



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

Website: www.aigetoachq.org

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Date: 21st Nov. 2014

To,
Shri A. N. Rai
Chairman and Managing Director,
Bharat Sanchar Nigam Limited, New Delhi

Respected Sir,

We congratulate and extend our best wishes to you on your visit to Kolkata to deliver speech on MNS services (CP M/s Trimax) related to **Enterprise Business**. It shows your positive approach towards revival of BSNL. We believe that you will give equal thrust towards Pay, Pension & Promotion (PPP) of the young BSNL Recruited Executives also. They have high degree of hope & conviction in your able leadership to see a remarkable change in BSNL even in your short but distinct tenure as CMD BSNL.

We want to use this occasion to fully assure you that we will stand by shoulder to shoulder to bring profit & prosperity to our beloved company & customer satisfaction in all dimensions of telecom services provided by BSNL as desired by the Hon'ble MoC & IT, Shri Ravi Shankar Prasad Ji in HOCC on 22nd Aug. 2014. But at the same time, we would like to draw your kind attention towards some legitimate HR issues pertaining to the young DR JTOs and JAOs. The DR JTOs and JAOs joined BSNL with an aspiration of a healthy career growth with pay & pension according to the DPE guidelines. But it is also a fact that they couldn't get the same opportunity as available in other similar placed PSUs. In this direction, your kind attention is invited towards some very basic HR issues pending in respect of our officers since long time:

- a) **Implementation of E2 & E3 IDA pay scales for JTO/JAO & SDE/AO equivalent and pay parity to the executives recruited after 1.1.2007 in BSNL. This becomes more significant in the light of recent DPE order which has rejected the non-standard Pay Scale of E1A/E2A once again and informed the same to BSNL via DoT on 18th Aug'2014.**
- b) **30% Superannuation benefits to BSNL Recruited Employees w.e.f. 01.10.2000 as per DPE guidelines and agreement between Forums of BSNL Unions/Associations & BSNL Management on 12th June 2012.**
- c) **Implementation of CPSU Cadre Hierarchy in BSNL with Time Bound Functional Promotion.**

In order to motivate people to perform to their potential, an overhaul of HR policies and synchronization them with modern corporate HR practices is the need of the hour. The resolution of above issues will be an important step in this direction.

We are confident that your wisdom and business acumen will certainly guide BSNL, the prestigious Telecom Company of The Govt of India, into a profitable business unit and it will reach to the apex of the telecom sector in near future, thereby securing the future & interests of thousands of talented young executives working in BSNL, represented by us. Our association once again assures you that all our members will give full co-operation in your endeavour to revive BSNL.

With Best Regards

Sincerely Yours

[D K Sahoo]

AGS/AIGETOA/CHQ

Copy to:

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