



AIGETOA

(All India Graduate Engineers & Telecom Officers Association)
Bharat Sanchar Nigam Limited

Message from GS, AIGETOA Sh R P Shahu

Dear friends,

As you know our whole cadre is victim of complete ignorance and discrimination from BSNL Management hence deprived in each and every respect may it be career progression, pay, future and social security, transfer and posting etc. despite of continues long persuasions and written commitment from management side, issues are yet not resolved hence this association is finally forced to serve the notice for organization action.

Pay revision takes place in every 10 years with intension to hike the pay of executives to meet out the global inflation. Just imagine the pain and de-motivation level of young executives recruited on or after 01-01-2007 who are getting less pay even then pre-revised pay while others are enjoying the pay hike of about 30 to 40% after pay revision effected from 01-01-2007. Management after passing more than three years of pay revision order has not moved even single steps to resolve this serious pay anomaly. I am hereby giving the following calculation in respect of their pay anomaly.

Pay as on	Pre-revised					Revised									
	Executives who joins on 1st Jan-2007					Executives who joins on 1st Jan-2007					Executives who joins on 31st Dec-2006				
	Basic Pay	DP	DA	EPF	Total	Basic Pay	DP	DA	EPF	Total	Basic Pay	DP	DA	EPF	Total
01.01.2007	9850	4925	4167	2273	21215	19020	0	0	2282	21302	22820	0	0	2738	25558
01.01.2013	11350	5675	23750	4893	45668	22750	0	16266	4682	43698	27280	0	19505	5614	52399

See the above table which projects the seriousness of the issue that one who joins just a day before i.e. 31st Dec-2007 getting more pay of Rs 8701 (52399-43698) per month then the executives who joined just a day after i.e. 1st Jan-2007. The issue becomes more serious when we compare the revised pay of the executive provided by BSNL who joined 1st Jan-2007 with the pre-revised pay of the same executive. If pay of the executives joined BSNL on 1st Jan-2007 would have not been revised so for he has been getting pay of Rs 45668/- per month but after revision of pay he is getting Rs 43698/- per month as on 1st-Jan-2013. Means he is getting pay loss of Rs 1970/- per month. This difference will become many folds if we include HRA and BSNL starts providing all the perks and allowances, PRP as recommended by DPE followed by 2nd PRC. Moreover this will have the cumulative effect in future pay revisions. It is certainly not the motto of the pay revision. it is just anomaly which BSNL management is deliberately failed to resolve. All the PSUs have upgraded the pay scale of direct recruits to bring the pay parity with existing executives even some of the PSUs have offered more pay hike to direct recruits then existing executives after pay revision to attract the new talent from open market. Any proactive management will not let this pay anomaly to linger on for such a long period which is badly affecting the motivation level of young executives and hence deteriorating their performance. Friends, this is not affecting only the young executives but it is also affecting our future as de-motivated young executives can contribute their optimum to this company for making it profitable. Finalization of standard pay scale of E2 for JTO equivalent and additional increment on E2 for the executives recruited on or after 01-01-2007 is only solution to resolve this pay discrimination and keep their motivation high. Certainly we must take this issue at the top of other issues. Young executives recruited on or after 01-01-2007 must not fall on rumors and should not believe that any other group will come to resolve this issue or any other event will be organized. This is the only association to take care of each and every problem related to direct recruits and we will be able to resolve the issues only with active support of every direct recruit. Come forward and motivate each and every direct recruits to make this organization event successful.

Apart from this, other issues mentioned in the notice are equally even more hampering the career and future of young executives. Guaranteed Survival after retirement in government department and PSUs is only making difference over privet service. All the absorbed executives of BSNL are covered under government pensionary scheme which will yield handsome pension after their retirement but we the direct recruits are not covered under this scheme hence implementation of superannuation benefits as recommended by DPE followed by 2nd PRC is only retirement security for

us which must be implemented in totality. Once this recommendation of 2nd PRC will get implemented in BSNL in totality certainly we will become tension free for our old aged post retirement survival.

Earlier batches of direct recruits have been serving this company with the tag of JTO (JE) for more than 10 years despite recruited with professional qualification but same should not be continued for our younger lot. Recruitment of MT and DGM from external candidates will not only block our career enhancement but also the underestimation/disrespect to our talent and qualification hence external recruitment at MT/DGM will be opposed nail and tooth. We shall force BSNL management to adopt contemporary promotion policy as in case of other CPSEs based on qualification and performance not on disputed seniority which is the root cause of long stagnation so that younger lot shall not wait for 10 to 15 years for their first promotion. Just remember our struggle in Dec-2008 where more than 5000 direct recruits were seated on the road in front of BSNL CO New Delhi for more than 4 days leaving our family and small kids to home. We have expended huge amount and energy to stop external recruitment above us in the name of MT. BSNL management was finally forced to withhold the MT recruitment at the situation when application along with DD of Rs 1500 has already been submitted by the candidates and exam date was announced. How come now we shall allow same external MT after 5 years when about 5000 more young executives are added with us for struggle. We have all the required qualification and talent hence Remember, if we will be able to stop external MT and DGM and will definitely do it, nobody can stop us occupying the top post of BSNL and we deserve for the same.

BSNL Management has made mockery of executive's promotion policy giving pay scale but not the responsibilities of the post. BSNL management has made EPP in such a way that many underperformed absorbed executives having under qualification will also get first time bound financial upgradation in 4 years without doing anything but direct recruits will get the same in 6 years irrespective of their qualification and performance. Thanks to 2nd PRC which made eligible to 2002 batch in 4 years, 2001 batch in five years but again our young executives recruited on or after 01-01-2007 will get the same in six years. The policy of promotion should be even for all i.e. 4 years and should be based on performance and talent not on the luck or sympathy.

This is the height of discrimination and vindictiveness of BSNL Management who displaced even up to 50 to 98% of direct recruits in some of the circles on their long due first promotion through LDCE for SDE(T) violating it's own transfer policy and circulars issued time to time, specially at the time when education session has started and executives hardly get admitted their wards by paying lakhs of rupees education fee. it has never been seen in any department in the world when such mass displacement has occurred. BSNL management never dares to even displace 10% of executives in any financial year and hence many absorbed executives have been working for 20 to 25 years at same station. Even BSNL CO has called longest stay list from field units 2 month before but did not operate with the reason best known to them. With such huge displacement not only executives are facing hardship but also created turbulence in BSNL from where such mass displacement is occurred. If such displacement happens once again our young executives recruited after year 2007 will be targeted in their promotion to SDE because by that time these displaced officers will have completed their tenure and be replaced up to the extent possible by new promotion. All who are in longest stay of 20 to 25 years will retire from their home place. Members who are not interested to join at new place and not fall within 10% of total passed candidates in their circle should wait till our agitational program is over. Don't believe in rumors that your seniority will be affected due to late joining as this is competitive exam and seniority does matter on joining date and hence your staff number is already allotted along with your posting determining your seniority. Only you have to loose your arrear if any for the period you have not worked as SDE. Even your regular service will be counted after your joining but not affect your next promotion in any manner if join before 31st March-2014. Remember the posting of last LDCE held in year 2007 wherein about 175 direct recruits were displaced to hard tenure circle, this association with your support had opposed nail and tooth and forced management to cancel their transfer order. This time also we will do the same but only with your support. Please motivate each and every direct recruits to participate in the organizational activity called by this association.

Dear friends, we must stop such discrimination once for all, revolution comes from the energy of younger generation and wisdom from older generation. We have mixed of it as many of us have already passed more than 12 years of service life and have learnt from our past experiences. We have done earlier and we will do now also.

It is our humble appeal to all the direct recruits irrespective of associations, come forward and shake your hands together. This is the fight of cadre respect and survival. We should come out fearlessly and raise the voice against discrimination and unjust. We will definitely get our rights and respect for which we deserve.

AIGETOA ZINDABAD, DIRECT RECRUITS ZINDABAD, OUR UNITY ZINDABAD, OUR STRUGGLE ZINDABAD

VESTED INTEREST IN BSNL-MURDABAD