



राष्ट्र हित

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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 / 2024-25 / 95

Dated 21.10.2024

To,
Shri A Robert J Ravi Ji,
Chairman & Managing Director
BSNL Board, Corporate Office
New Delhi - 110001.

Subject: Immediate stoppage to the Arbitrary deployment or deputing of MTNL Executives to BSNL and resolve immediately the longstanding issues of Pay Disparity, Promotion bottlenecks and Pension related to BSNL Executives.

**Ref: 1] MTNL Letter No. MTNLCO-33/16/2024 Dated: 12.09.2024.
2] BSNLCO-CFAP/11(17)/1/2021-NWP-CFA Dated: 19.09.2024.
3] BSNLCO-CFAP/11(17)/1/2021-NWP-CFA Dated: 03.10.2024.**

Respected Sir,

We would like to draw your immediate attention to the critical issues regarding the proposed deployment of MTNL executives into BSNL, as indicated by recent communications. While we understand the broader goal of synergy between BSNL and MTNL, this proposed move, in the current scenario, raises several critical issues and challenges, that must be addressed before entering into any such exercise. **It is our considerate view that the deployment or deemed deputation of MTNL executives into BSNL is unnecessary and should not happen at all, as BSNL has sufficient staff to take care of the operations and maintenance. Instead, the focus should be on expanding promotional avenues for existing BSNL executives by creating more promotional posts.** It's high time that issues like unresolved challenges of Pay disparity, delayed Promotion and 3rd PRC must be resolved on priority. These must be addressed first, to prevent further distress within our workforce. These issues have long caused discontent among BSNL executives, and we urge that they be addressed promptly to safeguard morale, enhance operational efficiency and ensure financial stability within BSNL. **It is pertinent to note that the financial constraints can no longer be cited as a reason anymore for denying resolutions to pay, promotion and pension-related issues. The recent orders/decisions regarding deployment or deemed deputation of external executives in BSNL impose a much greater financial burden on BSNL than addressing these longstanding issues.**

We strongly urge that the following critical issues must be resolved immediately before any further steps are taken to deploy or depute executives from outside BSNL:

1. Pay Disparity Leading to Workforce Demoralization

For over seven years, BSNL executives have been waiting for the implementation of the 3rd PRC, while unresolved issues from the 2nd PRC of Standard pay Scales of E2-E3, The Pay Loss issues of

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Executives recruited/promoted post 01.01.2007, JE Period Pay Losses, E1 plus 5 increments to all the new batches, 30 percent Superannuation Benefits are persisting for over 17 years. **These longstanding pay-related disparities have led to widespread frustration, leading to low morale, high attrition and demotivation among those who remain in BSNL.** The resignation of over 150 skilled & experienced SDEs in recent years is a clear indication of the severe impact of these unresolved issues.

The disparity between BSNL and MTNL pay scales further exacerbates these frustrations. Deploying MTNL executives, who are on significantly higher pay scales, without resolving these disparities would further create hierarchical issues, demoralize the BSNL workforce, creating tensions and adversely affecting productivity.

2. Promotion and Career Progression Issues

Promotion delays across all streams-i.e. Telecom, Finance, Civil, Electrical, Architecture, PA/PS & other carders have plagued BSNL executives for several years. Many executives across streams are currently working below their eligibility levels due to delayed decisions on promotions and lack of sufficient promotional opportunities, causing deep professional dissatisfaction. While AIGETOA has consistently raised these concerns, the delay persists, leading to stagnation in career progression.

Rather than proceeding with the induction of executives from outside on deputation or deployment, it is crucial that BSNL first resolves these long-pending promotion issues, ensuring that BSNL executives receive the promotions they have rightfully earned. Failing to address this will only aggravate the frustration among the BSNL workforce, jeopardizing the company's human resources stability and undermining its operational stability.

Additionally, integrating MTNL staff, who come with different operational experiences and pay structures, without a clear alignment plan may lead to inefficiencies and operational challenges.

3. Legal Concerns in PSU-to-PSU Deputation

The proposed transfer/deputation of MTNL executives into BSNL without permanent absorption raises significant legal concerns under existing Department of Public Enterprises (DPE) guidelines. As per existing norms, Deputation between PSUs requires specific exemptions from DPE, which have not yet been obtained. Moving forward without securing these exemptions may expose BSNL to legal risks and complications, putting BSNL in a precarious position causing long-term issues. It is critical to follow the guidelines. Any such deputation or deployment with permanent absorption in BSNL will violate the decision of its own board of BSNL.

4. Financial Implications and Additional Burden on BSNL

BSNL is already grappling with severe financial constraints due to various legacy and operational challenges. The addition of MTNL staff either through absorption or deputation in BSNL on higher pay scales would only exacerbate this burden. Especially as MTNL's revenue streams are significantly lower than those of BSNL and are nowhere compared to the financial implications involved in deputing the executives from MTNL to BSNL. BSNL's current financial situation cannot afford or support the additional costs associated with absorbing/deputation/deployment of MTNL executives. **BSNL cannot sustain this additional expense without compromising its operational viability. With this additional financial outgo, BSNL's already fragile financial situation will be further strained, which could delay key projects, including the rollout of Govt of India Prestigious Make-In-India 4G services. It is also essential that BSNL should not be left to bear the financial burden of MTNL's unsustainable operations.**

5. MTNL's Financial Crisis and Its Impact on BSNL

MTNL has been experiencing substantial losses, reporting a deficit of ₹2,910 crore in FY23, a figure that has grown despite government support. This, combined with its inability to turn profitable despite various efforts, has prompted the government to consider transferring its operations and staff to BSNL. **However, this move threatens to place additional financial pressure on BSNL, which is already dealing with its own financial challenges. Introducing MTNL's higher-paid employees will only add to this financial strain.**

Given the magnitude of these challenges, it is imperative that BSNL management takes proactive steps to comprehensively address the highlighted issues such as pay disparity, promotion bottlenecks and pension concerns, rather than imposing the additional financial burden of absorbing or deputing MTNL executives into BSNL.

Failure to resolve these issues could not only harm the morale and efficiency of BSNL's workforce but also trigger widespread unrest among employees. Moreover, the financial strain of integrating MTNL's operations, compounded by the complexities of MTNL's mounting debt and liabilities, could severely destabilize BSNL's fragile recovery trajectory during this critical phase and lead to potential legal complications. **AIGETOA, as the recognized association of BSNL and affiliated to BMS, is duty-bound to vehemently oppose any such unilateral move by management, tooth and nail.**

With BSNL poised to undertake key projects like the Indigenous 4G rollout, any additional financial strain could derail these critical initiatives, putting both BSNL, MTNL and the broader telecom sector in a precarious position. **Therefore, we strongly urge that any such move of deployment or deputation of executives from outside BSNL should not happen at all. Instead, we request for immediate action to resolve the grievances of BSNL executives related to Pay, Promotion and Pension. Rather than relying on external executives, BSNL must create sufficient promotional posts to meet the career aspirations of its existing workforce.**

Failure to address these issues risks deepening dissatisfaction within BSNL's workforce, leading to operational disruptions and increased attrition—consequences that would severely undermine the long-term objectives of both BSNL and MTNL. **A comprehensive resolution of these issues, coupled with government intervention to bear the financial burden of loss making MTNL's Operations, is essential for achieving a smooth and equitable operational alignment between BSNL and MTNL. The government must ensure that BSNL is not left to shoulder the financial responsibility of MTNL and that existing employees are not further demoralized due to unresolved pay and promotion concerns.**

We trust that management will seriously consider these issues and take prompt action to address these concerns urgently.

We look forward to your kind intervention and a positive resolution in the best interests of both BSNL and its workforce.

Yours sincerely,

With Regards,

**Sd/-
[Ravi Shil Verma]
General Secretary**

Copy to:

1. **Dr Neeraj Mittal Ji, Secretary, DoT**, for kind information please.

2. **Shri Ravindra Himte Ji, General Secretary, BMS** for kind information and necessary intervention in the matter.
3. **Shri Kalyan Sagar Nippani Ji, Director HR, BSNL Board, New Delhi** for kind information and request for kind consideration.
4. **Shri Ram Nath Ganeshe ji, All India Secretary and Prabhari Telecom, BMS** for kind information.
5. **Smt Anita Johri Ji, PGM(SR), BSNL Corporate Office, New Delhi** for kind information and necessary action please.