



ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION
AIGETOACHQ, NEW DELHI

Key Note Address

by

Wasi Ahmad, General Secretary, AIGETOA

[Open Session of All India Conference cum AGM @Bhopal on 13.03.2022]

Respected President of the meeting Sri Ravi Shil Verma, All India President, AIGETOA CHQ, Esteemed Chief Guest of the today's function Shri P. K. Purwar ji, Hon'ble CMD BSNL, Respected Special Guest Shri S. Rajhans CGM MP Circle, Comrade A. Khan President SNEA, Comrade C. Singh GS NFTE, Com R. C. Pandey GS BTEU, Com Prakash Sharma AGS BSNLEU, Com P. N. Ahirwal OS(Central) SEWA, Shri Suresh Kumar GS SNATTA, Senior Officers of MP Circle, Our Seasoned leader Comrade Laxman Banoth Chairman AIGETOA CHQ, Com Yogendra Jharwal Finance Secretary and other CHQ Colleagues, Circles Presidents, Circle Secretaries, CWC Members, AIGETOA Central Collegiums' Members, Circle Representatives of Sister Associations and Unions, Other Delegate Members, Our Executives Colleagues of the Host Circle, Print and Electronic Media and My Dear Friends.

It is indeed a matter of great pride and privilege for me to have such a gathering of distinguished personalities present here on the occasion of 6th All India Conference of our Association i.e. All India Graduate Engineers & Telecom Officers Association (AIGETOA) being held here in Bhopal, the city of Lakes and also considered as 'Heart of the Motherland'. Our delegates in this AIC cum AGM, who represent more than 10000 AIGETOA Members as well as 30,000 Executives of BSNL being the Representative Association, have come to attend this Meeting from every nook & corner of the country and signify each and every essence of the organization. This Meeting has given us a unique opportunity to discuss the issues related to the growth of BSNL, which gives us bread & butter and to discuss the issues pertaining to our Executive Fraternity, who are burning their day and night for the company. I certainly feel privileged to get this chance to share the views of our Association on several matters with this distinguished gathering at Bhopal and I do hope that today's session will give some meaningful benefits to the Organisation and its Employees.

On behalf of the Association, I welcome you all in the 6th All India Conference cum Annual General Meeting of the AIGETOA. The outbreak of COVID-19 pandemic and its devastating presence for the last two years have shaken the society as well as economy. I, sincerely hope that you and your family members are safe and practicing all safety protocols and adhering to all the government guidelines. Despite taking all the precautions, many BSNL employees lost their lives during the second wave of the pandemic. I extend my heartfelt condolences to the bereaved families and assure for all possible help on behalf of the Association. I strongly repeat our demand for the compensatory ground appointment (CGA) to the entitled dependant of deceased employees as it becomes paramount on the part of organization to extend a helping hand to the distressed families of our employees, who lost their lives while serving for the cause of BSNL and our motherland.

We are holding our All India conference at a time when almost two and half years have passed to the Revival Package of BSNL, approved by the Union Cabinet on 23.10.2019. Today's topic of the open session is "**Regaining the pristine glory of BSNL – The Roadmap Ahead**". On the occasion, I would like to share financial of the company for a glance.

FINANCIAL PERFORMANCE OF BSNL IN LAST FOUR YEARS

Financial Year	Total Income (Rs*)	EBITA (Rs*)	Total Profit/Loss (Rs*)	Remarks
2020-21	18594	1176	(7441)	
2019-20	18906	(6879)	(15499)	Revival Package approved on 23.10.2019
2018-19	19321	(8340)	(14904)	
2017-18	25069	(2858)	(7992)	

* Figures are in Cr.

This shows that financial downward trend of the company has been arrested and the revenue has become almost constant. The silver lining is that the company has turned EBITA Positive in 2020-21 after a long time. But the situation is neither happier for the organisation nor the employees considering the big gap between the cash inflow and cash outflow due to existing high debt and its repayment. In the period, when the Telecom Sector is in recovery mode and financial of other Operators have started showing upward trend, the stagnant revenue of BSNL despite the passage of 2.5 years of the Revival Package raises serious concern and doubt on its path to regaining the pristine glory of BSNL. It becomes furthermore important in view of the fact that the two most important arms of the First Revival Package are still struggling to get rolled out on the ground due to various reasons. The land monetization has not picked up yet and the target revenue

couldn't be generated through this route. The other important arm was to roll out 4G Service on Pan India basis as part of the revival package approved by the Cabinet. But despite the passage of long time, the service is yet to start and this has defeated the very purpose of the package. Absence of the 4G service is seriously affecting our efforts to increase the revenue and so repayment of debt & liabilities have become a challenging task. At the same time, the necessary fund under OPEX/CAPEX for the field units to ensure optimum service has also affected adversely. The other most affected segment is the Employees of the organisation, who have been denied their many legitimate dues in the disguise of the poor financials of the organization. The ultimate sufferers are working employees in terms of delayed salary for very long time, long pendency of medical bill reimbursement, Non-recouping of 8.2% shortfall of Terminal Benefits of BSNL Recruited Employees i.e. SAB, Non-implementation of Standard Pay Scale of E2 for JAO/JTO and Equivalent Grades, Non-settlement of various Pay Loss Issues, Non-implementation of 3rd PRC and Non-restoration/revision of other financial benefits of the employees i.e. TA/DA Rule, Transport Allowances, LTC etc.

Accomplish

We do have some sigh of relief that the current BSNL Board under the dynamic leadership of Hon'ble CMD Shri P. K. Purwar is handling the financials of the company effectively despite of adverse circumstances and depleted collection during pandemic. Efforts initiated by the respected CMD for the rollout of 4G services through various options in last two years were remarkable although the success couldn't be attained due to the policy decision of the Government to go for only Make in India 4G in BSNL. As of now the PoC testing of home grown 4G at Chandigarh/Ambala are said to be almost completed and so we do hope no further delay will be observed. Rollout of 4G is most important essence for sustainability of the organisation as the service has been launched by the private operators' way back in 2016. Customers are joining the BSNL after deserting other operators in the wake of increased tariffs but the retention ratio is very low due to non-availability of the high speed wireless data i.e. 4G in our arsenal.

Our transmission network is facing deterioration due to ageing effect and needs immediate strengthening as well as expansion to cover new routes. Similarly, the battery and power plant also need full fledged replacement/up-gradation for a flawless service. Some procurement has been made for the replacement and augmentation but they are not sufficient to cater the need when we are planning to roll out one Lakh 4G BTSs. For EB Business we need extensive investment in the network to give optimum service with 99.9% uptime. To cherish the dream for high end quality service, augmentation and up-keep of the network and strengthening of our Team with resources is very important. This needs support from the government as BSNL can't go for further loan from the bank due to existing high debt and challenges in its repayment.

To regain the pristine glory for the BSNL in current situation, where level playing field is not available to us, the support of the government is utmost necessary and fortunately our management under the guidance of the Hon'ble CMD, Shri P. K. Purwar is trying best for the same. This is responsibility of the government also as BSNL is spearheading the Hon'ble Prime Minister ambitious dream of Make in India and so BSNL must be compensated for the loss incurred in realizing the dream of the Nation and Employees should not be subjected to suffer.

Our association is also pursuing the matter of BSNL viability and longevity at various levels in the DoT and ministry in the government. It becomes more important for us in view of the fact that 42000 working employees (Executives & Non-Executives) recruited by BSNL do not have the protection of Government Pension as available to other section, who joined BSNL on absorption. No adequate Social Security is available to these BSNL recruited employees as neither the Superannuation Benefit has been implemented in totality as recommended by 2nd PRC i.e. 30% SAB since 01.01.2007 nor the BSNL Gazette Notification about forming of Trust for Pension to BSNL Recruited Employees w.e.f 01.10.2000 were came into existence. This has placed them in serious vulnerable position which we witnessed in recent Covid, where families of deceased employees have undergone enormous suffering. Through this platform, I strongly put our demand from the CMD BSNL that Social Security shouldn't be linked with the Financial Viability of the Company and so the management must extend the full 30% SAB w.e.f 01.01.2007 and other pension support w.e.f 01.10.2000 as stated above.

The united efforts of Management, Associations and Unions have succeeded in building a positive opinion about BSNL in the government and we are in receipt of the information that government is contemplating new support for the BSNL as well as looking forward for the merger of BBNL and MTNL. Once realized, BSNL will become single point telecom delivery system for all the government-oriented programs with real Pan India operation in all verticals. As the matter is sensitive, we will not go in depth discussion and leave it to the management to take a position, so that future of BSNL can be ensured on better side. ***This will surely work in a direction to Regain Our Pristine Glory for the BSNL.*** At the same time, we have to be vigilant for each and every step of the Government and Department of Telecom to protect the interest of our beloved organization and the employees as well.

We demand following from the government for BSNL sustainability:

- The government should wholly sponsor the make in India 4G rollout as BSNL is spearheading the government ambitious project of AtmaNirbhar Bharat in Telecom Sector, which is going to write a new history for the Nation.
- CAPEX infusion to make the backend ready for the roll out the 4G services as well as strengthening of transmission network and Batter/Power plant for EB services.
- The delay in rollout of 4G on account of home-grown network has costed BSNL very dearly and it should be compensated through cash infusion in the company.
- The 2G spectrum should be allotted to the BSNL to continue the services till it is completely phased out by the 4G services.
- License fee should be waived to BSNL being the ambassador for the famous "Local for Vocal" program in Telecom Sector.
- The dues of government towards BSNL e.g. AGR, Preferential Share reimbursement etc should be waived.
- The government should extend support to meet the debt repayment through some mechanism else the Debt may be neutralized through equivalent amount of land parcel under monetization policy.
- The BBNL and MTNL (without debt) should be merged to bring complete synergy for all India operation for all services by the BSNL. An additional support should be extended to meet the OPEX/CAPEX requirement of the Bharat Net Project.
- The support from USOF to meet the obligation of the government for Rural Telephony and remove digital divide.

I have emphasized the focus of association on today's topic but the same I am equally concerned for my fraternities, who havereposed the faith in the association to represent their legitimate rights and aspiration before the management and authorities for complete and time bound resolution of the issues of Executives. The responsibility increases many folds after AIGETOA was elected as Recognized Representative Association in August-2020. I bow down to all executives for giving us an opportunity to serve them dedicatedly and transparently. I would like to assure them that the association will not leave any stone unturned to resolve their outstanding issues and meet their aspiration as well as set right the 20 years long suffering.

Sir, ever since joining this prestigious giant Govt's Telecom PSU, BSNL Recruits have been giving their best possible efforts with other employees for delivering the finest telecom services to our esteemed customers even after facing many internal and external constraints. The members of this association knows very well that BSNL existence is their existence and are always in forefront to carry forward any responsibility for making BSNL a

glorious and number one Telecom service provider. The major members of this association belong to the young portion of BSNL executives, whose HR issues are being continuously sidelined by citing one reason or other. Due to the non-redressal of the genuine HR Issues, these young and talented executives are under tremendous frustration. There is an utmost need to address their long pending demands to keep them motivated, which ultimately benefits the company. **Members of this association are worried about their Legitimate Pay, Genuine Career Progression and appropriate Social Security i.e. Pensionary Benefits.** In simple language, when the colleague absorbed employee's full pension part is contributed by BSNL, why full 30% SAB for Directly Recruits can't be contributed by BSNL? Why the Executives recruited on E1A Scale (9850/-) are not able to get their proportionate revised salary? Why the JTOs/JAOs and AOs/SDEs are still not getting standard E2 and E3 scales despite of the same passed by the BSNL Board in 2016? Why the promotional avenues are not in priority of the management resulting in severe stagnation and getting just one promotion in a career span of 11-20 years by these officers??? The young officers who are having sufficient qualification and relevant experience have been kept away from middle level management posts on one pretext or other. Despite the shortage of the officers in AGM/DGM Grade, neither serious efforts were made to find a solution for the AGM Promotion nor the suggestion of association to extend promotions to all in a time bound manner was accepted.

There is some consolation that the management has changed its thought in recent time and accepted the facts as highlighted by this association from long time to allow the BSNL recruited JTOs/JAOs to reach to the higher position and allow BSNL Recruits to lead the company with confidence. We do welcome this approach but at the same time place a firm demand for taking care of the promotional avenues of the Executives on an immediate and urgent basis by finding out the alternate routes. We all including management firmly believe that where there is will, there is way. Management must show its firm willingness to end the promotional stalemates in all cadres and streams and should find a way immediately to address this issue.

We extend our heartfelt thanks to the CMD BSNL for executing the 4600+ SDE Promotion in Telecom Grade as well as other streams. But at the same time, it exposes darker side of the HR Policy of the organization, where a first BSNL recruited JTO gets a chance of promotion after long 20 Years through normal route of DPC and the SDEs promoted through LDCE are waiting for their next promotion of AGM for last 9-14 years. This has to be set right as BSNL always hired best talent from the market but failed to nurture them to reach higher positions and take senior responsibility in the organisation like any other CPSE and making BSNL independent of external source.

We will have to acknowledge that Human Resources are the nerve centers and architects of growth of any commercial enterprise. Non-resolution of critical and long pending basic HR issues is adversely impacting the morale and is distracting the focus of the Executives in a big way. Management needs to exercise a serious thought process and commitment to get the issues resolved in totality and within specified timelines:

- 1) 30 % Superannuation Benefit to BSNL Recruited Employees:** Even after 20 years of its formation, BSNL is not yet implemented full pensionary benefits for BSNL Recruited employees which is a serious compromise of their social security. In the Presidential Orders for formation of BSNL, clause for having a pensionary mechanism for employees recruited by BSNL was available but the same has been forgotten altogether which is keeping the BSNL recruited employees at most disadvantageous positions. This needs to have a serious relook and needs to be resolved now at least in BSNL 2.0. BSNL has even not implemented full 30% SAB as envisaged in a 2nd PRC recommendation w.e.f. 01.01.2007. Only 3% from 2016 and 5 % from 2017 is being implemented under SAB Pension Fund by BSNL and still 8.2% is shortage in defined contribution under SAB. The forum of unions and associations has also raised this demand on various occasions. We request BSNL management to contribute full 30 % SAB from the beginning, which started late and currently given 21.8% (SAB Pension-5%, EPF-12%, Gratuity 4.8%) as a defined contribution. The State Governments are reverting back to Old Pension Scheme, So it's a high time that either BSNL recruits should also be extended the facility of Government Pension and existing Pension Disparity within various employees should be parted else Full SAB from beginning should be implemented.

- 2) E2, E3 Pay scales to JTO/JAO and SDEs/AOs:** The revised pay scales of JTO/JAO and SDE/AO as per 2nd PRC are not yet implemented by BSNL. DOT has issued wrong presidential order in 2017 by degrading the scales of JTO/JAO and SDE/AOs and going against the recommendations of the BSNL Board as well as DPE guidelines on the matter and hence it was not implemented by BSNL. In recent meeting at DOT, this issue was again raised by AIGETOA and explained in detail. It is felt that if BSNL management takes a proactive stand with DOT on this matter, conditions are definitely favorable and conducive at this point of time for getting the fresh presidential order issued as E2 for JTO/JAO/Equivalent grades and E3 for SDE/AO/Equivalent grades. It will also work as conduit during the merger plan of MTNL with BSNL, where the scale of JAO/JTO equivalent is E2 else the legal and organisation complication will arise.

- 3) Pay Loss Issue to BSNL Recruited employees after year 2007:**The young lots of executives are deeply demotivated as they are not given their basic pay as per the details in their recruitment notification. The employees who were recruited in 9850 pre-revised scale (E1A Scale) are getting nearly Rs 10000 less pay as they are extended with starting basic of 19020 in a pay scale of Rs.16400 (Revised Scale E1) which is a lower scale as well as lower basic and not equivalent to Rs. 9850. A committee has been formed but the objective is to compensate the losses incurred by these executives and it needs a holistic approach of the management.
- 4) Extension of E1+5 to compensate Pay Loss Issue of JAOs JTOs Recruited/Promoted in E1 Scale:** The young lots of executives are deeply demotivated as they were given initial basic as 16400 in the new E1 Scale only despite of the Board approval of E2 Scale for JAOs/JTOs causing huge loss to the young executives. This loss needs to be compensated and made at Par with other employees in similar grade by extending five advance increments (E1+5) at the initial basic as an interim measure till E2 is approved. Stating that they have been recruited in E1 and hence are not eligible is a misnomer as the scales approved are E2 for them and they are well eligible for this interim compensation of E1 plus five advance increments.
- 5) TTA to JTO 2016 LICE batch Pay fixation issue:**The TTAs(JEs) recruited as JTOs against the DR quota has yet not been extended the facility of exercising their option for pay fixation under Para 3.6 of the letter dated 07.05.2010. They have been denied their legitimate rights despite presence of many DoP&T instructions and similar precedence of other organizations. Management needs to consider this issue with an open heart and clear mind.
- 6) JTO to SDE Promotions:**The promotion of leftover JTOs of 2008 batches and SRD batches needs to be executed immediately to bring parity within the batch and end their long stagnation in JTO cadre.The exercise to initiate promotions in subsequent batches also needs to be given a positive thought.
- 7) Consideration of SDEs to AGM promotions:**We Thank management for releasing promotion orders in the SDE grades in July and December 2021. However, still a major chunk of executives is pending for promotions and are stagnating in the SDE cadre for almost 9 to 18 years despite availability of vacancies and strength. These executives belong to list 8 to list 13 and have completed their residency period. We request management to consider promoting these executives immediately to AGM grade. Slight shortfall in vacancies to cover all eligible can be taken care of by

creating few more posts as BSNL Board is empowered to upgrade the posts. *The incorporation of stagnation criteria of 8 years in MS RR for SDE to AGM and AO to CAO and Equivalent Grades to make the promotions time bound beyond vacancies is essentially required as discussed also with CMD BSNL.* It will be worth to mention that these executives already had stagnated for long in JTO grade just because BSNL was not able to handle many court cases pertaining to LDCE of VY 2006-7 onwards. Thereafter due to wrong interpretation of RRs, they were placed below the candidates who were selected against VY of later years. Though this wrongful interpretation is under challenge in court of law but we feel it worth to mention that justice can be rendered to these executives only if they are extended the AGM promotions now itself. This will solve the other complexities also. We therefore request management to ensure promotion of all SDEs who are eligible for AGM promotions as on date by completing the residency period of 7 years. This will atleast give some respite to those, who met severe injustice by en-block placement in the bottom most in SDE seniority list inspite of belonging to VY 2006-07, 2007-08, 2008-09 and fighting for justice in the Court of Law.

- 8) SDE Seniority List:**The SDE seniority issued by BSNL Corporate Office is grave injustice to the merit to the executives as available through the route of LDCE. The management has broken its own set provision by not giving the seniority to the executives recruited against the available vacancies in various vacancy years. The delay caused by the management in holding the examination and error in incorporating the provisions of seniority have led to serious of seniority of meritorious candidates, who became SDS through LDCE Exams. It's a great irony that an executive promoted against a VY of 2006-07 has been placed below in block to an executives promoted against VY 2008-09. This must be addressed to contain the despair and anger across the fraternity. The association is bounded to protect their seniority and will go to achieve it through any means.
- 9) Settlement of Reversal issue:**The ambiguity in RRs had many victims in BSNL. One amongst them are the group of executives who were promoted to SDE grade after clearing LDCE 2007 and were later declared as ineligible, again by virtue of wrong interpretation of SDE RRs. These executives were considered for LDCE 2007 after ensuring their eligibility from BSNL CO. After promotions, making them ineligible and that too by virtue of retrospective clarification cannot be justified under any circumstances. This issue needs immediate settlement, not only to extend justice for these executives but also to ensure that promotions in future remains free from legal complexities. We request management for immediate settlement of this issue.

- 10) Group Term Insurance (GTI):**We thank BSNL management for giving approval for implementing GTI for all executives. This will give minimum Insurance coverage to the executives of BSNL and their families. The only request is that the premium should be borne by the employer BSNL instead of the employees to give a suitable coverage to the family in case of any demises. The responsibility of such schemes should be borne by organization as is being done by many others PSUs.
- 11) One increment to executives promoted through SDE(T) LDCE:**Most of the promotions in executive cadre are being delayed beyond time owing to the inept handling of the issues in past. The law of natural justice clearly states that executive should not face the penalty because of the delay on the part of administration and henceforth we request management to suitably incorporate the provision of one increment on each and every promotion and the same should be given retrospective effect as done in the case of EPP.
- 12) First TBP after four years:** All executives of BSNL except one batch in past and new batches now are getting first TBP in 5-6 years while all others have got in 4 years. We are of the strong opinion that this discrimination should end and uniform 1st TBP should be extended to all in 4 years.
- 13) Internal Fast track promotion channel in place of MT:**We are strong supporter of nurturing and grooming internal talent and making them ready to take over the higher managerial positions. We are of the firm opinion that any parachute landing in organization for the managerial positions leads a huge discontent in the executives as it is as good as eating their rights to acquire higher positions. We strongly oppose such parachute landing concept in the name of MT and instead we place our demand for creating an internal fast track channel at each and every level where in each executive gets a chance to move to next level in a shorter span of service by virtue of his performance and merit. We are happy to note that current management believes in grooming internal talent and we are very sure management will soon implement the internal fast track mechanism for all the meritorious and performing candidates.
- 14) Implementation of 3rd PRC:**BSNL is an organization which basically carrying forward the telecom related vision of Government and has been bearing this burden irrespective of the concept of profit and loss. We have been helping government of India in realizing its goal for bridging the digital divide and that of AtmaNirbhar Bharat in Telecom with development of a made in India 4G/5G core. BSNL has been in forefront whenever the country and our fellow countrymen were in need – be it

time of pandemic, be it cyclones, earth quakes; BSNL has always been there. BSNL as a company has never bothered about profit and has been giving services in areas which were loss making also. As the organization is carrying this burden so as the employees also. There are many reasons for BSNL as loss making PSU which are not at all attributable to either BSNL or its employees. Under such scenario, keeping employees of BSNL devoid of Pay revision is not only a pain but also ignorance of the services which employees of BSNL has put in service to the nation. It's high time that management echoes this sentiment of employees before the government echelons and ensures implementation of 3rd PRC in BSNL by delinking it from the clause of affordability and profitability. We firmly place our demand for implementation of 3rd PRC in BSNL.

- 15) Revision of TA/DA Rule and Transport Allowance:** Today, one time lunch and dinner outside our home's costs around Rs 1000-1500. Today cost of one Liter Petrol is around Rs 110. If we live even in a 3rd class Hotel, then also it costs around 2000-3000 Rs per day. It's really a huge injustice to the employees who are being deputed to execute their job responsibilities outside their places of postings at TA/DA rates which were applicable decades before. Expecting an employee to manage his stay, food, and travel within 250-300 Rs per day is nothing but asking him to contribute his salary for official jobs which is in complete contravention to the set rules and procedures. We hereby firmly request management to revise this TA/DA and make it at par with current cost of living. Similarly, the transport allowance extended to the executives is dismal and completely insufficient to meet the actual transport expenditure incurred to attend the office. So, it's high time that management should look into it and revise the Transport allowance without further delay.
- 16) Restoration of LTC facility:** Now that finances of the company is at path to recovery, we request management to end the moratorium on availing the LTC as this is the only recreational facility which is available for the employees from department. How in a same company, two set of rules can be followed where senior managers will be getting the facilities but other executives are denied on the pretext of the financial crunch. This dual treatment to the Executives can't be accepted anymore and has to set right.
- 17) Compensatory Ground Appointment for the employees' demises in Covid:** Years 2020 and 2021 witnessed a huge catastrophe to mankind in the form of Covid Pandemic. BSNL being the national telecom carrier, executed its responsibility to perfection and its employees also risked their lives for the cause of nation.

However, many employees lost their lives while executing their duties in service of the nation and now their families are in a complete state of lurch with the bread winner of their families gone to a never returning eternal journey. It becomes foremost and paramount duty of the organization to help such families. We hereby firmly place the demand for treating all such covid deaths as death on duty and compensate the families by providing BSNL employment to the near dependents/nominees of the families in line with the applicable rules for death on duty. The Parameters of CGA should also be relaxed for granting employment to the nearby dependents of such employees. Our association strongly disapprove the recent letter issued by the management continuing ban of CGA and demand implementation of CGA in BSNL.

18) Group Health Insurance Facility & Medical W/O Voucher: We have floated the contributory Group Health Insurance Facility from the association platform, which was very helpfulto the Executives and employees in one of the most distress time of Covid Pandemic. But it's the duty of the employer to ensure proper medical care for the employees. In the absence of timely payment to the hospital, BSNL MRS is not serving the purpose and the employees have suffered a lot during Covid and subsequently. So, the management should come forward with a Group Health Insurance Policy and we demand for the same on behalf of all executives being a representative association.

Also, the Outdoor Medical without Voucher Scheme as existing earlier should be restored. This has already been started with fixed amount for the retired employees and so we demand that earlier provisions of Medical without Vouchers Facility should be restored as existing earlier for the working employees.

Lastly, On behalf of all BSNL Recruits, I would like to make an impassioned and fervent appeal to our beloved CMD to personally monitor the progress towards resolution of critical issues like 30% superannuation, SDE-to-AGM, AO-to-CAO Promotions, Notification of LDCE for SDET/AO, E2-E3 Standard Pay scales for JTO-SDE and JAO-AO and Equivalent grades, Pay Loss issue of post 2007 JTOs/JAOs, E1+5 and LICE 2016 batch JTOs Pay Fixation issue etc. Unless these issues are monitored very closely and personally by your goodself, no tangible results are possible. Regaining the Pristine Glory of BSNL is our cherished dream and we are confident of converting it into reality through our untiring and committed efforts to accelerate the growth and revenue generation in shortest possible span. While we take care of the organization and its external customers, we request the management to take care of its internal customers i.e. we the employees and ensure that all pending HR issues are

resolved in a time bound manner. I thank you all for giving me a patient hearing and at the same time we reaffirm our resolution that we shall be discharging our responsibilities even in the new environment efficiently and will move forward along with all of you to make BSNL of our dreams, a reality. We also assure our esteemed customers that this Association will do everything to ensure the best possible telecom services to them at all cost.

Thank you all,

(Md. Wasi Ahmad)
General Secretary