



**ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION
AIGETOACHQ, NEW DELHI**

Affiliated to Bhartiya Mazdoor Sangh (BMS)

Key Note Address

by

Ravi Shil Verma, General Secretary, AIGETOA

[Open Session of All India Conference cum AGM @Lucknow on 09.02.2025]

Respected President of the meeting **Shri G. Veerabhadra Rao Ji**, All India President, AIGETOA CHQ, Esteemed Chief Guest of the today's function **Shri A Robert J Ravi ji**, Hon'ble CMD BSNL, Guest of Honor **Dr. Kalyan Sagar Nippani Ji, Director HR BSNL Board**, Respected Special Guest **Shri Arun Kumar Garg Ji, CGM UP East Circle**, Shri MA Adasul, GS SNEA, Shri N D Ram, GS SEWA, Shri V Shaji, GS AIBSNLEA, Shri R. C. Pandey GS BTEU, Shri P Abhimanyu, GS BSNLEU, Shri Chandeshwar Singh, GS NFTE BSNL, Senior Officers of UP East Circle, CHQ Colleagues, Circles Presidents, Circle Secretaries, AIGETOA Central Collegiums' Members, Circle Representatives of Sister Associations and Unions, Other Delegate Members, Our Executives Colleagues of the Host Circle, Print and Electronic Media and My Dear Friends.

It is indeed a matter of great pride and privilege for me to have such a gathering of distinguished personalities present here on the occasion of 7th All India Conference of our Association i.e. **All India Graduate Engineers & Telecom Officers Association (AIGETOA)** affiliated to **Bhartiya Mazdoor Sangh, the largest trade union of India**, being held here in Lucknow, the "**Golden City of the East**" because of its historical significance and elegance. Our delegates in this AIC cum AGM, who represent more than 10000 AIGETOA Members as well as the aspirations of 29,000 Executives of BSNL, have come to attend this Meeting from every nook & corner of the country and signify each and every essence of the organization. This Meeting has given us a unique opportunity to discuss the issues related to the growth of BSNL, which gives us bread & butter and to discuss the issues pertaining to our Executive Fraternity, who are burning their day and night for the company. I certainly feel privileged to get this chance to share the views of our Association on several matters with this distinguished gathering at Lucknow and I do hope that today's session will give some meaningful benefits to the Organization and its Employees.

On behalf of the Association, I welcome you all in the 7th All India Conference cum Annual General Meeting of the AIGETOA here at Lucknow. Today's topic of the open session is "**BSNL@2025: Empowering BSNL Human Resource for an innovation driven growth**". On the occasion, I would like to share financial of the company for a glance.

It is important to highlight here that, due to Govt of India's much-needed support in the form of series of revival packages to our ailing company BSNL has infused a new life to the organization which was almost nearing its death few years earlier. BSNL has become an EBIDTA positive company for the financial years 2020-21, 2021-22 and 2022-23 with an

operating profit of 1559 Cr and Rs 2,164 crore in FY24, 38.8 per cent more than a year ago. The loss narrowed to Rs 5,371 crore in FY24, from Rs 8,161 crore in FY23.

In 2019, the first revival package amounting to around Rs 69,000 crore brought down the operating costs of BSNL/MTNL. In 2022, a revival package amounting to around Rs 1.64 lakh crore was given. It focused on infusing fresh capital, restructuring debt, viability gap funding for rural telephony among others. In 2023, the government approved the allotment of 4G/5G spectrum to BSNL with a total outlay of around Rs 89,000 crore. In line with Atma Nirbhar Bharat initiative for deployment of indigenous 4G technology, BSNL has already commissioned more than 65,000 no of 4G sites in PAN India basis which are upgradable to 5G.

We acknowledge that there is still a long journey ahead before our beloved company achieves the ambitious target of 25% market share and a profit of at least 1000 crores. However, empowering BSNL's human resources for innovation-driven growth is crucial to reaching this goal. **"Empowering BSNL Human Resource for Innovation-Driven Growth"** should be a strategic initiative aimed at transforming Bharat Sanchar Nigam Limited into a more agile, innovative, and efficient Telecommunications Organization. The initiative must focus on skill development and training to ensure that BSNL employees are equipped with the latest knowledge in emerging technologies. Continuous learning programs will help our workforce stay adaptable in an ever-evolving Tech landscape. In addition to fostering innovation and leadership development, the initiative should emphasize creating a supportive environment through resource availability, improved workplace culture, and fast decision-making processes for timely service provisioning. Above all, we need a satisfied and motivated workforce to achieve the ambitious goal of capturing 25% of the telecom sector market share. Hence **Empowerment of BSNL Human Resource is need of the hour for Innovation-Driven Growth of our beloved Organization. The employee and the HR Capital of the company will consider itself empowered only if their long years of worries are over through the resolution of their long pending HR issues of Pay, Pension, Promotion and 3rd PRC.**

Regarding growth of FTTH Service **to ensure positive growth for BSNL and winning confidence of Government**, on the appeal of CMD BSNL, all the associations of BSNL has decided to celebrate February as "FTTH Month," with each employees, being encouraged to bring at least 4 new connections. This initiative aims to change the perception of BSNL employees, demonstrate their capability, and show the public, media, and government that BSNL workers are committed to the company's success with a theme line **"February Month FTTH Month @ Atleast Four Connections per Employee – One of the Way Forward to the resolution of the Financial & HR issues"**.

However, at the same time we believe, this gesture will be reciprocated by management by way of resolution of financial and promotions related issues. It is my duty to highlight here that employees of BSNL have played a major role in keeping this company moving in its toughest time even by spending the money from their own pockets. After the extension of revival packages and implementation of VRS in BSNL, the left-over employees took over all the responsibilities and executed the assignments with fullest dedication and commitment including the responsibilities assigned for accomplishing the Aatma Nirbhar Bharat in Telecom by playing its

part in development and deployment of swadeshi 4G Core and 4G eNB. These employees are the real asset of BSNL who have shown their commitment, devotion and dedication towards nation in all the testing times including natural calamities, Covid-19 Pandemic, Floods etc. **The commitment of the BSNL employees was acknowledged by the then MOC, MoSC, CMD and other Public representatives of the parliament.**

However, these real work force of BSNL has been denied from their many legitimate dues in the disguise of the poor financials of the organization. The ultimate sufferer are working employees in terms of No recouping of 8.2% shortfall of Terminal Benefits of BSNL Recruited Employees i.e. 30% SAB, non-implementation of proper promotion policy, Non implementation of Standard Pay Scale of E2 for JAO/JTO and Equivalent Grades, Non settlement of various Pay Loss Issues, Non implementation of 3rd PRC & residual benefit of 2nd PRC and Non restoration/revision of other financial benefits of the employees i.e. TA/DA Rule, Transport Allowances, LTC and Medical claim etc. **With, government introducing new Income Tax Slabs, this is indeed an irony that maximum SDEs/AOs who form the back bone of the company shall not even come in the Income Tax Paying Zone and their tax shall be zero.** Nothing can be more unfortunate than this that a major chunk of the executives from the national telecom carrier who are basically carrying forward the government's telecom objectives, shall not even fall in the Income Tax Paying Zone. It should act as wake up alarm, both for the management as well as association and we assure on behalf of AIGETOA that if the Pay issues are not settled on priority, association shall be taking all actions including the organizational action programs.

Before presenting pending HR Issues which requires BSNL Managements attention and direct intervention for early resolution, I am highlighting some Important Achievements of AIGETOA in the last three years.

1. **The higher pension option for the EPF subscribers, court case at Hon'ble High Court Kerala was successfully won by the AIGETOA Kerala team** which not only opened the way forward for getting the higher pension option for BSNL Recruits but also helped all the EPF beneficiaries across India.
2. **Implementation of Transparent Transfer policy** through OTP. Automated ERP release process from BSNL HQ to facilitate executives to join at designated place.
3. **AIGETOA succeeded in getting the court case on 22820 Pay Loss at Hon'ble High Court Delhi.** The case on 22820 was lost by the applicants of other associations twice at Hon'ble PCAT New Delhi. The case is expected to be decided in a couple of months. AIGETOA succeeded in convincing management for not submitting a negative report on the issue by the committee, constituted for this purpose.
4. **AIGETOA succeeded in getting the JE Period Pay loss admitted in Hon'ble CAT Ernakulam.** AIGETOA also succeeded in convincing management for getting the same examined by the Wage Negotiation Committee.
5. **Promotions from JTO to SDE Cadre:** AIGETOA successfully facilitated promotions for 228 JTOs to the SDE cadre through a consistent and results-oriented approach. The promotions of further Lists are pending due to Stay from Hon'ble Court on the operation of the

subsequent seniority lists. AIGETOA is the only association which has intervened in the court case through its office bearers.

6. **The proposal for Promotion from AO to CAO has been processed and the same is awaiting approval from the competent authority** and is expected to be done shortly. After issuance of AO to CAO Promotions, JAO to AO promotions will happen immediately.
7. **Promotions from SDE to DE/AGM:** BSNL Corporate Office issued promotions for executives from SDE (Telecom) to DE/AGM (Regular) in the Telecom Operations stream, adhering to the 67% seniority quota. Association has made substantial inroads in achieving the objective of Promotions to all eligible SDEs.
8. **SDE to AGM Promotions for PwD Executives:** AIGETOA also achieved SDE to AGM promotions for PwD category executives, facilitated by its dedicated efforts.
9. **Settlement of long pending OTP cases of Karnataka Circle:** Achieved a significant breakthrough in the long-awaited OTP cases for the Karnataka Circle through the dedicated efforts of AIGETOA CHQ.
10. **Special Casual Leave for PwD Employees:** Secured special casual leave approvals for PwD employees through continuous efforts by AIGETOA CHQ.
11. **Clarification on Immunity Guidelines:** Obtained long-awaited clarification regarding immunity guidelines for association office bearers at the BA/OA level. The immunity at OA body, Circle office OA Body and BSNL Corporate office was restored. The ERP mapped OAs of non-territorial bodies like ITPC, CNTX, BBNW etc, also now falls under the ambit of immunity guidelines.
12. **Enhancement of Mobile reimbursement limit for executives.** It is still partially achieved and we request management to make the limit at par with other Leading PSUs as Rs 5000/- is not at all sufficient to purchase a mobile which can cater to BSNL operational needs.
13. **The final All India Eligibility List No. 5 of JTO (Telecom)** for the recruitment year 2016 and vacancy year 2013-2014 was circulated by BSNL CO due to AIGETOA's persistent efforts.
14. **Settlement of long pending LDCE 2007 SDE reversal issue and issuance of promotion order to AGM.**
15. **The People Analytical APP which made the Daily Diary Register mandatory and linked to the Salary was vociferously opposed by AIGETOA. Our association succeeded in getting this app removed and the same was converted into a feedback mechanism as BSNL Samvad App.**
16. **The freeze on deputation to outside organization for Employees was removed and all employees are now eligible to apply for outside organizations due to efforts of AIGETOA.**
17. **The deemed deputation of MTNL staff to BSNL was opposed by AIGETOA citing it as contrary to the DPE guidelines. Association succeeded in getting the same**

stopped by Management. Now there will not be any deputation of MTNL employees to BSNL. AIGETOA shall continue to oppose MTNL-BSNL Merger till our issues are settled.

- 18. Proposal of 2nd VRS in BSNL was opposed by AIGETOA by taking a stand that till resolution of Pay, Pension and Promotions issues in totality we will not support the 2nd VRS. AIGETOA succeeded in stopping the VRS Proposal and will continue to oppose the same until the PPP issues are settled.**
- 19. AIGETOA's efforts and persuasion with various echelons of government and Hon'ble MPs including Parliamentary Committee on Public Undertakings. AIGETOA succeeded in highlighting the issues at Parliament Level. For the first time in history, Parliamentary Committee got into the depth of HR issues affecting BSNL and gave its recommendations on the same and directed BSNL to remove those disparities. The report after adoption by the committee has been tabled in Parliament. AIGETOA will continue to follow up the same with Hon'ble Members of COPU for implementation of the same.**
- 20. Introduction of Laptop Reimbursement Policy for the executives at BSNL CO as start and the same is going to be rolled out across the field units. The issue is pending before MC for want of some inputs from the nodal cell.**
- 21. AIGETOA succeeded in getting the 147 issues reopened and a committee has been constituted to examine the same with a holistic consideration. Our efforts were visible when committee called AIGETOA for presenting its input on the issue.**
- 22. Enhancement of TA/DA is under process and hopefully the same will be introduced in next FY.**
- 23. Revision of Transfer Policy is on the cards with management agreeing to many of our demands. AIGETOA has submitted its input and hopefully BSNL management will come out with a final policy which will make the transfer, need based instead of the routine long stay transfers.**
- 24. Management has agreed to consider the demands for removing the freeze of DA limit on 1st April 2020 on the Medical Outdoor Reimbursement Limits. AIGETOA remains committed to make the limit to its initial rate of One Month Basic and DA.**
- 25. Issue of frequent media failures and congestion in Network has been achieved to a better level due to efforts of AIGETOA but still it needs improvement and AIGETOA is taking all efforts to highlight the problems and their resolution.**
- 26. With Active Persuasion of AIGETOA, the court case in SDE to AGM LICE has reached finality and the final verdict is expected soon.**
- 27. The issue of One PSU, One Association was introduced by AIGETOA. Management accepted our proposal and the same is being examined by the SR cell.**

Our association is also pursuing the matter of BSNL viability and longevity at various levels in the DoT and ministry in the government. It becomes more important for us in view of the fact that

almost 38000 working employees (Executives & Non-Executives) recruited by BSNL do not have the protection of Government Pension, as available to other section, who joined BSNL on Direct Recruitment from the years 2001 onwards. No adequate Social Security is available to these BSNL recruited employees as neither the Superannuation Benefit has been implemented in totality as recommended by 2nd PRC i.e. 30% SAB since 01.01.2007 nor the BSNL Gazette Notification about forming of Trust for Pension to BSNL Recruited Employees w.e.f 01.10.2000. This has placed them in serious vulnerable position which we witnessed in recent Covid, where families of deceased employees have undergone enormous suffering through this platform, **I strongly put our demand to Management that Social Security shouldn't be linked with the Financial Viability of the Company and so the management must extend the full 30% SAB wef 01.01.2007 and other pension support wef 01.10.2000 as stated above.**

I have emphasized the focus of association on today's topic but the same I am equally concerned for my fraternities, who have reposed the faith in the association to represent their legitimate rights and aspiration before the management and authorities for complete and time bound resolution of the issues of Executives.

I bow down to all executives for giving us an opportunity to serve them dedicatedly and transparently. I would like to assure them that the association will not leave any stone unturned to resolve their outstanding issues and meet their aspiration as well as set right the many years of long suffering.

Sir, ever since joining this prestigious giant Govt's Telecom PSU, BSNL Recruits have been giving their best possible efforts with other employees for delivering the finest telecom services to our esteemed customers, even after facing many internal and external constraints. The members of this association knows very well that BSNL existence is their existence and are always in forefront to carry forward any responsibility for making BSNL a glorious and number one Telecom service provider. The major members of this association belong to the young portion of BSNL executives, whose HR issues are being continuously sidelined by citing one reason or other. Due to the non-redressal of the genuine HR Issues, these young and talented executives are under tremendous frustration. There is an utmost need to address their long pending demands to keep them motivated, which ultimately benefits the company. **Members of this association are worried about their Legitimate Pay & 3rd PRC, Genuine Career Progression and appropriate Social Security i.e. Pensionary Benefits.** In simple language, when our absorbed colleagues are getting full pension benefits, why the DPE recommended full 30% SAB for Directly Recruits can't be contributed by BSNL? Why the Executives recruited on E1A Scale (9850/-) are not able to get their proportionate revised salary? Why the JTOs/JAOs and SDEs /AOs are still not getting standard E2 and E3 pay scales despite of the same passed by the BSNL Board in 2016? Why the promotional avenues are not in priority of the management resulting in severe stagnation and getting just one promotion in a career span of 11-23 years by these officers???.The young officers who are having sufficient qualification and relevant experience have been kept away from middle level management posts on one pretext or other. Despite the shortage of the officers in AGM/DGM Grade, neither serious efforts were made to find a solution for the AGM Promotion nor the suggestion of association to extend promotions to all in a time bound manner was accepted.

We extend our heartfelt thanks to the CMD BSNL, Director HR for settlement of LDCE 2007 SDE reversal issue. **But at the same time, there is One more reversal issue, i.e. reversal of SDE(T) from list 9 to List 12 and 13, Sir we request your good authority to take the issue on priority why BSNL management changed its own stand against the Defined DoPT guidelines and not saved its own RRs.** it exposes darker side of the HR Policy of the organization, where a first BSNL recruited JTO gets a chance of promotion after long 20 Years through normal route of DPC and the SDEs promoted through LDCE are waiting for their next promotion of AGM for last 9-14 years. This has to be set right as BSNL always hired best talent from the market but failed to nurture them to reach higher positions and take senior responsibility in the organization like any other CPSE and making BSNL independent of external source.

We will have to acknowledge that Human Resources are the nerve centers and architects of growth of any commercial enterprise. Non-resolution of critical and long pending basic HR issues is adversely impacting the morale and is distracting the focus of the Executives in a big way. Management needs to exercise a serious thought process and commitment to get the issues resolved in totality and within specified timelines:

1) 30 % Superannuation Benefit to BSNL Recruited Employees: Even after 23 years of its formation, BSNL is not yet implemented full pensionary benefits for BSNL Recruited employees which is a serious compromise of their social security. In the Presidential Orders for formation of BSNL, clause for having a pensionary mechanism for employees recruited by BSNL was available but the same has been forgotten altogether which is keeping the BSNL recruited employees at most disadvantageous positions. This needs to have a serious relook and needs to be resolved now at least in BSNL 2.0. BSNL has even not implemented full 30% SAB as envisaged in a 2ndPRC recommendation w.e.f. 01.01.2007. Only 3% from 2016 and 5 % from 2017 is being implemented under SAB Pension Fund by BSNL and still 8.2% is shortage in defined contribution under SAB. The forum of unions and associations has also raised this demand on various occasions. We request BSNL management to contribute full 30 % SAB from the beginning, which started late and currently given 21.8% (SAB Pension-5%, EPF-12%, Gratuity 4.8%) as a defined contribution. The State Governments are reverting back to Old Pension Scheme, So it's a high time that either BSNL recruits should also be extended the facility of Government Pension and existing Pension Disparity within various employees should be parted else Full SAB from beginning should be implemented.

2) E2, E3 Pay scales to JTO/JAO and SDEs/AOs: The revised pay scales of JTO/JAO and SDE/AO as per 2nd PRC are not yet implemented by BSNL. DOT has issued wrong presidential order in 2017 by degrading the scales of JTO/JAO and SDE/AOs and going against the recommendations of the BSNL Board as well as DPE guidelines on the matter and hence it was not implemented by BSNL. In recent meeting at DOT, this issue was again raised by AIGETOA and explained in detail. It is felt that if BSNL management takes a proactive stand with DOT on this matter, conditions are definitely favorable and conducive at this point of time for getting the fresh presidential order issued as E2 for JTO/JAO/Equivalent grades and E3 for SDE/AO/Equivalent grades. It will also work as

conduit during the merger plan of MTNL with BSNL, where the scale of JAO/JTO equivalent is E2 else the legal and organization complication will arise.

- 3) Implementation of 3rd PRC:** BSNL is an organization which basically carrying forward the telecom related vision of Government and has been bearing this burden irrespective of the concept of profit and loss. We have been helping government of India in realizing its goal for bridging the digital divide and that of AtmaNirbhar Bharat in Telecom with development of a made in India 4G/5G core. BSNL has been in forefront whenever the country and our fellow countrymen were in need – be it time of pandemic, be it cyclones, earth quakes; BSNL has always been there. BSNL as a company has never bothered about profit and has been giving services in areas which were loss making also. As the organization is carrying this burden so as the employees also. There are many reasons for BSNL as loss making PSU which are not at all attributable to either BSNL or its employees. Under such scenario, keeping employees of BSNL devoid of Pay revision is not only a pain but also ignorance of the services which employees of BSNL has put in service to the nation. It's high time that management echoes this sentiment of employees before the government echelons and ensures implementation of 3rd PRC in BSNL by delinking it from the clause of affordability and profitability. **We firmly place our demand for implementation of 3rd PRC in BSNL.**
- 4) Pay Loss Issue to BSNL Recruited employees after year 2007:** The young lots of executives are deeply demotivated as they are not given their basic pay as per the details in their recruitment notification. The employees who were recruited in 9850 pre-revised scale (E1A Scale) are getting nearly Rs 10000 less pay as they are extended with starting basic of 19020 in a pay scale of Rs.16400 (Revised Scale E1) which is a lower scale as well as lower basic and not equivalent to Rs. 9850. A committee has been formed but the objective is to compensate the losses incurred by these executives and it needs a holistic approach of the management.
- 5) Extension of E1+5 increments to compensate Pay Loss Issue of JAOs JTOs Recruited/Promoted in E1 Scale:** The young lots of executives are deeply demotivated as they were given initial basic as 16400 in the new E1 Scale only despite of the Board approval of E2 Scale for JAOs/JTOs causing huge loss to the young executives. This loss needs to be compensated and made at Par with other employees in similar grade by extending five advance increments (E1+5) at the initial basic as an interim measure till E2 is approved. Stating that they have been recruited in E1 and hence are not eligible is a misnomer as the scales approved are E2 for them and they are well eligible for this interim compensation of E1 plus five advance increments.
- 6) SDE Seniority List:** The SDE seniority issued by BSNL Corporate Office is grave injustice to the merit to the executives as available through the route of LDCE. The management has broken its own set provision by not giving the seniority to the executives recruited against the available vacancies in various vacancy years. The delay caused by the management in holding the examination and error in incorporating the provisions of seniority have led to serious of seniority of meritorious candidates, who became SDS through LDCE Exams. It's a great irony that an executive promoted against a VY of 2006-07 has been placed below

in block to an executives promoted against VY 2008-09. This must be addressed to contain the despair and anger across the fraternity. The association is bounded to protect their seniority and will go to achieve it through any means.

7) TTA to JTO 2016 LICE batch Pay fixation issue: The TTAs(JEs) recruited as JTOs against the DR quota has yet not been extended the facility of exercising their option for pay fixation under Para 3.6 of the letter dated 07.05.2010. They have been denied their legitimate rights despite presence of many DoP&T instructions and similar precedence of other organizations. Management needs to consider this issue with an open heart and clear mind.

8) Consideration of SDEs to AGM, AO to CAO promotions, JAO to AO, JTO to SDE and AGM to DGM Promotions: We Thank management for settlement of long pending SDE Reversal issue and releasing promotion orders to AGM Cadre and also releasing promotion order from SDE to AGM under PwD category. However, still a major chunk of executives is pending for promotions and are stagnating in the SDE cadre for almost 10 to 14 years despite availability of vacancies and strength. These executives belong to list 11 to list 13 and have completed their residency period. We request management to consider promoting these executives immediately to AGM grade. The shortfall in vacancies to cover all eligible can be taken care of by creating few more posts as BSNL Board is empowered to upgrade the posts. *The incorporation of stagnation criteria of 8 years in MS RR for SDE to AGM and AO to CAO and Equivalent Grades to make the promotions time bound beyond vacancies is essentially required as discussed also with CMD BSNL.* It will be worth to mention that these executives already had stagnated for long in JTO grade just because BSNL was not able to handle many court cases pertaining to LDCE of VY 2006-7 onwards. Thereafter due to wrong interpretation of RRs, they were placed below the candidates who were selected against VY of later years. Though this wrongful interpretation is under challenge in court of law but we feel it worth to mention that justice can be rendered to these executives only if they are extended the AGM promotions now itself. This will solve the other complexities also. We therefore request management to ensure promotion of all SDEs who are eligible for AGM promotions as on date by completing the residency period of 7 years. This will at least give some respite to those, who met severe injustice by en-block placement in the bottom most in SDE seniority list despite of belonging to VY 2006-07, 2007-08, 2008-09 and fighting for justice in the Court of Law. The AO to CAO Promotions despite getting cleared by court of law is still pending to be approved for no apparent reasons and we request for immediate promotions in AO to CAO cadres and subsequently to JAO to AO cadres. Similarly JTO to SDE promotions are held up due to court cases and management must take aggressive steps to vacate the stay on seniority list and results and ensure the promotions. The Promotions in AGM to DGM grade can be done at least on adhoc basis but still the same has not been done. **We request management to take cognizance of the prevailing unrest and ensure promotions across all cadres.**

9) Group Term Insurance (GTI): We thank BSNL management for giving approval for implementing GTI for all executives. This will give minimum Insurance coverage to the executives of BSNL and their families. **The only request is that the premium should be borne by the employer BSNL instead of the employees to give a suitable coverage**

to the family in case of any demises. The responsibility of such schemes should be borne by organization as is being done by many others PSUs. Further we Immediate implementation of Death Relief Scheme for BSNL employees as assured to this association in OCT - 2024

- 10) One increment to executives promoted through SDE(T) LDCE:** Most of the promotions in executive cadre are being delayed beyond time owing to the inept handling of the issues in past. The law of natural justice clearly states that executive should not face the penalty because of the delay on the part of administration and henceforth we request management to suitably incorporate the provision of one increment on each and every promotion and the same should be given retrospective effect as done in the case of EPP.
- 11) First TBP after four years:** All executives of BSNL except one batch in past and new batches now are getting first TBP in 5-6 years while all others have got in 4 years. We are of the strong opinion that this discrimination should end and uniform 1st TBP should be extended to all in 4 years.
- 12) Revision of TA/DA Rule and Transport Allowance:** Today, one time lunch and dinner outside our home's costs around Rs 1000-1500. Today cost of one Liter Petrol is around Rs 110. If we live even in a 3rd class Hotel, then also it costs around 2000-3000 Rs per day. It's really a huge injustice to the employees who are being deputed to execute their job responsibilities outside their places of postings at TA/DA rates which were applicable decades before. Expecting an employee to manage his stay, food, and travel within 250-300 Rs per day is nothing but asking him to contribute his salary for official jobs which is in complete contravention to the set rules and procedures. Though we are thankful to management for considering this demand but now the same should not be kept pending and orders for revision in TA/DA/Transport Allowance must be done now without any delay.
- 13) Group Health Insurance Facility & Medical W/O Voucher:** We have floated the contributory Group Health Insurance Facility from the association platform, which was very helpful to the Executives and employees in one of the most distress time of Covid Pandemic. Also we have jointly floated contributory Group Health Insurance Facility for the Year 2024-25 for employees of BSNL, but it's the duty of the employer to ensure proper medical care for the employees. In the absence of timely payment to the hospital, non-availability of good cash less hospital facility at each BA, BSNL MRS is not serving the purpose and the employees have suffered a lot during Covid and subsequently. So, the management should come forward with a Group Health Insurance Policy and we demand for the same on behalf of all executives being a representative association. Also, the Outdoor Medical without Voucher Scheme as existing earlier should be restored. This has already been started with fixed amount for the retired employees and so we demand that earlier provisions of Medical without Vouchers Facility should be restored as existing earlier for the working employees.
- 14) Declaration of 2nd and 4th Saturday as holidays in field units:** This association demanded that 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, 4th Saturday should also be declared as holiday in line with banks else a facility of compensatory leave in lieu of 2nd and 4th Saturday should be extended.

- 15) Issue of extending laptops to all executives.:** Laptop policy for Corporate Office has been approved. We strongly pursue for implementation of the same at field units at the earliest possible which has been unnecessarily kept pending despite agreement at all levels.
- 16) The Rule 8 transfer to Surplus Circles and from Deficit Circles:** This association demands for early issuing of Pending Rule 8 transfers by considering the cases sympathetically. We also demand allowing Rule 8 transfer to Surplus Circles. The rule 8 transfer issue should be left for decision at CGM level and the orders stooping Rule 8 transfer to excess circle must be withdrawn.
- 17) Mobile reimbursement to executives.:** This Association demands for increasing the Mobile reimbursement further to make it at Par current market rates and other CPSUs.
- 18) Restoring the Stay Period of Hard Tenure Circles:** We strongly demand the restoration of Tenure Period of Hard Tenure Stations in line with the GoI guidelines to 1 year, 1.5 years and 2 years. The unnecessary increase in the tenure period must be rolled back.
- 19) Rollout of 4G/5G Services by BSNL :** This association strongly demands immediate rollout of full-fledged 4G/5G Services across India and addressing the operational and coverage issues related to call drops, non-availability of Network, call not maturing, quality of service, RF Optimization etc.
- 20) Resolution of Field issues related to Operation and Maintenance and Network Congestion:** AIGETOA strongly demands expeditious and immediate action on resolving the day to day issues of Operation and Maintenance faced by the field officers. The issues related to OF Cables, Network Congestion, TIP etc must immediately be addressed.

Lastly, on behalf of all BSNL Executive Fraternity, I would like to make an impassioned and fervent appeal to our beloved CMD and Director (HR), to personally monitor the progress towards resolution of critical issues like 30% superannuation, SDE-to-AGM, AO-to-CAO, JAO to AO, JTO to SDE, AGM to DGM Promotions, Settlement of E2-E3 Standard Pay scales for JTO-SDE and JAO-AO and Equivalent grades, 3rd PRC, Pay Loss issue of post 2007 JTOs/JAOs, E1+5 increments and LICE 2016 batch JTOs Pay Fixation issue etc. Unless these issues are monitored very closely and personally by your good self, no tangible results are possible.

We believe that, innovation driven growth of our beloved organization: **BSNL@2025 is possible through Empowerment of BSNL Human Resources.** Regaining the Pristine Glory of BSNL is our cherished dream and we are confident of converting it into reality through our untiring

and committed efforts to accelerate the growth and revenue generation in shortest possible span. **While we take care of the organization and its external customers, we request the management to take care of its internal customers i.e. we the employees and ensure that all pending HR issues are resolved in a time bound manner.**

I thank you all for giving me a patient hearing and at the same time we reaffirm our resolution that we shall be discharging our responsibilities even in the new environment efficiently and will move forward along with all of you to make BSNL of our dreams, a reality. We also assure our esteemed customers that this Association will do everything to ensure the best possible telecom services to them.

Together We Can, Together We Have, And Together We Will.

BSNL Zindabad, Executive Unity Zindabad, AIGETOA Zindabad!

Thank you all,

**Sd/-
(Ravi Shil Verma)
General Secretary**