



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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GS / AIGETOA / 2024 - 25 / 152

Dated 18.02.2025

To,
Shri Ravi A Robert Jerard Ji,
Chairman & Managing Director,
BSNL, New Delhi.

Subject: Request for directing the concerned HR units to work on the issues with a proactive approach rather than delaying the things on unnecessary pretexts and excuses – Regarding.

Respected Sir,

At the outset, on behalf of executives in BSNL, we sincerely thank you from the bottom of our hearts for your relentless and dynamic leadership, under which BSNL has recorded a Q3 profit of Rs. 262 crores in this financial year after a long gap of over 17 years. We stand firmly behind you in sustaining this momentum and achieving even greater profitability in Q4 and the years to come.

Reference is invited to the discussions held with the General Secretaries of AIGETOA, SNEA and SEWA on 13th February 2025. **It was indeed a nice gesture on your part that in reciprocation to the association's call for celebrating February Month as FTTH Month, your good self has directed HR wing to celebrate the April 2025 month as HR Month.** It was a categorical assurance from your side that the focus of HR unit shall be on resolution of the long pending HR issues related to Pay, Pension and Promotion in the month of April 2025.

We are thankful to your good self that you have given a direction to HR section to celebrate the April 2025 month as HR month **but going by the current actions/speed of the concerned HR sections dealing with various issues, it is highly unlikely that any of the issues will get settled in April 2025 month.** To address any issue, even the smaller ones, lot of preparatory exercise is needed to ensure the output but to huge disappointment for all of us, **even the basic steps towards resolution are not being taken by any of the HR unit.** Even the issues which can easily be sorted out are not moving forward. AO to CAO promotions, Extension of Laptop to Field Units, Medical Reimbursement on current DA rates instead of April 2020 DA rates, Increase in TA/DA, Relieving from Hard tenure Stations are the few examples of the issues which could have easily been resolved by now, but no tangible steps have been taken by HR unit on these agreed issues.

The promotion process in Telecom group was given an unceremonious halt in December 2024 after initiating the same. **Later on, it was assured that the same will be done with a renewed focus of creation of new promotional posts by way of restructuring exercise which is already under way. It was assured to us the process will be completed expeditiously and management will take all efforts to clear the pending lists 11, 12 and 13 for SDE to AGM promotions and promotions for all eligible AGMs to DGM (Ad-hoc) grade.** However, despite two months being over, the proposal of promotions has not moved even a single inch, giving rise to doubts in all the minds whether **HR unit is at all serious to address the concerns raised by associations and the assurances made by management while discussing on the concerns.** Even after our discussion in the last meeting held on 13th February wherein, we again emphasized on

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the need for creation of promotional posts and your good self-directing the concerned unit head to examine the proposal, the concerned section doesn't appear to be in a mood to move forward expeditiously.

Similarly, despite assurances on the E2-E3 Pay Scale issue, increase of 3% in Superannuation Benefit Contribution, Pay Loss issues, Creation of PRMB trust, Creation of Death Relief Fund, Extension of Second Saturday Leave to all executives, no tangible steps have been taken towards settlement. **This shows the lack of concern from various HR units towards the discussions held with association and the assurances made thereof by the management at the highest level.**

Sir, the members of AIGETOA have been cooperating at all levels to ensure that targets are achieved and BSNL experiences an unfettered growth trajectory as far as the revenue is concerned but **on the contrary, the steps taken by various HR units for moving towards the resolution of HR issues is far from satisfactory.** Sir, while the employees are going overboard to ensure that revenue is maximized, connections are maximized, brand image of BSNL improves, **the similar proactive and aggressive approach towards settlement of HR issues is completely missing from the concerned cells.** The employees are very much demotivated by the slow progress and absence of firm actions from HR units towards the resolution of pending issues.

Therefore, we take this opportunity to request for your kind intervention in directing all the HR units dealing with various issues to not to spoil this feeling of togetherness and belongingness from the employees. The concerned units should be asked to work on a war footing mode **so that employees as well as management can truly celebrate the April 2025 Month as HR Month** by way of resolution of long pending issues of Pay, Promotion and Pension.

In the absence of tangible and visible progress on the HR issues by way of concrete preparatory actions by HR units to ensure the resolution of the issues, this cooperation and togetherness will definitely be affected. We definitely feel that various HR units will seize this opportunity and will not compel the association to withdraw the cooperation and resort to organizational actions. This is the last thing we want to indulge in at this critical juncture and hence seeking the intervention of your good self. **It is humbly requested to kindly direct the HR unit to work on the issues and ensure its readiness for resolution so that the April 2025 month becomes a historic month for BSNL and its employees and new chapter of growth and development starts for BSNL w.e.f May 2025.**

Anticipating a positive response

**With Regards,
Sd/-
(Ravi Shil Verma)
General Secretary, AIGETOA**

Copy to:

- 1. Shri (Dr.) Kalyan Sagar Nippani Ji, Director (HR), BSNL, New Delhi**
- 2. Sh. Rajiv Kumar Ji, Director (Finance), BSNL, New Delhi**
- 3. Smt Anita Johri Ji, PGM (Pers, SR & Restg), BSNL CO, New Delhi.**
- 4. PGM (Estt), BSNL CO, New Delhi**
- 5. PGM (Admin), BSNL CO, New Delhi**
- 6. PGM (CA), BSNL CO, New Delhi**
- 7. PGM (Pers-SEA), BSNL CO, New Delhi.**