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# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( A Recognised Association of BSNL Executives )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

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**GS / AIGETOA / 2023-24 / 123**

**Dated 22.12.2023**

To,  
**Smt Anita Johri**  
**PGM (SR), BSNL Board**  
**New Delhi -110001.**

**Subject: Request for Granting an agenda based meeting to AIGETOA for discussion on crucial issues being faced by the BSNL Executives under the chairmanship of Director (HR)/CMD BSNL - Regarding.**

**Respected Madam,**

I am writing to request an agenda based meeting of the All India Graduate Engineers & Telecom Officers Association (AIGETOA) with the BSNL management. We have several long pending HR issues concerning the Pay, Promotion and Pension of BSNL executives that need to be addressed and decided with discussion and deliberation at the highest level. There are many issues which are being faced in the day-to-day service activities of each also which needs an immediate attention of the management. **Accordingly, we wish to seek discussion on some crucial HR & Development related points**

I am enclosing herewith the agenda points that we would like to discuss in the proposed meeting.

With Regards,

**[Ravi Shil Verma]**  
**General Secretary**

**Copy to:**

- 1. The Director HR, BSNL Board, New Delhi for kind information please.**

## **Pay, Pension, Perks & Allowances Related Issues**

1. Revision in TA/DA Transport, Child Education and other allowances at par with current market conditions, restoration of LTC. Provisioning of Laptops to the executives on PAN India basis and to increase the limit of such reimbursement to a minimum of Rs 50,000/-. Increase in Mobile Set Reimbursement at par with market cost. **(Admin Section)**
2. 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. **(Establishment Section)**
3. 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. **(Establishment Section).**
4. Extending E1 plus 5 increments to all the JAOs and JTOs recruited in provisional E1 scales post implementation of 2nd PRC recommendations of BSNL. **(Establishment Section).**
5. Implementation of 3rd PRC in BSNL and intervention at highest level for relaxation of affordability clause in view of the BSNL's involvement in development of Home Grown 4G/5G Technology and fulfilling the Telecom Objectives including the social and national duties as the national telecom carrier of India. **(Establishment Section)**
6. Increase in Quantum of SAB to make it 30% and creation of PRMB fund. **(Establishment Section)**
7. Implementation of Group Health Insurance (GHI) by BSNL, the employer should pay the premium instead of forcing the employees to pay. **(Admin Section)**
8. The case of the CCS pension for the BSNL recruited TTAs whose recruitment was initiated by DoT during pre-BSNL era may be taken up by BSNL with DoT in line with the Gazette Notification issued by GoI. **(Establishment Section)**
9. Implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022 and extension of Group Term Insurance by employer. **(Establishment Section)**

## **Promotion and Restructuring Related Issues**

1. 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. Introduction of upper cap in the residency limit to ensure promotions to the next grade on personal upgradation of the posts basis. **(Personnel Section)**
2. Issuance of AO to CAO promotions. **(Personnel Section)**
3. Resolution of the long pending SDE reversal issue of LDCE 2007 executives in line with the commitments made earlier by management in various meetings and at various platforms. **(Personnel Section)**

4. Discussion on Restructuring and increase in number of posts in various grades of various streams ( Telecom, Finance, Civil, Electrical, Architecture , CCS, PA/PS/PPS) in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting 5 lakh villages etc. **(Restructuring Section)**
5. Promotion of the next lot of JTOs to SDE cadre and covering all the LICE 2012 batch JTOs. **(Personnel Section)**
6. Issuance of Promotion under PWD Quota **(Personnel Section)**
7. Issuance of JAO to AO Promotions. **(Personnel Section)**
8. Issuance of DGM (Adhoc) to DGM Regular (T) and AGM (T) to DGM (T) Promotions. Issuance of Seniority List in AGM (T) Grade. **(Personnel Section)**
9. Issuance of AGM (CSS) to DGM (CSS) promotions and consequential promotions in subsequent grades thereof. **(Personnel Section)**
10. Convening of CPCs for PS to PPS in field units who are waiting for long despite availability of vacancies. **(Personnel Section)**
11. Creation of a greater number of PS and PPS posts in Field Units as well as BSNL CO for extending smooth career progression to the executives belonging to these cadres. **(Personnel Section)**
12. Creation of sufficient number of AGM (OL) Posts for extending smooth career progression to the executives belonging to these cadres. **(Personnel Section).**

### **Other Major Issues**

1. Discussion on making the OTP policy further automatized, need for further changes in the OTP system, Fixed Window for consideration of OTP cases and separate Fixed window for Inter Circle and Intra Circle OTP window without any overlap and linkage with each other. Allowing Intra Circle and Inter Circle OTPs together as both pertains to different domains and hence six months waiting clause must be removed for such cases. **(Personnel Section)**
2. Issues related to attendance management system and streamlining thereof. **(Admin Section)**
3. Discussion on cancellation of some arbitrary transfers issued by BSNL CO. **(Personnel Section)**
4. Discussion on rotation of officers from the sensitive posts as per the CVC guidelines. **(Personnel/Establishment Section)**
5. Issues arising out of takeover of ALTTC Campus by DoT and next course of action with regard to the training requirements of BSNL especially north zone. **(Training Section)**
6. Discussion on further refinement and betterment in the IPMS system and assigning of Targets on yearly basis along with provision of remarks/feedback for entering the reasons for shortfall in achieving the targets. **(Restructuring Section)**
7. Status of Verification and Forwarding of the options exercised by executives for the higher pension to the EPFO. Appointment of a nodal officer as custodian of the EPF

Records at various BAs as many records were found missing while scrutinizing the requests. **(CA Section)**

8. Status of Empanelment of Hospitals on cashless basis by circles as per the instructions issued by BSNL CO. **(Admin Section)**
9. Enhancement/restoration of outdoor limit of medical reimbursement and also fixing of medical outdoor limit w.r.t year 2022 instead of 2020 and Restoration of financial entitlement like medical without vouchers etc. **(Admin Section)**
10. Consideration and streamlining of the Rule 8 cases especially for those posted in Hard Tenure Circles. **(Establishment Section)**
11. Discussion with respect to the Syllabus for LICE across various cadres.**(Training Section)**

### **Growth and Development Related Issues**

1. Discussion on Implementation of 4G services and the complete Roll out of 4G services. Roadmap to the 5G Rollout thereafter.
2. Status on laying of new OFC routes with armored cable.
3. Status on procurement of CPAN/OTNs/BNGs/Core Network elements.
4. Status on addition in number of FTTH Connections, Net Addition vis-à-vis Net Deletion. Problems associated with the TIP model.
5. Review of the revenue spent on VAS and other project of BSNL and audit of all projects initiated by BSNL vis-a-vis the CAPEX incurred, OPEX Spent Associated Revenue and the Profit earned.
6. Issues related to maintenance of outsourced OFC network.