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No. AIGETOA/Punjab/CS/2020-21/90

Dated: 28/12/2022

To,

The General Secretary  
AIGETOA CHQ

Subject: - Regarding operational and staff related issues of Punjab Circle to be taken up with CMD/Directors of BSNL.

Respected Sir,

We would like to draw your kind attention on some operational and staff related issues of Punjab Circle which require immediate attention for taking up the matter at corporate level.

**(1) Reimbursement of Salary Deducted in Punjab Circle during July agitation:-**

it has already been discussed many times with CHQ about resentment in executive of Punjab circle regarding deduction of salary. Being a nearby circle to corporate office, Punjab circle always showed their strength at delhi on a single call to meet the expectations of CHQ. At the same time, it is really disheartening to convey that salary of more than 250 members have been deducted for strike period. We have taken up this matter with circle management many times but they always told us about the strict instructions from corporate office. Hence, it is once again requested to take up this matter with Director HR to direct CGM Punjab for considering E/L or any kind of leave during strike period and reimburse salary. It will create harmony and motivation in employees of BSNL Punjab Circle.

**(2) Absolute Failure and Poor performance of M/s Fastway transmission Pvt. Ltd:-**

We have already shared our apprehension regarding repercussions of allotting the tender to M/s Fastway since they are one of our biggest competitors in the market. There are huge number of complaints against M/s Fastway like High fault restoration time, Non-availability of various TEC approved store items, Less Man Power for Fault restoration, No patrolling team, Low grade splicing machine, denial to attend faults having packet loss etc. As this tender processed through corporate office, we request to terminate it with immediate effect.

**(3) Online Attendance System: -** It is understood that corporate office has envisages that implementation of online attendance system will bring punctuality

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& discipline among the employees of this organization. It is pertinent to mention here that during recent National Conference of Labour Ministers of all States and Union Territories honorable Prime Minister has exhorted the value of work from home & flexible work hours ecosystem. Contrary to that BSNL has adopted the reverse path. Secondly, compensatory off must be given to field staff against second Saturday. There should not be any discrimination. Extra duty hours must be counted in system specially for field staff.

**(4) IPMS:** - it is being used as a tool to harass employees in the field. Corporate office is giving target to circles and the same is bifurcated between BA's at Circle level. BA's which were doing best at circle level before IPMS, assigned with a more tough target. For example, if a BA installing 100 FTTH in a month on an average. New target for them is 150. They are somehow managed to install 110-120 with a rank one in circle. At the same time, employees which are doing their best to attain these 120 connections are not getting even very good in their IPMS despite first ranker. We request you to take up this matter with CMD otherwise no one will be happy with field job.

**(5) Immunity to OB's as per REA:** - We are still not able to understand this logic of count of members to assign immunity to Office Bearers. It will stop the scope of increasing in membership base where members are less. Infact, at some places management is trying to use this as a tool to target our office bearers. Immediately after releasing of these new rules, DS Ludhiana transferred from Ludhiana to Khanna by GM Ludhiana citing quoting the same reason. There is no mention of immunity for body available at OA. Dual membership should be allowed. So, we request to take up this matter for restoration of earlier immunity rules.

**(6) Fate of FTTH with present model in Punjab Circle:** - it is fact that FTTH is a most growing business in this data era. TIP model is being used to keep BSNL alive in FTTH segment which are deploying overhead cable to provide services to our esteemed customers. In past, Municipal Corporation has given notice to all operators to remove overhead cables and now they are starting their campaign to remove all overhead cables. Their team are cutting cables on a daily basis. Our FTTH customers are suffering badly. They are moving to other operators like Jio and Airtel. We requested circle management to resolve the issue by taking up the matter with local authority. They told us we are regularly taking up the matter but MC is full adamant by saying that we have given enough time to you. In nutshell, we should lay our own cable like our competitor which is costly else we have to pay charges for laying overhead cables which is also not cheaper. But to



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# All India Graduate Engineers & Telecom Officers Association

Punjab Telecom Circle

(The Recognised Representative Association of BSNL)

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maintain our customer base we have to take decision immediately else we will loose the FTTH market.

On behalf of Punjab circle, we request you to take up these matters with CMD/ Concerned Directors till the resolution.

**[YOGESH CHHABRA]**

**Circle Secretary**

**Copy to:**

**(1) Sh. Vikas Gupta, Circle President, AIGETO Punjab Circle.**