

**All India Graduate Engineers & Telecom Officers Association****Punjab Telecom Circle****(The Recognised Representative Association of BSNL)****Circle President****Vikas Gupta****9417333133****cpaigetoapb@gmail.com****Circle Secretary****Yogesh Chhabra****9465807060****csaigpb@gmail.com****Circle Finance Secretary****Vineet Bhandari****9417200095****cfsaigpb@gmail.com****No. AIGETOA/Punjab/CS/2020-21/95****Dated: 02/06/2023**

To,

Shri Uma Shankar Pandey
Hon'ble Member (Services)
Department of Telecom, New Delhi

Subject: - Submission of views of AIGETOA Punjab Circle requesting your kind intervention in setting right the HR issues of BSNL which is an important aspect for the long term survival of BSNL- Regarding.

Respected Sir,

We heartily welcome you on your visit to Chandigarh The City Beautiful. We take this opportunity to thank all the stakeholders including Govt. of India through your good self for the second revival package which has generated a ray of hope for all the employees of BSNL

Sir, we firmly believe that idea of "Atma Nirbhar Bharat" is the key to the profound growth and development of our beloved country and we remain determined to realize the vision of our Hon'ble Prime Minister to take India to the greatest heights when we reach India@100 in the year 2047 - both in terms of the economy as well as in terms of the quality of life for our fellow citizens. We do understand the significance of Telecom Sector in attaining the objective and dedicate ourselves completely for the cause.

We being the recognized representatives of executives of BSNL are indeed grateful to Department of Telecommunication and the Government of India for the ceaseless monitoring of the revival measures to grass root level and ensuring that there is no negligence at any level.

Sir, we wish to inform that despite the extension of the 2nd Revival package to BSNL, there are many other issues that are crippling BSNL, and one amongst them are the HR issues which have kept employees especially those recruited by BSNL completely bogged down in its quest for obtaining the justified Pay, Promotion and Pension. Contentment amongst employees with regard to their minimum genuine pay, promotion and pension issues is a must to keep the organization afloat with vibrancy, efficiency and output. Therefore, we request your good self to bestow your kind consideration for the resolution of the long pending HR issues which are attached herewith as Annexure-1.

[YOGESH CHHABRA]**Circle Secretary****Copy to:****(1) Sh. Ravi Shil Verma, General Secretary, AIGETOA**

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Annexure-1**The Long Pending HR issues of BSNL****1. Residual issues of 2nd PRC related to implementation of standard pay scales of E2 and E3 for the initial two levels of executive grade and implementation of 30% Superannuation Benefit to BSNL Recruited Executives:**

The recommendations of 2nd PRC were adopted by Government of India vide the OM 2(70)/08-DPE (WC)-GL-VII/09 dated 26.11.2008 and 02/04/2009. Vide the aforesaidOMs, the recommendations with regard to the revision of pay for the Board level and below Board level executives and Non-Unionised Supervisors in Central Public Sector Enterprises (CPSEs) w.e.f. 01.01.2007 was issued. The recommendations were implemented completely by BSNL including the maximum 30% fitment benefit to the executives **except for below mentioned two important recommendations –**

A. Implementation of standard pay scales of E2 to entry-level executives of BSNL i.e. JTOs/JAOs/Equivalent and E3 to the next level of Executives i.e. SDEs/AOs/Equivalent.

B. Extension of 30% SAB to BSNL Recruits.

We request for intervention of your kind self for directing DoT and BSNL management for resolving the above two residual issues of 2nd PRC which are pending for implementation since 1.1.2007.

2. Implementation of 3rd PRC in BSNL by waiving off the affordability clause for BSNL:

BSNL as a national telecom carrier has been involved in fulfilling the social responsibilities towards the nation and its people by extending the services even in non-viable and non-profitable areas where no other private operator lends its service. BSNL and its employees have further dedicated themselves to the cause of the nation by involving themselves in the divine exercise of bridging the technology gap between rural and urban India and also of developing the Swadeshi 4G/5G homegrown technology of India. BSNL has also been extended the prestigious but extremely tough project of 4G saturation and the task of covering the uncovered villages. Employees have been wholeheartedly supporting these ambitious projects of the Government of India and will always stand firmly in support of these objectives.

However, we wish to submit that due to the non-availability of equal field for BSNL especially the non-availability of 4G services to sell, organization has been facing losses

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due to factors which are not under control of the employees. Due to these losses, 3rd PRC in BSNL has not been implemented. However, now when, deployment of Homegrown swadeshi 4G technology has begun with BSNL placing the order for 200 sites and things appear to be positively poised towards achieving this much awaited breakthrough which will place India in the top league of nations providing 4G/5G technologies to other part of world, we humbly and most respectfully request your good self for implementation of 3rd PRC recommendations in BSNL which will act as catalyst of growth of BSNL by virtue of a renewed energy, renewed motivation and renewed vigour which in turn will increase the efficiency manifold which ultimately will result into huge profits for BSNL.

We request for your kind intervention in getting 3rd PRC implemented in BSNL by waiving off the affordability clause as BSNL is engaged in a much larger and divine objective for our mother nation which is miles above the concept of profit and loss.

3. Extending the promotional avenues for BSNL Executives:

As we all are aware that with implementation of VRS in BSNL, the staff size has been reduced to a large extent in BSNL which gave rise to the need for restructuring and cadre review in BSNL. It will be pertinent to mention that **AIGETOA was the only association in BSNL which supported the revival measures in totality including that of VRS.** A major chunk of employees opted for VRS and restructuring was done to define the strength at various level.

Despite our best thought process for the betterment of organisation, the staff which was left in BSNL and which actually took the responsibility of the carrying forward the responsibilities of the organisation, despite reduced strength have today become a subject for loss of their career aspirations and ignorance of merit. While we have always maintained that definitely downsizing was a necessity, but the killing of the careers of the executives could have been avoided by adjusting the structure suitably in the hierarchy.

BSNL has recruited thousands of professionally qualified executives post corporatization with qualifications of BE/B Tech/CA/ICWA/MBA etc. Its indeed an irony that despite spending around 12 to 22 years in the organisation, all that most of them have got in terms of career progression is a single promotion and few have not got even their first promotions. The RRs had the fast-track provision in the name of JTO to SDE LDCE exam. **The situation in BSNL is such that those who failed these fast-track examination have been promoted to next level while those who passed and even topped this exam are still waiting for their promotion despite having completed the mandatory residency period much before.** The judgement of honourable supreme court pertaining to a particular group has been enforced upon all in Telecom group despite clear-cut

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directions from DoT and the Ministry of Legal affairs to not to make it a precedence for all. The Competitive Qualified executives were made Junior in the list to those who failed by one sided interpretation of the RRs and various court orders. When Hon'ble Supreme Court judgment in another case was favouring competitive quota people, the same was not at all considered for these meritorious executives despite DoPT's directions. BSNL has a long history of ignoring merit for years. There are instances in organisation when such competitive quota people have been reverted after giving promotions by virtue of one-sided interpretations of RRs and various court judgments, retrospective clarifications and ignoring the precedence. **It will not be out of place to mention that every time at the receiving end was a competitive exam passed candidate or a professionally qualified BSNL Recruited executive.** BSNL HR group has always shown cold shoulder to such people and have never even tried to defend their own RRs.

We request your good-self for intervention in directing BSNL to render justice to these competitive qualified candidates by ensuring them promotions if not earlier than at least at par with the competitive failed candidates. BSNL's argument of implementing the Hon'ble Supreme Court judgment does not hold any weight as the judgment was for a particular group of people and should not have been made a precedence for all. In fact, BSNL HR group themselves have not applied this decision to other streams like CSS etc which have the same verbatim as that of Telecom. Further, these candidates can very well be promoted within the current structure itself if BSNL considers the posts as a common pool of vacancies without changing the overall strength. BSNL has recently provisioned for LICE in SDE to AGM grade and AGM grade to DGM grade which has met with huge opposition from all the executives as just on the day when they were getting eligible for promotion, new set of rules were introduced.

We don't oppose this provision and in fact vouch for meritocracy and internal fast track mechanism but at the same time we feel that introduction of this competitive quota should have been done by creation of additional posts and not by eating away the pie of one who was just on the verge of getting promoted on very next day. There is ample scope of creation of extra posts as new Projects like providing services to uncovered villages, 4G saturation and BBNL merger are to be executed by BSNL and hence the extra posts must be created for manning these positions and vacancy should be treated as a common pool between different levels and promotions in all grades must be done by filling up all the consequential vacancies. The justice must be extended to the staff working in the organisation and executing his responsibilities diligently and with full dedication. This would have resulted into smooth transition of BSNL from a legacy driven organisation to an organisation adopting the contemporary HR practices. But on the contrary BSNL reverted the LDCE qualified candidates not once but twice and that too after making them serve in the grade for years. BSNL made LDCE qualified candidates Junior to the LDCE

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failed candidates and had extended promotions to even ineligible executives while ignoring the talented pool of competitive qualified candidates.

Hence, we request for your kind intervention in directing BSNL to extend justice to these executives and to do away with reverting such meritorious candidates and extending their due promotions by restoring their seniority. Further BSNL must be directed to ensure promotions in all grades including SDE to AGM, AO to CAO, AGM to DGM, JTO to SDE and JAO to AO grades by clearing the legal hurdles by treating the vacancies as common pool and by increasing the number of posts in promotional grades in view of the new projects being taken by the organisation.

4. Revision in TA/DA and other allowances at par with current market conditions:

The TA/DA and transport allowances in BSNL especially for the working cadre like JTO/JAO/SDE/AO/AGM/CAO/ Equivalent level are still prevailing at the rates some 20 years before. While such allowances were revised for senior officers to a comfortable level in 2017, the rates of the executives at lower rung are yet to be revised. This results into a big loss of money from the own pocket of employee who is executing the out station and especially route maintenance jobs. Despite bringing the matter to this notice of management many a times, no consideration has been done till date. We request for a direction to BSNL management in this regard so that such performing employees are not put to loss.

We sincerely believe that you as guiding figure to all the BSNL Executives will definitely extend a sympathetic consideration of the issues as stated above.
