



All India Graduate Engineer Telecom Officers Association

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

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Dated 02-03-2015

To

Sh. Anupam Shrivastava Ji

The Chairman & Managing Director, BSNL

Bharat Sanchar Bhavan

Janpath, New Delhi

Subject: Request letter seeking agenda meeting for resolution of long pending HR issues.

Respected Sir,

In the meeting of Central and Circle representatives of the association on 23rd and 24th Feb-2015 at New Delhi, representatives have shown their confidence in BSNL board and have resolved to support every endeavor taken for the revival of BSNL. It is also resolved to seek agenda meeting under the chairmanship of your good self on following HR issues so that amicable resolution can be achieved.

- 1. 30% Superannuation benefit:** Creation of Pension scheme by BSNL as a part of superannuation benefit as per the amendment in CCS pension rule (Rule-37A) for BSNL executives and extension of quantum of 30% Superannuation benefit as per DPE order followed by 2nd PRC report.
- 2. Finalization of Standard Pay scales of JTOs/SDEs/Equivalent:** Finalization of standard pay scale for JTO and SDE equivalent as per the DPE order followed by 2nd PRC report.
- 3. Extension of Pay Parity to the executive recruited on or after 1.1.2007:** Resolution of pay loss and pay parity issue in respect of executives recruited on or after 01-01-2007 followed by 2nd PRC.
- 4. Implementation of contemporary performance oriented CPSU hierarchy:** Implementation of performance oriented contemporary CPSU policy and introduction time bound functional as a part of comprehensive HR plan and scrapping of biased & discriminatory MT/DGM RRs ignoring in-house talent.
- 5. Conduction of immediate LDCE for SDE (T) under 33% quota.**
- 6. Contribution of EPF subscription for training period and resolution of other anomalies like short contribution, EPF transfer issue etc.**
- 7. Implementation of uniform first time bound up gradation in four years for all to end the discrimination between batches.**

8. Up gradation of pay scale and one additional increment on promotion to SDE (T).
9. Payment of HRA and past arrear on 78.2% IDA merger.
10. Inter- circle transfer : Transparent transfer and posting in executive's cadre, consideration of rule-8 transfer request and special recruitment in hard tenure station to avoid the hardship.
11. Separate recognition of association for raising the issues of direct recruit's executives.
12. Independent inquiry on victimization of representatives of this association including General Secretary in MP Telecom Circle.

Sir, some of the issues mentioned above are very critical in nature and long pending. Non resolution of these issues is not only affecting the benefits of the executives but also the productivity of the company due to low morale of qualified and young executives. This association has been escalating the genuineness of these issues through various mode and forum.

We believe that final resolution can be achieved amicably through mutual discussion at appropriate platform hence request your good self to kindly spare some of your precious time to have a agenda meeting on above issues.

This association hopes for favorable and early response.

For Mantoshkumar
(R P Shahu)
General Secretary

Copy to:

1. Sh. A.N. Rai Ji, Director (HR) BSNL CO New Delhi.
2. Sh. N.K. Gupta Ji, Director (CFA), BSNL CO New Delhi.
3. Sh. Shameem Akhtar Ji, Sr. GM (SR), BSNL CO New Delhi.