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GS/AIGETOA/2020/44

Dated 24.06.2020

To,

Shri P. K. Purwar,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited, New Delhi

Subject: Consideration of various issues pertaining to Qualified Young Brigade (Newly Recruited/ Promoted JTOs/JAOs) of BSNL and their long term aspirations from the organization- Regarding

Respected Sir,

BSNL has recruited thousands of JTOs/JAOs through various examinations and very talented brains have joined BSNL after qualifying the toughest All India Level examinations like GATE and BSNL's in-house exams conducted through reputed institutions of India. However, it is also noticed that there is a huge exodus from BSNL in these cadre and many of these talented brains have left the company owing to the dissatisfaction and demotivation due to non resolution of their various issues of Pay, Promotion and work profiles. It is not a new fact that BSNL recruited executives have always been at the receiving end in the company because of legacy HR policies. This consistent exodus of huge talent pool from BSNL is not at all a good sign and the same should be avoided with thorough analysis of the drawbacks/failures in current HR policy of BSNL. We would like to highlight some of their burning HR issues that need a compassionate and holistic consideration, which will enable this huge talented workforce to execute their responsibilities with motivation and utmost dedication. The settlement of these issues may result in to stoppage of unnecessary brain drain from BSNL.

1. Replacement of Pay Scale of JTOs/JAOs with E2 Pay scale in JTO RRs:

By implementing JTO RR 2014 with the support of SNEA and AIBSNLEA, BSNL adopted E1 Pay Scales for JTOs and all those JTOs/JAOs who were recruited/promoted post 01.01.2007, have been placed in provisional E1 Scales. This association, both in the court of law as well as at organizational level, has opposed this tooth and nail. **After long pursuance/struggle of this association finally BSNL Board adopted E2 scales for JTOs/JAOs in June 2016.** However, the same is yet to be implemented in JTO RR 2014 where the scale for JTOs is still at E1 and similarly in JAO RR for JAO. **This anomaly has to be removed immediately as there cannot be two scales for same grade in an organization and henceforth E1 scale for JTO in JTO RR 2014/ JAO IN JAO RR will have to be replaced with E2.** This gains further significance in view of the recent revival package for BSNL, which has recommended merger of MTNL and BSNL. **It will be pertinent to mention that scales for JTOs/JAOs in MTNL are E2 and the same has to be implemented in case of BSNL also for enabling a flawless merger process.**

In the post VRS era, BSNL 2.0 version is striving for being a top-notch company in Telecom field and aspires to regain its pristine glory. However, it is sad to mention that almost entire workforce in the JTO/JAO cadre who came from Direct Recruitment/GATE/ LICE are working with the lowest pay scales in the industry carrying the complete load of the O&M/Sales & Marketing/IT / Accounts and Finance activities of the organization on its shoulders. This miniscule pay amount is not even catering to the

basic needs of these executives at par with their counter parts. Now it's a time for BSNL Board to take a decision on this matter (as even 3rd PRC is yet to get implemented in BSNL) and **the lower pay of BSNL executives need to be taken with utmost importance to resolve and replace the scales of JTOs/JAOs with E2 pay scales immediately.**

2. **Extending the interim benefit of five increments to all JTOs / JAOs uniformly:**

Till the approval of E2 Pay scales for JTO/JAO, it is submitted that **BSNL Management Committee has earlier approved extending five increments over E1 for JTOs and JAOs as an interim measure till E2 Pay scales are finalized for them.** The proposal is pending in BSNL Board for last many years. **We request for expeditious approval of the proposal to extend five increments to all JTOs/JAOs uniformly so that these youngster's pain is relived somewhat and the pain for getting the less pay is reduced a bit till the E2 pay scale is not implemented to all JTOs/JAOs in BSNL.**

3. **Implementation of fair and transparent Transfer Policy and Centralized Database through ERP portal for processing the request transfer of JTOs/JAOs through Rule-8 and automatic relieving of the Executives through ERP within a specified period of time once their order is issued -**

Non-presence of a fair and transparent policy, especially the implementation part, is a major reason of dissatisfaction amongst these executives who after joining BSNL, keep on feeling the pinch and they have to run from pillar to post for execution of their transfer requests to their home circles. **Therefore there is an immediate need for presence of a centralized transfer request portal (online), which facilitates all executives to register their transfer requests in a fair and transparent manner. Once these requests are processed, there should be a mechanism for automatic relieving of these executives in a defined period of time.**

Further another major factor with respect to the transfer policy is that most of these new executives have been posted in Hard Tenure Areas but their stay period is not counted as stay in hard tenure station and hence rules for hard tenure policy for other executives do not become applicable to them. As both set of executives (either directly recruited executive or the executive posted on hard tenure) are serving at hard circle so it is totally unfair having different transfer policies for different executives serving at same station. **So, the transfer of executives recruited at hard circle should also be done after serving for 18 months in same line with the executives who come on hard tenure from different circles.**

4. **First Time Bound Up-gradation in 4 Years uniformly for all.**

As per BSNL Time Bound Up-gradation Policy, first time bound pay up-gradation is being done in a span of 4-6 years. This policy also is a result of huge discrimination for which BSNL Recruits have been made subject to where the executives who were absorbed from DoT have got their 1st TBP in four years while BSNL Recruits were to get in six years. **This differential policy was adopted by virtue of Agreement with the two associations i.e. AIBSNLEA and SNEA while the same was opposed by AIGETOA on record as it was also the member of that committee.** This anomaly was somewhat resolved by virtue of implementation of 2nd PRC benefits when executives crossed their higher scale in four years and most of the BSNL recruited executives except the first batch started getting 1st Time Bound Promotion in four years. **However, this anomaly has again resurfaced for the JTOs who have been recruited/promoted in E1 Scales and these executives will get their first Time Bound Up-gradation in six years.** This is a double loss for these young talented JTOs/JAOs who are facing pay-loss in terms of being recruited in Lower Scale and also getting their first time bound up-gradations two year late. **Accordingly, it is requested to end this discrimination and adopt Uniform 1st Time bound Up-gradation in four years for all the executives.**

5. **Underutilization of Professionally qualified JTOs/JAOs Executives capacity, education and technical expertise for non-productive and non-standard works:**

In many circles, it can be seen that many JTOs, Executives are posted for or made to do menial job like cable jointing, OFC splicing etc and Account Professionals are being forced to sit at CSCs, Data entry Jobs. **Forcing a professionally qualified executive to do such jobs is simply an abuse to their qualification, expertise and capacity.** Perhaps, BSNL has forgotten that they have recruited these extremely qualified executives through one of the most difficult examinations be it GATE or be in in-house examination conducted by BSNL. **This type of mis-utilization of Executives is neither cost effective for BSNL (as a higher scale employee in recruited instead of lower scale employee for such non-executive work) and nor it can be called dignified for the executive cadres having B.Tech/CA/CS/ICWA/MBA as the entry-level qualification.** This is badly hurting the overall sentiments of entire BSNL Recruit fraternity in General and executive cadre in Particular. **Management should immediately work out a plan to utilise and place these executives as per their expertise, potential and qualification. The JTOs/JAOs should be asked to work as per the job responsibilities defined for them and should not be asked to indulge in sundry jobs like cable joining, OFC splicing, CSCs, Data entry Jobs etc. Sufficient Staff should be outsourced to execute these labour intensive jobs. This aspect is also a major reason for the massive exodus of these JAOs/JTOs.**

6. Reduction of Bond Amount and Bond Period:

The youngsters have joined this organization with lot many hopes and presently disheartened that as they are not in position to get a good treatment due to the non-payment of salaries on time & failure of the management to pending issues like Pay Scales/SAB-PRMB/Pending transfer/uncertainty in career progression matters. In fact, many of many are feeling like struck up in the organization owing to non-settlement of burning issues of BSNL Recruits and want to leave the organization in search of better pay/career prospects.

Being a responsible association, we had represented these matters with management and made several meetings to get a relief. At the same time we have tried to counsel them and have told them that things will be settled in due course of time. Still some executives are reluctant to stay in the organization owing to the current precarious situation in which BSNL is placed in now. In cases of their resignation from organization, they have to pay a huge Bond amount as the bond Period is of five years which is too high even from the industry standards. So, **we take this opportunity to request your good self to for reduction in bond period to two years and redefinition of the bond amount in case executive want to leave the organization before two years.**

Sir, a motivated workforce is very important to cater the needs of the department and they can deliver with full efficiency only if their aspirations w.r.t. Pay, Promotion, Pension and Work Environment are met. Consideration of genuine issues of executives with positivity boosts their morale and act as a catalyst for their higher work productivity/efficiency. **It's a high time to consider HR as a resource and not to push it to back bench. The timely investment in terms of money and idea in Human Resource can reap huge benefits for the organization. Accordingly, we seek your kind intervention and direction in resolving the issues as mentioned above which pertains to BSNL Recruits, the qualified and youngest executives of BSNL.**

With warm regards,

24.06.2020

Sd/-
[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri Arvind Vadnerkar, Director (HR), BSNL Board, New Delhi for kind information please.
2. Shri A. M. Gupta Sr. GM(SR), BSNL Corporate Office, New Delhi for kind information & NA PI.