



Bharatiya Doorsanchar Manch

भारतीय दूरसंचार मंच

(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOB EA, BTU)

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BDM/2023-24/02

Dated 11.12.2023

To,

Shri (Dr) Neeraj Mittal Ji,
Secretary, Department of Telecom
Sanchar Bhawan, Ashoka Road,
New Delhi-110001.

Shri Pravin Kumar Purwar Ji,
Chairman & Managing Director
Bharat Sanchar Nigam Limited
New Delhi-110001.

Subject: Formation of Forum of Unions & Associations of BSNL to pursue the issues related to viability of BSNL and the issues pertaining to the BSNL employees' interest & their welfare - Submission of agenda items, Regarding.

Respected Sir,

As intimated vide letter no. BDM/2023-24/01 dated 06.12.2023, Bharatiya Doorsanchar Manch has been formed consisting of the members of various unions and associations of BSNL. The forum has unanimously decided to pursue for the following agenda points in the best interest of BSNL and its employees:

1. BSNL Viability Related Issues :

- Implementation and Pan India Rollout of 4G for BSNL without any further delay.
- Transfer of assets in the name of BSNL and handing over all the assets back to BSNL which has been acquired by DoT after 01.10.2000.
- Overhauling and strengthening of backhaul and other fiber network of BSNL.

2. Pay and Allowances Related issues:

- Implementation of 3rd PRC & Wage revision for BSNL Employees.
- Implementation of Standard Pay Scales of E2 (20,600-3%-46,500) for JTO/JAO/Equivalent grades and E3 (24,900-3%-50,500) for SDE/AO/Equivalent grades.
- Resolution of Pay Loss Issues: 22820 for JTOs/JAOs recruited post 1.1.2007 in pre-revised E1A scales, Settlement of JE Period Pay Loss, Extension of E1 + 5 increments to JTOs / JAOs as interim measure for E1 recruited JTOs/JAOs.
- Group Health Insurance (GHI) & Group Term Insurance (GTI) policy should be provided by the BSNL (Employer) and employee should not be forced to pay the premium for the same.
- Presidential orders to be issued to leftover DoT (Part/Full-time & TSMs) employees and should be given a CCS 1972 Pension facility.
- Redressal of stagnation issues pertaining to the employees of BSNL.
- Revision of TA/DA/Allowances at current market rates.
- Restoration of Medical Reimbursement to One Month Basic and DA.
- Restoration of LTC to BSNL Employees.

3. Pension Related Issues:

- a. Extending full 30% Contribution to the Superannuation Benefits of BSNL Recruited Employees.
- b. Pension Revision of BSNL/MTNL Pensioners at par with Central Government Pensioners and implementation of Hon'ble PBCAT judgement Dated 20 /09/2023.
- c. Creating Post-Retirement Medical Benefit Fund (PRMB) for BSNL recruits.
- d. Granting one time option to be covered under the CCS (Pension) rules 1972 for the executives and non-executives whose recruitment process was initiated/notified by DoT before formation of BSNL.
- e. Lifting the ban on compassionate ground appointments.

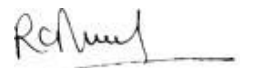
4. Promotion Related issues:

- a. Ensuring Sufficient Number of posts across all executive and non-executive cadres to ensure smooth career progression for all.
- b. Ensuring the Promotions of all the executives who have completed their residency period and fulfil the extant norms which can very well be addressed by suitable rearrangement within the sanctioned strength of the executives.
- c. Implementation of upper limit on the residency in each grade beyond which executives and non-executives must be promoted to the next grade by temporarily upgrading the posts to next grade.
- d. Scrapping the current Non-Executive Promotion Policy and implement a new promotion policy for the non-executives which suitably addresses the issue of stagnation within a grade and issues related to initial basic.
- e. Implementation of E1 instead of NE-12 scale for the non-executives at par with MTNL.
- f. Introduction of Uniform 1st Time Bound Promotion in 4 years for all executives.
- g. Restoration of increment on Promotion in line with the EPP/Promotion policy approved as per the terms of the absorption at the time of formation of BSNL.

- 5. Rationalization of Transfer Policy to avoid unnecessary disturbance of the employees and wastage of money. Only need based and request based transfer policy must be implemented in transparent manner.**

We earnestly request your good self for granting an agenda based meeting for discussion on the above mentioned issues for amicable discussion and resolution of the issues thereof.

With warm regards,



(R. C Pandey)
Convenor

Copy to:

- 1. PPS to Hon'ble Minister of Communication for kind information please.**
- 2. Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, Bhartiya Mazdoor Sangh with a request for taking up the above issues at appropriate level.**
- 3. Secretary General, ITEF, New Delhi for information please.**