDCE for JTO to SDE cadre immediately for all the available vacancies up to current vacancy year.
10. Ensure parity for all executives in their EPP through uniform first TBP upgradation
11. Immediate start of discussion with majority recognized association on the modifications in MSRRs.
12. Immediate scrapping of MTRRs and its replacement with Internal Fast track promotion mechanism.
13. Immediate discussion on Restructuring and increase in number of posts in various grades in view of the BBNL merger to BSNL.
14. Various pay loss incurred to LICE executives need to be addressed
15. Processing of OTP cases are done in defined timelines and the orders are released in time to ensure proper planning by the executives to join at their new places considering various aspects like Academic Session of their kids etc.
16. The Rule-8, Rule-9 cases need to be considered empathetically and as far possible all the Rule-8 cases above 5 years may be settled immediately
17. Implementation of Sabbatical Leave in BSNL & Removal of freeze on deputation to outside organizations.
18. Starting preparatory works for DGM grade promotions to ensure their promotions at the earliest.

- 19. Revision in TA/DA and other allowances at par with current market conditions, restoration of LTC and provisioning of Laptops to the executives across all the cadres and not to restrict the benefits to the select set of higher officers of organization.**
- 20. Immediate implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022.**
- 21. Notification of Uttarakhand as Hard Tenure Station and Few areas of Karnataka as Soft Tenure Station and ensuring circle break for Lakshadweep hard tenure station.**

We sincerely hope that your good self will definitely ensure that executives are not made to suffer any more on the HR aspects and direct the officers from HR wing to act and perform in a time bound manner. We also request your good self to extend the formal agenda meeting urgently which is pending since long as the last formal agenda meeting was held in February 2022.

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 with a request for kind intervention in settlement of the long pending HR issues.
2. Mrs Anita Johri, PGM (SR & Restg), BSNL CO for kind information and necessary action with a request to arrange the long pending agenda meeting with AIGETOA at the earliest please.
3. Shri Saurabh Tyagi, PGM (Estt), BSNL CO for kind information and n/a please.
4. Shri S N Gupta, GM (Pers), BSNL CO for kind information and n/a please.
5. Shri S P Singh, GM (Admin), BSNL CO for kind information and n/a please
6. Smt Shamita Luthra, GM (Rectt), BSNL CO for kind information and n/a please.