



# All India Graduate Engineers & Telecom Officers Association

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*Shaping Up for a Better Tomorrow*

### The Vision & Mission – A Curtain Raiser to the AIGETOA Shapath Patra - 2020

**All India Graduate Engineers & Telecom Officers Association** have taken issues related to BSNL and BSNL executives with utmost vigor and diligence, as we are aware that it's the foremost responsibility of the association. We have had enough and it's time to move on with strong determination and not to stop until we realize our goal. **All India Graduate Engineers & Telecom Officers Association**, synonymous with the Pay-Pension-Promotion aspirations of BSNL recruited executives, definitely has a clear roadmap for the resolution of issues related with executives and we are committed to resolve the concerns faced by us within the fixed time frame. We are confident that in BSNL, enough space exists for every cadre to coexist with mutual respect and can achieve their career aspirations, provided a conducive environment exists. We are aware that it is a tough challenge given the multiple facets of BSNL HR among its workforce. **However, it's the honest assurance from AIGETOA that we won't make executives to despair for their concerns, by hijacking available opportunities for parochial considerations.**

**All India Graduate Engineers & Telecom Officers Association** is the only association who stood strongly for supporting government's initiatives to revive BSNL and supported various measures associated with it. The meetings with MoSC, Senior officers of DoT, Deloitte, IIM-A and various submissions in the verticals are a testimony for the same. We have reached to Hon Prime Minister of India, the highest authority and ensured the early execution of the Revival. **The submissions of AIGETOA is well captured in IIM Revival Plan report and the Revival package issued by government is a testimony to the fact that AIGETOA's depth study on the subject and suggestions has got wide level acceptance in government echelons also.**

**All India Graduate Engineers & Telecom Officers Association's- foremost concern is the profitability and viability of BSNL which will ensure our bread and butter.** AIGETOA is not aspiring to make BSNL an entity, where it can thrive on political gimmicks but we strongly believe in the resolution of issues. **It shall be the bounded duty of AIGETOA to clear the vacuum created in the welfare of BSNL executives in last 20 years and we shall leave no stone unturned in fulfilling those aspirations, by introducing a professional work culture & ensuring a secured future.**

**AIGETOA** also recognizes that there is considerable difference between as how a service executive association should function in a government departmental setup (Like DoT) and how it should work in a PSU setup (like BSNL) and as such we notice that the legacy associations have failed in their attempt to adapt to these changed circumstances. **AIGETOA endeavors to fill in this vacuum by establishing itself as an entity that works with the twin objectives of the welfare of not just BSNL executives alone but also that of BSNL. We promise an approach that is sincere and faithful to our conscience.**

**We assure that we will neither come empty-handed for next MV by swallowing our promises nor blame others to hide our mistakes if any.** We pledge to be a facilitator for fulfilling aspirations of BSNL executives and not be a stumbling block in our alacrity to be the sole adjudicator of aspirations of BSNL executives. **The missed chances for getting E2/E3 scales, non-clearance of Pay Loss and Pay Parity issue, Missed chances of Promotion and Lagging of Pensionary rights to BSNL Recruited Employees etc are manifestations of such one-upmanship by legacy associations even at the cost of well-being of BSNL and BSNL Recruits.** It is with strong follow up and persuasion of AIGETOA only the demands like SAB pension have started and reached 5%. The standard pay scales and pay loss matter are expecting its positive resolutions through the legal and organizational efforts of AIGETOA. When the negative forces competed to stop BSNL recruits (LICE & Direct) executive's rightful promotions, AIGETOA only is available to protest and re-initiate the processes. **Now it is BSNL 2.0 and we are bound to resolve the issues in strict time frame of 6 to 12 months and will not allow the issues to linger on endlessly.** The Focus of AIGETOA shall be on to the resolution of following important issues:

### **BSNL First – The Viability Related Issues:**

- **Ensure Profitability and Viability of BSNL & measures for launching of 4G.**
- **Ensuring Implementation of Revival measures for BSNL.**
- **Introduction of a professional work culture in BSNL with proper definition and demarcation of roles & responsibilities to prevent exploitation.**
- **Keeping strict vigil on the actions of management/administration at all levels to keep BSNL healthy and secure.**
- **Streamlining and rearrangement of all AMCs in BSNL.**
- **Speedy Completion of Renting out of vacant land and premises**
- **Incorporation of a FTTH Network of future with cutting edge technology.**
- **Rehabilitation and Streamlining of whole transmission Network**
- **Timely payment of Housekeeping Expenditure, Electricity Bills, Rentals.**
- **Proper implementation of Outsourcing Model as per the requirements of field Units.**
- **Implementation of system of Performance Audit for all New Projects worth more than 100 crores to ensure the viability and profitability of all such Projects.**
- **Venturing out in New Fields of IT and IT Enabled Systems.**
- **Closure of Loss Making exchanges else suitable compensation from government for running these exchanges.**
- **Making BSNL a total Enterprise Business Solution Provider.**

### **The Livelihood – Mission to Resolve the Pay Loss Related Issues:**

- **Immediate addressing of the Pay Loss issue of JTOs/JAOs recruited post 1.1.2007 in Pre-revised E1A scales by extending initial basic of 22820/-.**
- **Immediate Interim Relief (E1+5) to all executives recruited & promoted in the downgraded E1 pay scale till the implementation of E2 scales for JTO/JAO/Equivalent.**
- **Settlement of Pay Loss issues of LICE JTO/JAOs who were recruited as JEs in the pre-revised scales.**
- **Pay Loss issues of JTOs Recruited under departmental outside quota.**
- **Protecting/Extending the one increment on promotion for the executives who could not get the same just due to administrative delay in promotions.**

## **The Livelihood - Vision to settle the Pay Scale Related Issues:**

- **Implementation of E2, E3 standard Pay Scales to all JTOs/JAOs & SDEs/AOs without cascading effect with consequential benefits and incorporation of E2 pay scale in JTORR- 2014 in line with the BSNL Board approval. Merger of SDE scale with non-functional Sr. SDE Scale to ascertain implementation of E2 scales for JTOs/JAOs without cascading effect.**
- **Uniform first Time Bound Financial Up gradation in 4 years in EPP**
- **Regularization of Salary, Perks, Medical and Temp Advances**
- **Reinstate the Perks like LTC, EL Encashment etc. and other allowances in BSNL.**
- **Implementation of 3rd PRC in BSNL**

## **The Social Status - Intonation to resolve Promotion Related Issues:**

- **No reduction in number of posts for the promotional cadres in the restructuring exercise.**
- **Immediate issuance of JTO to SDE DPC Promotions for which process has started.**
- **Immediate notification for next LDCE & initiation of next DPC process for remaining all eligible JTOS for filling up all the available Vacancies which will take care of all JTOs who have completed their residency period of 3 years in the grade.**
- **Immediate Settlement of 2007, SDE(T), LDCE reversal matter**
- **Immediate notification of List 9 and incorporation of Vacancy Year based seniority in line with the RRs for SDEs.**
- **Immediate promotion of SDEs/AO to the cadre of AGM/CAO with Vacancy Year based seniority for all lists.**
- **Immediate promotions from JAO to AO cadre to enable promotion of all JAOs to AO who have completed their residency period in the grade.**
- **Inclusion of eligibility for diploma holder JTOs in MSRRs for DE/AGM Posts as per the provisions of DPE guidelines for Equivalency.**
- **Implementation of Performance oriented Promotion policy (CPSU CH) with starting E2 scales for executives and with provision for Internal Fast Tack promotions up to DGM Level and no lateral recruitment above JTO/JAO. Abolishing of Sr SDE grade from the promotional hierarchy to enable a JTO/JAO/Equivalent to reach AGM level in 10 years. Incorporation of a policy which is in line with GoI directives on the matter of seniority, reservation and other statutory aspects to enable smooth transition to new policy.**

## **Family on Top - Ensuring Pensionary Benefits & Medical Related Issues:**

- **Complete 30% SAB for BSNL recruits & PRMB trust formation.**
- **Full Implementation of Pension scheme for BSNL Recruits as per the Gazette Notification for BSNL formation.**
- **Family Group Health Insurance for all Executives by contribution from BSNL.**
- **EPF Pension Option on Full Pay for all BSNL Recruits**
- **Re-Introduction of facility of medical payment without vouchers to the working employees to the extent of 50% of the permissible Limit.**
- **Pension Contributions on Actual Basic to DoT**
- **Covid Insurance for all employees and empanelment of hospitals exclusively for Covid-19 treatment.**

## **Other Important Issues – Keep going is the Mantra:**

- **Immediate clearance of existing Rule-8/ Rule-9 waiting list cases. Transparent implementation of Transfer policy along with incorporation of a centralized mechanism through online portal for processing the transfer cases. Abolishment of non-eligibility clause of Rule 8 for GATE JTOs.**
- **Reduction of JTO/JAO Bond period, Amount and Interest at par with industry standards.**
- **Introduction of Sabbatical leave and streamlining of study leave in BSNL**
- **FTTH Service connection for all executives. Revision of Financial Powers of JTO/SDE/AGM.**
- **Revision of TA/DA Rates for JTO/SDE/DE.**
- **Introduction of higher education allowances up to 2 children.**
- **Revision of other allowances like magazines /Newspaper and MOBILE PHONES.**

**Above are few issues which are of prominent importance and shall be taken up on priority and we remain committed to resolution of pending issues of all set of executives without any bias or favoritism. We assure for an honest, transparent and inclusive approach in association's working.**

**It is a fact that the unity is the thriving point which can deliver results.** Last 20 years we have seen what has been delivered by legacy associations who were pretending to be the saviors. They failed miserably in realizing the aspirations, failed in resolving the issues of executives, and at the same time failed to unite also. **Bigotry was their hallmark and they mistake hegemony for unity, and we are witness to a paradoxical situation! Twenty year term is a pretty long time to understand the mindset and methodology of an association in a service span of an employee. So it's the time to change and give the way for Real Unity, Prosperity and Transparency.** All Executives must realize the reality and support AIGETOA with Full Zeal.

The growing support of AIGETOA shows the support and faith of BSNL executives in AIGETOA. **All India Graduate Engineers & Telecom Officers Association** is committed to keep this unparalleled confidence and **WE SHALL DELIVER** upon our promises. We seek your benign companionship in this journey to Change for Betterment, Transparency & Togetherness and we request your valuable support in our pursuit for a more vibrant and inclusive BSNL 2.0 a reality. **We solicit your kind support and vote for ALL India Graduate Engineers & Telecom Officers Association at Sl. No. 3 on the ballot paper.**

**With warm regards**

**Md Wasi Ahmad  
GS, AIGETOA**

**Ravi Shil Verma  
President, AIGETOA**

**Yogendra Jharwal  
FS, AIGETOA**

**Let's Unite for Change \* Let's unite For Progress**

**Lets Unite for Settlement of Our Long Awaited Rights of PPP.**

**Let's Unite for Restoring the Pristine Glory of BSNL.**

**A stronger AIGETOA \* A stronger BSNL Recruit \* A stronger Executive \* A stronger BSNL**