



Regn. no. HR/019/2018/02138

# All India Graduate Engineers & Telecom Officers Association

## Central Headquarter, New Delhi



**( The Recognised Representative Association of BSNL )**

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GS / AIGETOA / 2022-23 / 21

Dated 03.01.2023

To,

**Shri Arvind Vadnerkar ji**  
**Director (HR)**  
**BSNL Board**  
**Janpath, New Delhi**

**Subject: Request for granting a formal meeting to AIGETOA with respect to the various agenda points pertaining to long pending HR issues of BSNL Executives - Regarding.**

**Respected Sir,**

The last agenda meeting had been held on 09<sup>th</sup> Feb 2022 with the AIGETOA by the BSNL management. In the meeting itself, Association side requested for holding the agenda meetings timely and as per schedule in future. It is pertinent to mention that as per REA 2014, management must hold the formal agenda meeting with the recognized representative association once in a quarter. But it's indeed painful to state that in last 2.5 years of our recognition period, only 3 agenda meetings have been held till date which is itself tells the true story of SR cell's concern towards the issues of executives.

To add to this, it is also regretful to mention that all the commitments and decisions taken in the meeting duly minitised remains mere sentences and assurances on paper and most of them are never implemented in reality. We regret to mention that there has been complete ignorance of the discussions specially those held with respect to the SDE 2007 reversal issue and publishing of BSNL MSRR 2023. Management has failed to keep its commitment for resolving the SDE 2007 reversal issue till date. Despite agreement that management will discuss the with majority recognized association before finalizing the MSRR draft, No discussion was held with AIGETOA. Commitments with respect to other issues have also not been followed and implemented in totality.

It is understood that SR Cell will follow up for the implementation of decisions with various units to resolve them as per discussion of the meeting but it is indeed regrettable to mention that most of the issues raised in the meeting remains pending and are never being followed up by SR cell nor any status are being informed to us.

Though we are thankful to your good self for resolving few of the issues but the non-resolution of the issues related to Pay, Promotion and Pension and their continued neglect is creating a huge dissatisfaction and unrest amongst the executives. In this backdrop, this agenda

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meetings holds a big significance and it is expected that SR cell will take all necessary efforts to not only hold the meeting but ample follow up with sections to resolve the issue in line with the discussions held. Further, it is expected that future agenda meetings shall be convened in time by SR cell.

Accordingly, agenda points are once again submitted and enclosed for the proposed formal meeting for your ready reference. We do hope that SR Cell will utilize the opportunity to follow up with various units and ensure some concrete result in the form of orders.

Thanking you sir  
With warm regards,

Sd/-  
**[Pavan Akhand]**  
**General Secretary (I/C)**

Copy to:

The PGM (SR), BSNL CO, New Delhi for kind information.

# AGENDA POINTS STATUS - FORMAL MEETING BETWEEN RECOGNISED REPRESENTATIVE ASSOCIATION (AIGETOA) & BSNL MANAGEMENT

## HR Issues

### **I. Promotion and Restructuring Related Issues**

**1. The notified BSNL MS RR – 2023 must be held in abeyance and fresh discussion should be initiated with the recognised representative association of executives in the best interest of organization as well as a healthy employee-employer relationship:**

BSNL MS RR has been finalised without consultation with association in complete breach of trust by management and in complete contravention to the assurances given at various levels. The notified MSRR should be revoked immediately. Discussion with majority recognised association should be initiated, informed decisions should be held and the inputs suggested should be incorporated and MSRR 2023 should be notified with amendments. Further provision of any external recruitment at levels above JTO/JAO Equivalent should immediately be scrapped. Revision of MS RR with introduction of personal upgradation clause after completion of 8 years in SDE service is an absolute necessity to take care of the genuine career aspirations of people in Telecom and Finance Cadre.

**2. Immediate issuance of AGM promotions of all eligible SDEs who have completed their residency period and formation of a committee to examine AIGETOA submissions with regard to Constitution of Seniority List 9 onwards on vacancy year basis and ensure that List is revised on the basis of Rota and Quota.:**

The executives presently working in SDE grade and having completed their residency period of 7 years should be immediately promoted to the next level of AGM grade. These executives have been granted only one promotion in their whole career despite having spent more than 20 years in the organisation. It's indeed an irony that management recruited professionally qualified executives with B.Tech qualification from premier institutes and left them orphans in the name of restructuring and downsizing the manpower of the organisation while they totally forget to take care of career aspirations of the professionally qualified man power leading to a huge unrest in the minds of all.

Further association has submitted its feedback and legal opinion from a retired justice of Hon'ble Supreme Court for a correct interpretation of the Hon'ble Supreme Court with respect to extending the Rota and Quota in SDE Seniority Lists. **It's strange to notice that despite matter remaining sub-judice at various courts, management decided to promote executives of later vacancy years belonging to VY 2009-10, 2010-11 while leaving the LDCE 2012 qualified executives belonging to the VY 2006-7 and 2007-8.** It is requested to immediately form a committee with representatives from association side also as members for a holistic and unbiased examination and consideration thereafter on the matter. Further all eligible SDEs must be extended promotions to the AGM grade to end this injustice meted out to the LDCE 2012 qualified executives.

### **03. Issuance of AO to CAO promotions:**

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. **Management must take all efforts to promote the all-eligible AOs to CAO grade immediately.**

### **04. 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.**

Despite commitments at highest level, the issue has not been settled yet. In all the last three meetings, this issue was assured to be resolved in totality but the same has yet not been resolved in the name of pending litigations which management themselves have assured to settle out of court. It is indeed an irony that while their peers and juniors in the list have been promoted, these executives have been mercilessly left out in promotion list. The issue needs an immediate redressal as these executives are completely feeling shattered and demotivated due to uncaring attitude of management. Even the court cases which were filed on the behest of management only are not being attended by BSNL properly.

### **05. Immediate discussion on Restructuring and increase in number of posts in various grades in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting 5 lakh villages etc:**

The last restructuring order was issued with provision for the cadre strength as on 01.01.2020. The structure was envisaged to be reviewed after a period of 2 years. During this period substantial changes have taken place and many prestigious projects like 4G saturation, Special PM pilot Project for connecting 5 Lakh Broadband connections in rural areas etc have been awarded to BSNL. Many more such projects may be in pipeline also. **Accordingly, the review of the structure is an imminent necessity for taking care of the organisational requirements as well as fulfilling the career aspirations of the executives who stood shoulder to shoulder with BSNL during most difficult and turbulent times for the organisation.**

### **06. Notification of amended SDE RRs to ensure that promotion of the left out JTOs to SDE cadre occurs immediately:**

This is really surprising and rather astonishing that while MSRR 2023 have been notified without concurrence of DoT despite the fact that they were finalised earlier by concurrence and approval of DoT, at the same time SDE RRs have been sent to DOT for their concurrence which neither had any pensionary implication nor they had any relevance for sending to DoT. **The aforesaid SDE RRs despite being approved by board in March 2022 has yet not been notified pending approval from DoT while the MSRRs approved in Board on 29<sup>th</sup> December 2022 has been notified on 31<sup>st</sup> December 2022 despite oppositions from all corners.** As a result, despite availability of

vacancies as per old SDE RRs as well as provisions in new SDE RRs, the promotion of these officers could not be issued and they have been made to lose precious one year of their residency period.

**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.**

**07. Issuance of Promotion under PWD Quota:**

DoP&T has issued guidelines wrt implementation of PWD reservation in promotions. The same has yet not been implemented in BSNL and hence the same may be expeditiously processed to extend justice to these candidates.

**08. Issuance of JAO to AO Promotions:**

It is understood that vacancies shall be available in AO grade also. It is requested to keep the DPCs up to date by immediately issuing the promotions from JAO to AO grade.

**09. Issuance of DGM(Adhoc) to DGM Regular(T) and AGM(T) to DGM(T) Promotions:**

The issue of DGM (Adhoc) to DGM (Regular) has been unnecessarily dragged citing court orders. The same must be immediately issued on notional basis. The subsequent vacancies arising out in AGM cadre must also be filled on notional basis and all the vacant seats must be filled including those of SC/ST by widening the zone of consideration to all the unfilled vacancies.

**10. Irregularities noticed in the issuance of promotions in DGM grade and AGM grade in CSS cadre:**

It has been brought to the notice of this association that recently issued promotions in DGM and AGM grade in CSS cadre has been issued in violation of the existing rules and norms. We request for placing the facts on record and discussion on reasons thereof for the alleged violations in those promotions. It is further understood that earlier also an attempt was made to promote an officer in CSS grade in utter violation of the rules. It will not be out of place to mention that same HR group was very reluctant in issuance of promotions in Telecom group (DGM Adhoc to DGM Regular and SDE (T) to AGM (T) by citing non-existent court cases) but allegedly its being told that hyperactive steps have been taken to ensure the promotions in AGM cadre for a select few officers. **We further wish to state that if the aforesaid promotions have been issued in violation of the rules, the financial implications and subsequent pensionary implications must also be placed on record as it will be a loss to BSNL as well as consolidated fund of India by virtue of these financial and pensionary implications.**

## **II. Pay, Pension, Perks, Allowances related issues**

### **1. 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:**

Despite assurance by BSNL for reminder and a follow up thereof, the issue is still pending at DoT. After persuasion from this association, it is understood that the file has again been reopened at DoT. This association requests for arranging a tri-party meeting with association representatives and DoT officials in presence of representatives from BSNL management side to break the unnecessary deadlock which has been created over a genuine and sensitive issue pertaining to the lively hood of BSNL Executives.

### **2. 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:**

As directed earlier, association has submitted its feedback to the committee and has held subsequent informal discussions with PGM Estt where in fresh inputs have also been given. The Committee is yet to held a formal discussion with AIGETOA for moving forward on the matter. The issue needs an urgent attention as executives have been made subject to huge pay loss just by virtue of implementation of 2<sup>nd</sup> PRC recommendations in BSNL.

### **3. Extending E1 plus 5 increments to all the JAOs and JTOs recruited in provisional E1 scales post implementation of 2<sup>nd</sup> PRC recommendations of BSNL**

It was agreed in the 15-09-2020 meeting to form the committee to examine the submission of the AIGETOA for extension of E1+5 advance increments to all JTO/JAO Recruited or promoted in E1 Scale to compensate their loss vis-à-vis others JTO/JAO. BSNL Board has also approved E2 for JTO/JAO equivalent grade executives. The committee has yet not been constituted.

### **4. Implementation of 3<sup>rd</sup> PRC in BSNL:**

BSNL employees have been carrying the load of all the social and national obligations pertaining to Government of India wrt Telecom Sector. BSNL is also instrumental in development of home-grown 4G/5G Technology which is one of the most critical initiatives in Aatma Nirbhar Bharat in Telecom. **BSNL has to bear the brunt of these responsibilities in terms of loss of revenue and business and also loss of customers due to non-availability of 4G.** Though unions and associations have been demanding implementation of 3<sup>rd</sup> PRC, **now its high time that management should also asked for implementation of 3<sup>rd</sup> PRC in BSNL to Government of India.**

### **5. Increase in Quantum of SAB to make it 30% and creation of PRMB fund:**

Recouping of leftover quantum of 30% SAB, which is presently 21.8% as defined contribution. Formation & start of contribution in PRMBF has not taken despite discussion on the same many a times.

**6. Initiation of Proactive steps by BSNL to ensure that option higher pension contribution is collected well within stipulated time to make it ready to be sent to EPFO:**

Hon'ble Supreme Court has allowed exercising of options for higher payment within a defined time window. Though EPFO has not issued instructions for working employees in this regard, but the same is under consideration to be notified soon. Other PSUs have already started the process of collecting options. BSNL must initiate similar action to ensure that there is no delay in collection and processing of higher pension options.

**7. Facility of Cashless Indoor Treatment to the employees of BSNL:**

It is mandatory on the part of employer to extend cashless indoor treatment facility to its employees. The same is not being made available to the employees because most of the renowned hospitals across various states and cities are refusing to get themselves empanelled on cashless basis owing to the issues related to non-payment or non-processing of their bills. Either BSNL should arrange for the empanelment of all the leading hospitals on cashless basis or should extend the Group Health Insurance to employees. The premium of this insurance should be paid by BSNL instead of forcing the employees to pay such premium. Department should not shy away from its responsibility of providing timely and suitable medical care to the employees and their dependents.

**8. Enhancement/restoration of outdoor limit of Medical reimbursement and also fixing of medical outdoor limit w.r.t year 2022 instead of 2020**

The outdoor medical expenses reimbursement limit is being calculated on the DA rates applicable as on 01.04.2020. The same needs to be revised at current DA rates.

**9. Implementation of Sabbatical Leave in BSNL:**

Many organisations including MTNL have this facility where employee can go on sabbatical leave. This facility may be implemented in BSNL also.

**10. 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. Increase in Mobile Set Reimbursement at par with market cost and the need of the organisation.**

**11. Immediate implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022 and extension of Group Term Insurance by employer.**

### **III. Other HR issues of importance:**

#### **1. Status and information on the number of cancellations made after issuance of long stay transfers:**

BSNL issued long stay transfers last year for the executives on long stay basis. This association is in receipt of many complaints from its circle chapters that a majority chunk of the executives has either been retained at the existing places or their transfers have been cancelled on pick and choose basis. It will not be out of place to mention that in many of the cases it has been found that the reasons for retention or cancellation are beyond the scope of transfer policy. It is understood that such retentions and cancellations have been done simply by taking approval on files and hence making transfer policy redundant and irrelevant. Under such circumstances, the scope for any wrongful or vested interests cannot be ruled out. **Association demands for a white paper on number of transfers done, retentions done, cancellations done and the reasons thereof to be placed formally in the meeting so that unnecessary apprehensions lying in the minds of all executives can be alleviated.**

#### **2. Streamlining the attendance management system and incorporating the changes to take care of the problems associated with field units:**

Association has been time and again raising this issue ever since the implementation of online attendance management has been done in BSNL. The implementation of the system is full of inherent lacunas, impractical parameters etc. The hasty implementation has created many practical problems in field units and the system needs a complete re-look. Feedback of the association with respect to this implementation must be examined and suitable changes in the system must be incorporated.

#### **3. Streamlining the IPMS system and incorporating the changes to take care of the problems associated with field units:**

Association has submitted its input with respect to the IPMS implementation in BSNL. There are many associated issues which needs to looked into specially with respect to target assignment and achievements. Feedback of the association with respect to this implementation must be examined and suitable changes in the system must be incorporated.

#### **4. Implementation of Changed Immunity Guidelines midway through the recognition period must be stopped and allotment of quarter to majority recognised association:**



Management has issued new guidelines with respect to immunity ignoring the inputs submitted by association. The guidelines are not in line with the specified procedure and the basic motto of REA has been defeated. Further to add to this, the implementation has been made applicable mid-way through the recognition period which should not have been done. **The rule cannot be changed midway. Changes if any should have been done after due consultations with associations and should have been made applicable after expiry of the recognition period.**

Further despite provisions and issuance of sanction order, admin cell has failed to allot the quarter to majority recognised association. Association has requested for allotment of Type-V quarter near to BSNL CO. The same may be accepted.

**Further, as representative of executive aspirations, association nominee to be made part of all committees dealing with HR issues.**

#### **5. Ignorance of welfare board and sports board members from recognised association side:**

Decisions with respect to welfare and sports board are being taken unilaterally by management side without consulting recognised association representative in the board. Even constitution of the board has been changed without convening the meeting of the board members. Recently sports compendium has been issued without discussing with the board members. The concerned section should be strictly asked to adhere to the rules and regulations and meeting of the board should be convened regularly. Also reasons for deviation from the set practices may be enquired.

#### **6. Removal of freeze on deputation to outside organizations:**

The ban on deputation to outside organisation should be lifted immediately. One side management is unable to provide better career opportunities to its executives and on the other side they are stopping them to move to outside organisations also. Department should shy away from implementing the concept of bonded executives and open the deputation channel for executives fully instead of partial allowing to DOT and TRAI and that too for limited numbers. This creates discrimination within the organisation.

#### **7. Processing of OTP cases in time, maintenance of waiting list, declaration of few areas of Uttarakhand as Hard Tenure and few areas of Karnataka Circle as Soft tenure and calling for volunteers from the executives for posting at circles facing acute shortage of staff:**

OTP cases must be processed in in defined timelines and the orders must be 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. Processing of Long Pending Transfer Request cases from Karnataka Circle must be ensured this time. Waiting List of OTP cases should be published and the volunteers must be called for from the executives for posting at Circles facing shortage of staff. The much awaited orders for declaration of Hard Tenure Stations of Uttarakhand and Soft Tenure stations of Karnataka must be issued urgently.

The GTI coverage should be extended even after retirement and up to the age of 75 years and other changes required as needed. The premium payment of such GTI Scheme should be the responsibility of Employer as being done in other PSUs.

**10. Declaration of Second & 4th Saturday as Holidays to field units:**

The administrative units are getting second Saturday as holiday. The same needs to be extended to other field staff also to maintain parity between the staff. The works of field units can be looked after in the similar way as being done on Sundays. As a special gesture to acknowledge the efforts of employees, 4<sup>th</sup> Saturday should also be declared as holiday in line with banks.

**11. Extending the Facility of Residential Accommodation to employees on the basis of license fee instead of crop policy especially to those posted at nearby areas and commuting up and down on daily basis from their place of work.**

**12. Issues related to Ludhiana SSA of Punjab Circle**

**13. Holding of Formal Agenda Meetings with recognised association in a timely manner and implementation of decisions taken in the meetings in a fair and just manner by management through regular follow up by SR cell with various other nodal cells dealing with the issues.**

**Development and organisation related issues of BSNL**

- 1. Status of launching of 4G Services in BSNL and plan for 5G Rollout thereafter**
- 2. Laying of new OFC routes with armed cable.**
- 3. Immediate procurement of CPAN/OTNs/BNGs/Core Network elements**
- 4. Battery Supply to the BTSs & Installations is still very poor**
- 5. Implementation of Crop Policy & renting out of high commercial value buildings of various circles and headquarter.**
- 6. Review of the revenue spent on VAS and other Projects of BSNL and audit of all projects initiated by BSNL vis-à-vis the CAPEX incurred, OPEX Spent, Associated Revenue and the Profit earned**
- 7. Problems Related to Cluster Policy.**
- 8. Issues related to maintenance of outsourced network maintained by M/s Fastway in various circles.**
- 9. Issues related to C-Top up Audit in circles.**

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