



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION (AIGETOA)



Affiliated to Bhartiya Mazdoor Sangh (BMS)

(The Recognised Majority Representative Association in BSNL)



**VOTE FOR  
AIGETOA**

*Empowering BSNL's &  
Employees Future Together*

## **AIGETOA Shapath Patra 2023**

**With the Fair Analysis of the Shapath Patra- 2020**

# **All India Graduate Engineers & Telecom Officers Association**

**( The Recognised Majority Representative Association in BSNL )**



# **VOTE for AIGETOA**

**Empowering BSNL's & Employees' Future Together  
To Secure with Government Patronage**



**Improving the viability & profitability of BSNL**

**E2-E3 Standard Pay Scale from 01-01-2007 onwards for  
JTO /JAOs and SDE/AOs with Consequential Benefits**

**Promotions for all eligible**

**Payloss 22820 and JE period payloss**

**30% SAB ( Pending 8.2 % with PRMB Trust formation) from Date of Joining**

**Third ( 3rd ) PRC Implementation in BSNL**

**Protection of Constitutional Rights of SC/ST/OBC Employees & PWD Employees**

**Government Pension Scheme for employees recruited with GOI/DOT notification**

**Stronger AIGETOA    Empowered Executives    Profitable BSNL**



## With AIGETOA- The new ERA Begun in BSNL

### Empowering BSNL's & Employees Future Together

#### *Dear Executive,*

We extend our heartfelt gratitude, representing AIGETOA, for your pivotal role in establishing our association as the Majority Representative Executive Association during the 2nd Membership Verification. As we stand on the brink of a new era for Bharat Sanchar Nigam Limited (BSNL), we take immense pride and honour in presenting ourselves for the upcoming Membership Verification (3rd MV) of BSNL executives, with the aim of being elected as the recognized Majority Representative Association for the next term.

**AIGETOA** embarked its journey 18 years ago, characterised by its inclusive, democratic, fair and transparent approach in representing various pertinent issues. Throughout its recognition period over last 3 years, it has diligently endeavoured to rectify the substantial repercussions that the **legacy establishment and associations that preceded it have inflicted upon the internal systems of BSNL and the biased practices that existed over the past two decades. It's our firm conviction that AIGETOA has been at the forefront of driving positive change and progress for all of us and our beloved organization - BSNL, over the last recognition period.**

### Bounty of Accomplishments

In the past three years, our combined efforts and unwavering dedication have yielded a multitude of achievements. AIGETOA has been successful in advocating for numerous promotions by clearing the hurdles, ensuring the career growth and recognition of deserving executives. We have also diligently worked to instil transparency and equity in policies, cultivating a supportive and thriving work environment. We have sincerely tried to make a difference within the system and we believe that we made a positive impact in all spheres related with employees and the organisation. The professional way of approaching issues, our trustworthiness, sincere and honest working style, etc. have made applauses from all.

#### **Some key milestones achieved during AIGETOA's recognition period include:**

- The focussed approach ensured the viability and profitability of BSNL. Government has provided the revival packages and last two FYs BSNL came with operational profit. AIGETOA was the only association to lend support to revival measures in BSNL.
- The clear objective for enhancing BSNL's profitability and sustainability established and being the Govt PSU in strategic telecom segment, the Government support will be explored further.
- The strengthening of Transmission, EB, CFA- FTTH, CM verticals are in full swing along with last mile provision through LCOs/ Franchises & cluster partners and the rollout of 4G in BSNL is on the go.
- Regularized salary, medical reimbursements, temporary advances, SAB contributions, EPF and GPF Contributions, Pension Contributions.

- AIGETOA is the only association, who submitted the proposals and clear strategized inputs on each vertical with long term vision and helped to bring the professionalism.
- Resisted the proposal of BSNL / MTNL merger which was proposed without HR & Pay scale clearance and submitted for clearance of the same before merger without financial liability to BSNL.
- FTTH service connections to executives & the laptop reimbursement policy for executives started and will get extended to field units.
- AIGETOA pioneered a progressive roadmap for Career Progression.
- The association played pivotal role in facilitating thousands of promotions (above 7900 out of 29500 executives) most importantly promotions executed without any chance for future legal hindrances. The JTO to SDE DPC promotions for BSNL recruited executives including JTO LICE batches and the promotions executed for List -8 SDE to AGMs, regular conduction of JE to JTO level LICEs and special LICEs etc are glaring example of relentless efforts by this association.
- The reservation guidelines effected by protecting the interest of stake holders and helped to clear the long level disputes and we could uphold the principle “**Promotions are not Punishments**” with 'as is where is' to minimise pick and choose transfers.
- **E-DPC & E-Roster** implementation made a reality for facilitation of promotions.
- The Road map for promotions from SDE to AGM cadres for all the executives who cleared residency period is communicated with management and seniority restoration efforts are being persuaded through legal front. AIGETOA is also working towards AGM to DGM regular promotions to be promoted from existing eligible AGMs/ DGM Adhoc to DGM regular.
- AIGETOA succeeded in convincing management to regularise the provisional promotions held in 2018 which will open up the road to promotions in various cadres like AGM to DGM, SDE to AGM and JTO to SDE and almost 7000 more promotions in Telecom grade are in pipeline.
- AIGETOA succeeded in convincing management to keep the promotions on a readiness mode in AO to CAO grade so that promotions can be issued immediately after vacation of stay from Hon'ble court of law. AIGETOA is pursuing hard to get the stay vacated and is also trying for accommodating more vacancies by diversion from other quota so that all eligible AOs can be promoted. This will not only ensure the promotions in AO to CAO cadre but also in JAO to AO cadre.
- SDE reversal issue interim relief effected through restoration of status and earmarking of DPC vacancies. Final promotions with restoration seniority expected through legal clearance and efforts are on the go to achieve the same immediately and lot of ground work has been successfully done.
- Up-to date publication of AIELs for JTOs/JAOs first time in the history of BSNL.

- Provision for **Fast Track Promotions** incorporated till DGM. However, AIGETOA firmly opposes taking up the vacancies from Seniority quota and instead is trying to prevail upon management for creation of vacancies separately in such a manner that exam is conducted for a fixed number of vacancies every year so as to enable all the younger executives to have fair chances for promotion in a fast track mode.
- Active follow up for clearance of various legal hurdles to effect the remaining promotions in Telecom & Finance cadre is a reality soon.
- The freezing of ban on deputation lifted.
- Opposed the lateral recruitment above JTO/JAO in Telecom & Finance cadre and another level of E3 scale recruitment in Telecom cadre.
- The concerted efforts for further increase of sanctioned strength also reaping results – the review exercise for additional vacancy increase is ongoing w.r.t Bharatnet, 4G saturation project etc.
- Championing transparency & elimination of malpractices in policies.
- The request transfers in Inter BA/ Circle level made through OTP mechanism which ensured multifold relief to the executives and transfer & postings freed from the clutches of favoritism or prejudice and the delay with publications of lists.
- Executed hundreds of Rule-8/ Rule-9 Transfers which helped the JTOs/JAOs to reach their native/ required circle and remaining are on the go.
- **Removed the discriminatory clause of non-applicability of Rule 8 clause** for GATE JTOs created by the earlier legacy association and ensured that every GATE JTOs becomes eligible for Rule 8.
- The minutes of the meetings with management in Corporate, Circle, and Business Area levels published which brought the transparency in working culture of associations.
- Got the results of JE to JTO published and also convinced management for holding of **special LICE**.
- Changed the different exam culture in training centres and introduced common exam to ensure fair and equitable chance for all to ensure that seniority is awarded to JTOs on equitable and uniform basis instead of earlier system where different training centres had different marking patterns resulting into huge disparity.
- Embracing a paperless work culture through E-Office and systematic style of working is being done through support soft systems. Earlier associations even opposed implementation of ERP and Centralised Billing Systems.
- Reached to higher echelons to **Hon'ble MOC** level in the matter of 2nd PRC dues of the viz 8.2% SAB dues, implementation of **E2-E3 Payscales for JTO/JAO-AO/SDE** and implementation of **3rd PRC for BSNL executives**.

- Challenged the presidential order from DoT and legal efforts are continuing. Got the recommendation from BSNL Management for E2-E3 scales.
- The battles for Pay loss sufferers - **22820** , JE period Pay loss, SAB dues from date of joining, one increment on promotion are actively being persuaded in legal level with Hon'ble High Court and CAT accepting the merit of the case. The issue of pay loss got opened by management. Honble PCAT extended favourable verdict in favour of one increment on promotions and many such achievements are there.
- The efforts for ensuing **Govt pension** for those **employees who were recruited with GOI/DoT** notification and working in BSNL are also made with highest ministry level.
- Huge efforts in realisation of **EPF Full pension scheme** application for the eligible employees through direct parties in legal front.
- The revision of TA/DA and other allowances at par with market conditions are under consideration by management.
- The Group Health insurance Scheme & Group Term Insurance got implemented for employees and on next follow-up , the payment of premium to be paid by BSNL.
- Reviving comprehensive cashless indoor medical treatments.

Nonetheless, we acknowledge that some commitments made during the previous MV could not be fully realized, primarily due to severe financial constraints that plagued BSNL. Additionally, the unprecedented challenges due to the COVID-19 pandemic and lockdowns significantly impacted our capacity to actively pursue certain demands for a substantial part of the recognition period. We wholeheartedly embrace acknowledging our limitations in this aspect before the BSNL fraternity, as we firmly believe that this practice only serves to enhance our resolve and resilience. Rest assured that our determination remains steadfast in overcoming these hurdles and relentlessly advocating for your rights and well-being.

It is noteworthy that following the easing of Covid-19 restrictions, AIGETOA at CHQ level staged a 7-day Dharna at BSNL CO in July 2022. This concerted effort served to escalate these pertinent issues to higher echelons of the government. AIGETOA Team has met hundreds of parliamentarians many times and finally with Hon'ble MoC and precipitated the issues. The AIGETOA Team also held multiple meetings with Hon'ble MoC to address these concerns. As a result, all these issues remain active, reopened, and none have been closed by Management. These matters are actively under management's consideration, and we earnestly expect them to be resolved soon.

We also recall that AIGETOA was the singular major association in BSNL that actively endorsed the government's initiative for a BSNL revival package, including VRS, in 2019. Our unwavering belief and patience in our convictions have been validated today by the noticeable improvement in BSNL's financial indicators over the last few fiscal years. This underscores that we are on the right trajectory, and our commitment to pursuing our goals despite constraints has been vindicated.

Furthermore, we have added a new dimension to our efforts in pursuing the promises by affiliating with the largest umbrella organization of trade unions in **India, BMS (Bharatiya Mazdoor Sangh).**

BMS possesses a significant voice that resonates in both the highest echelons of Government as well as political corridors. Through this affiliation, we anticipate regular and systematic interactions with government authorities at the highest levels to address various issues in the coming days, especially those issues which have financial liability and need clearance from government. Immediately within one month of affiliation, GS BMS has raised the issues of Pay Scale, Pay Loss, 30% SAB, Promotions, Revision in Allowances and Perks and the 3rd PRC implementation for BSNL employees with Hon'ble Minister Shri Ashwini Vaishnav Ji and has assured us of their fullest support. Thus, now the situation is getting different as BSNL came to operational profit in last two FYs and we are able to reach to ministry level and now with the involvement and presence of AIGETOA in lead position, considerable progress will be made.

## Closing the Gap: Manifesto Checkpoint - Pledges and Progress

As we embark on a new chapter, it becomes imperative to cast a retrospective glance on our journey thus far. At this pivotal juncture, we are dedicated to presenting an insightful evaluation of the commitments outlined in our preceding manifesto (**AIGETOA Shapath Pathra 2020**) and the substantial strides we have taken in translating them into tangible advancements. In this regard, we have appended a self-assessment of the progress achieved on the promises articulated in **Shapath Pathra 2020**. We have sought to maintain the utmost professionalism and candour in this endeavour. To ensure conciseness, we have refrained from providing an exhaustive account of the numerous initiatives and endeavours undertaken to realize each of those pledges in this document. Such comprehensive details are available on our official websites and social media platforms over the recognition period. However, should any of you find that our assertions or assessments lack authenticity; we extend an open invitation to contact any of our office bearers for further clarity.

Please refer the appended evaluation or assessment of **Shapath Pathra 2020** for more details. As you peruse this section, it is our aspiration that you will find our assessment of **Shapath Pathra 2020** to be exceptionally informative and an essential tool in evaluating our performance over the preceding years. Nevertheless, as we have admitted earlier, we do agree that some of the promises made previously, remain unrealised so far due to reasons beyond our control. We assure that will continue to persist with our genuine and dedicated efforts to navigate these challenges with a clear and insightful understanding of the issues at hand.

We hold firm confidence that our conduct over the Recognition Period has been equitable and adept despite the odds that were stacked against us and we believe that this self assessment would help you making the right choice during the upcoming 3rd MV. As we stand at this crossroads of accomplishment and aspiration, we acknowledge the ground we have covered and the horizon that awaits. While many promises have blossomed into reality, a few threads of potential still await their weaving. Needless to mention, we look ahead to shape a future where every pledge finds its fulfilment, with unwavering commitment.

## Renewed Dedication

As we seek your support and vote in the imminent MV, we reaffirm our dedication to the well-being of all BSNL executives. Our conviction remains steadfast: within the realm of BSNL, there is ample room for every cadre to coexist harmoniously, fostering a culture of mutual respect that facilitates the realization of their career aspirations. This harmonious environment thrives when nurtured, and we are confident in our conscientious efforts to cultivate such a professional workspace during our current recognition period. Our commitment to fostering a more competitive and improved BSNL over the next three years remains resolute.

However, we wish to underscore our unwavering resolve to actualize those promises which we passionately pursued in our current recognition period, but remain unfulfilled due to the formidable financial challenges faced by BSNL despite certain aspects making considerable progress. With this context in mind, we proudly unveil our commitment for the future, which forms the bedrock of our candidacy in the forthcoming 3rd MV. We are embarking on a journey of transparency and commitment and we present a comprehensive catalogue of the promises we intend to fulfil. Our dedication to transparency is the cornerstone of this manifesto, ensuring you are well-informed about the aspirations we hold for our shared future.

### **Empowering BSNL & Executive's Future Together**

- Betterment of BSNL Viability & Profitability
- E2-E3 Standard Pay Scale for JTO /JAOs and SDE/AOs with Consequential Benefits
- 30% SAB ( Pending 8.2 % with PRMB Trust formation) from Date of Joining
- Third ( 3rd ) PRC Implementation in BSNL
- Protection of Constitutional Rights of SC/ST/OBC Employees & PWD Employees
- Government Pension Scheme for employees recruited with GOI/DOT notification

### **Resolution of Pay Loss matters : Committed to Ensure Rightful Demands**

- 22820 for E1A recruited JTO/JAO Batches
- Settlement of Pay Loss of JEs who joined after 2007 in pre-revised scale and promoted to JTOs/JAOs
- Extension of E1 + 5 increments to JTOs / JAOs as interim measure ( E1 recruited JTOs/JAOs)
- Ensure Consequential Benefits on Finalization of E2 Payscales for JTOs/JAOs wef 01-01-2007
- Uniform First Time Bound upgradation
- Revision of Perks & Allowances and restoration of LTC benefits
- Protection from Pay recovery of executives
- Settlement of Pay issues of Civil/Electrical/TF/CSS/PA/PS wings
- One Increment on Functional promotion
- Addressing of Concerns related to Bond Period & Bond Amount of newly recruited employees



**To Ensure Social Security Measures**

- Extension of 30% Super Annuation Benefits from Date of Joining ( pending Realization of 8.2% SAB & PRMB Trust formation )
- Restoration of Compassionate Ground Appointments
- Conversion of employees paid GHI & GTI to Company Cost ( BSNL )
- Introduction of Death Relief Fund
- Pension under CCS rules for those executives whose recruitment was initiated by DoT Period
- Increase the limit of Outdoor Medical Treatment Reimbursement & Voucher less Reimbursement Scheme for serving employees
- Clearance of Request Transfers in all cadres who completed two years
- Pending clearance of Rule-8 Transfers on completion of Five years
- Addressing the issue of accommodation for JTOs completing the five years service.

**Continuation of Better Career Progression and Promotional Avenues :**

- Increase in sanctioned strength in all cadres through further restructuring
- SDE to AGM & JTO to SDE DPC /LDCE for all eligible Executives
- One time settlement of SDE Reversion matter with restoration of Seniority
- AO to CAO promotion & JAO to AO promotions
- Promotion of AGM/CAO to DGM
- Promotion in Civil / TF/ Electrical/ Arch /CSS/PA/PS/ JHT/ Hindi Translator Cadres
- Ensuring of PWD quota in all streams
- Ensure separate additional vacancies for Internal Fast Track promotions

**We also Re-dedicate ourselves to get Rightful Aspirations that are pending in the ShapathPathra-2020 and are being followed up vigorously.**

**Empowering Change: Your Vital Support, Our Humble Appeal**

In conclusion, we extend our heartfelt and humble appeal to every dedicated executive within the BSNL fraternity. As we approach the decisive moment of the 3rd Membership Verification, we urge you to stand united and bestow your invaluable vote in favour of AIGETOA. Every single vote is not just a mark on a ballot; it's a voice that resonates with the collective will of our community. Each choice you make contributes to the tide of change, building the momentum that propels us towards progress. Remember, it is your vote that forms the cornerstone of the future we aim to shape together.

By choosing AIGETOA, we are entrusting our aspirations to a dedicated team committed to fostering positive change, embracing transparency, championing our rights & well-being, and all can be assured of preferring a team that strive for excellence and empowerment. Together, we can amplify our voices and forge a path of progress that benefits us all. Let our vote be the cornerstone of a stronger, more prosperous BSNL.

The three years of AIGETOA recognition was mostly marred with Covid-19 Pandemic. However, we have strove to deliver to the best of our ability which we could have done in BSNL in the limited time in the last three years. We have done an impartial analysis of our works in last three years for reference and analysis by all the executives. Though major financial issues couldn't be achieved to finality due to Precarious Financial situation of BSNL as well as the complexities associated with Covid-19, but still a lot of progress has been made on these issues to ensure that all the pending issues do not die a natural death in all these three years. Unlike as it has happened previously in BSNL, we have never left any issue midway and we are still pursuing the unresolved issues for their resolution. Further, we don't believe in blaming third parties for our failures, instead we would like to own both successes as well as failures. While we cherish our successes, we also learn from our failures. And we remain determined to carry forward our good work from where we have left.

Having the support of all executives, having the guidance of largest trade union umbrella of BMS as their affiliates and also with the formidable team which we have in place at our CHQ (We would like to emphasise the presence of most of our CHQ and Core Committee Members at BSNL CO, New Delhi) as well as in circles, we find AIGETOA to be further more empowered to achieve all the pending issues of Pay, Promotion and Pension. We remain committed to fulfil all our promises, we remained determined to bring further positive changes; and we remain dedicated to make your life better.

We sincerely feel and believe that the support which you all extended to AIGETOA will continue and it will further strengthen us. We look forward to emerge as the choice of all executives to continue our good work from where we have left. We sincerely hope that change which you expected from us is visible and we promise that all the remaining commitments shall be fulfilled by AIGETOA. We once again seek your benign companionship in this journey for an even greater Change, Betterment, Transparency & Togetherness and we request your valuable support in our pursuit for a more vibrant and inclusive BSNL.

We remain confident that everyone will recognise our sincere and honest approach in pursuing our promises despite the multiple challenges that we encountered. And at this crucial juncture, we rely on your unwavering support to continue our journey towards a brighter future for BSNL. Your vote in the impending MV will shape our organization's path for the next three years. Together, we can conquer challenges, uphold integrity, and forge a stronger, united BSNL. We implore upon you to join us in our quest for a more prosperous and fulfilling career at BSNL.

Hence we earnestly invite your participation in the upcoming Membership Verification scheduled for 12-09-2023 and urge you to cast your vote in favour of AIGETOA @ SI No- 3 and together, let's illuminate the path for a brighter tomorrow.

**Ravi Shil Verma**  
GS, AIGETOA

**G. Veerabhadra Rao**  
President, AIGETOA

**Badri Kumar Mehta**  
FS, AIGETOA



# **All India Graduate Engineers & Telecom Officers Association**

**( The Recognised Majority Representative Association in BSNL )**



# **VOTE for AIGETOA**

**Committed to Ensure Rightful Demands  
Resolution of Pay Loss matters**



**22820 for E1A recruited JTO/JAO Batches**

**Settlement of Pay Loss of JEs who joined after 2007  
in pre-revised scale and promoted to JTOs/JAOs**

**Extension of E1 + 5 Increments to JTOs / JAOs as Interim measure ( E1 recruited JTOs/JAOs)**

**Ensure Consequential Benefits on Finalization of E2 Payscale for JTOs/JAOs wef 01-01-2007**

**Uniform First Time Bound Upgradation**

**Revision of Perks & Allowances and Restoration of LTC Benefits**

**Protection from Pay Recovery of Executives**

**Settlement of Pay Issues of Civil/Electrical/TF/CSS/PA/PS wings**

**One Increment on Functional Promotion**

**Addressing of Concerns with Bond Period & Amount of Newly Recruited Employees**

**Stronger AIGETOA    Empowered Executives    Profitable BSNL**





**“ Executive’s support has enabled AIGETOA to achieve many of the long awaited Justified and Genuine dues. We Promised the Change and the Change is Visible.**

**YES , 2023 is Better than 2020  
for BSNL & its employees**

**”**

**VOTE FOR**

**3**

***We United for Change \* , We United For Progress  
We United for Settlement of Our Long Awaited Rights of PPP  
We United for Restoring the Pristine Glory of BSNL.***

**The continued support will enable us to achieve the remaining  
The Commitment of AIGETOA  
TOGETHER WE WILL DO IT**