



Presentation to CMD by AIGETOA on HR
issues of Direct Recruited Executives

15th July 2011

Brief introduction of AIGETOA

- AIGETOA is an Executive's Association of BSNL having branches at every nook and corner of India representing the issues related to Executives in general and Direct recruited executives after inception of BSNL in particular.
- All the direct recruited executives of BSNL are professionally qualified and recruited through All India Competition with high aspirations for career growth at par with similarly placed PSUs.
- When there were lot of infighting in BSNL for finalization of the absorption terms & conditions, IDA pay scales, perks, allowances, career progression of executives etc, we were the executives who have given our sweat and blood for the company, giving up all our aspirations in the hand of able management of BSNL.

Brief introduction of AIGETOA (contd...)

- Suddenly we felt that BSNL management has not only ignored but completely forgotten the section of executives recruited by BSNL during the finalization of various policies for career growth and welfare of executives.
- We realised under the guidance of some well-wishers inside the management that no body else except us will put our aspirations before the management as our service conditions are different and all other aspirations are contradictory to the absorbed executives.
- With the help of some well-wishers, all the direct recruited executives united together pan India basis and registered AIGETOA a service association under Society act at Rewari, Haryana in Nov 2005 so that we can raise genuine issues of direct recruited executives.

General aspirations of executives in any company

- Career progression
- Social and future security and
- Comforts of work i.e. balance between family, social and professional life.

By fulfilling the aspirations mentioned above, any company can attract dedication, efficiency and loyalty from employees which in turn will result into the multifaceted growth of the company in long run.

Career Progression:

- Before 1999 JTO in DOT was classified as Group –C Non-Gazetted vide JTO recruitment rules 1996.
- The Post of Junior Telecom Officer was classified, as Group B-Gazette Non-ministerial based on the recruitment rules of JTO 1999 issued on date 06.09.1999 in line with fifth pay commission recommendations , minimum qualification was also increased from BSC/Diploma to bachelor of engineering as recommended by fifth pay commission.
- Minimum length of service for promotion to JTO Group-C from subordinate cadre was 5 years but after upgradation to JTO Group-B it is increased to 10 years. Logically JTO Group-B was upgraded 5 years from JTO group-C but next promotion is still SDE with same eligibility criteria hence direction of upgradation is missing.

Career Progression(contd....)

- After upgradation of JTO post DOT could not recruit any batch of JTO. BSNL recruited first batch in the name of GE-JTO in the year 2001 through All India Competition with same syllabus and other eligibility criteria as of Engineering Services minus interview.
- Normally all the PSUs declare the career progression of Executives in the advertisement itself but BSNL has only mentioned level of recruitment as Executives and period of bond but career progression was missing.
- BSNL was category-A PSU and had highest revenue and profit among the similar category of PSUs. Level of competition for recruitment was not inferior to any PSU of India. In this situation no one could have imagined inferior career progression to other PSUs.

Career Progression(contd....)

- Most of the executives recruited have preferred to join BSNL over other PSUs and even many have left previous Jobs in aspiration of better career growth.
- It is not so that BSNL is providing inferior career progression but it is the matter of not providing proportionate career growth. BSNL is still providing better career progression to under-qualified over other PSUs but its qualified pool is deprived of promotional and career benefits.
- Although it was the need of the time to make favourable policy so that qualified executives recruited by BSNL should have been facilitated with at par career growth but it is unfortunate that these executives have been deprived from the existing policy of career growth by favouring promoted executives violating all the rules & guidelines

Career Progression(contd....)

➤ **Violations of DOPT Guidelines:**

- DOP&T guidelines for upgrading the employees to the upgraded post have not been followed and all the employees working as JTO Group-C have been upgraded to JTO Group-B
- DOP&T guidelines for fixation of inter-se-seniority have not been followed and all the promoted executives have been given enblock seniority over direct recruited even they have been appointed much later.
- Failed candidates in the JTO examination held by DOT before formation of BSNL were not only declared “passed” by BSNL by relaxing the minimum passing marks but also they were given seniority over already recruited executives by BSNL i.e. DRs.

Social and Future security

- There are various facilities/scheme like pension, provident fund, other superannuation benefits for employees for their social and future security to attract the loyalty.
- At one side BSNL is contributing pension on maximum of the basic as per the sixth central pay commission recommendation without any hesitation and thought about financial implications for more than 2 lakhs employees and other side it is yet to finalize the superannuation benefit scheme as per the 2nd PRC for DRs.

Social and Future security(contd..)

- Employees provident fund is mandatory contribution scheme even for the private company but there is lot of anomalies in BSNL even after passing more than 10 years. Due to all these anomalies employees are not able to withdraw their money in case of need and forced to take loan from other sources at high interest.
 - No contribution for training period despite very clear rules in this regard. Employees have been forced to take legal remedy and got favourable order from different authorities and Hon'ble Courts.
 - Less contribution and retrospective recovery against the rules. There are various orders from different authorities.
 - Account is not being transferred after transfer of employees owing to non-adherence of formalities at many places by BSNL.

Comfort of work

- Development of the India is very fast then other countries in every respect and hence forth now it is very tough to maintain the balance of family, social and professional life for every individual.
- All the companies are helping their employees by one or other ways in the way of maintaining balance so that employees could concentrate more towards work.

Comforts of work (Contd..)

➤ **BSNL is has gone drastically wrong in its commitment for the interest and comforts of direct recruit executives. Following are some facts:**

- In this company there are only direct recruits who have been posted interstate for more than 9 years but their request has not been considered.
- Posting of working spouse at the same location is not considered and sometimes even they are deliberately posted at diagonal distance.
- Many absorbed executives have already passed more than 20-25 years at same location even at same building but they are not disturbed but direct recruits are transferred to hard station at the time of their first promotion.
- Request for posting in the field of interest of direct recruits are not considered even there are need for the company also to utilize their expertise.
- There are many issues which disturb their concentration towards work like pay anomaly of 2007 batch onwards, discrimination in time bound upgradation, stopping upgradation etc.

Presentation of issues and it's resolution

Finalization of pay scale for JTO and SDE cadre

➤ Fact submitted:

- 2nd PRC has recommended 30% fitment benefit existing employees and standard pay scales with (E0/14500-2500, E1/19000-32000, E2/24000-37000 and so on..) for direct recruitment for category-A+ CPSUs.
- As per the recommendation both type of executives were benefited by minimum 30% even direct recruits are at higher side.
- GOM has modified and lowered the minimum of standard pay scale by keeping 30% fitment unchanged and not allowing any intermediate pay scale.
- Followed by the final recommendations most of the PSUs have enhanced the standard pay scale like E2 scale for E1 and upgraded non-standard pay scale to standard one to maintain the parity between direct recruits and existing executives.
- Acting reverse BSNL management has lowered the existing non-standard E1A pay scale provisionally to E1. in this way executives recruited 2007 onwards are not only getting loss in Pay of Rs 5000 to 6000 per month but it has also created big difference of emoluments between executives recruited before and after year 2007 which will have cumulative effects in future also.

Finalization of pay scale for JTO and SDE cadre

- It has already been clarified by Department of Public Enterprises vide letter cited under reference above that: - [clarification>>>>>>>>>](#)

“There will be no change in the ten pay scales of below board level posts as indicated in OM dated 26/11/2008 and there is no justification for introducing intermediary pay scales. If there have been any aberration, they need to be corrected. Every officer has to be fitted into corresponding new pay scale.

However, if there is any exceptional case regarding intermediary pay scales, the same may be referred by the administrative Ministry concerned to the DPE. The issue will be decided by DPE with the concurrence of Department of Expenditure, on a case to case basis *without altering the minimum and the maximum of the revised pay scale.*”

Finalization of pay scale for JTO and SDE cadre

➤ Resolution taken and action so far.

- In the agenda meeting with this association held on 25/02/2010 under the chairmanship CMD BSNL it was agreed that decision will be taken after DPE conveys its views on proposal of BSNL regarding E1A and E2A.
- Unfortunately the said proposal of BSNL never reached to DPE but DPE has conveyed its views in respect of proposal by other CPSEs that intermediate pay scale will not be allowed at any circumstances.
- In the agenda meeting again under the chairmanship of CMD BSNL on dated 03/09/2010 it was agreed that final decision regarding standard pay scale will be taken after receiving the view of DOT but regarding allowing to continue in pre-revised scale till the finalization of pay scale to protect the loss of emoluments Sr. GM (Estt) will resolve the issue within two month of time.

Finalization of pay scale for JTO and SDE cadre

➤ Resolution taken and action so far (contd...)

- Since then more than eight months have passed and DOT has refused to accept the intermediate pay scale but BSNL management has not moved even one step ahead towards resolution.
- Surprisingly Establishment cell of BSNL CO issued order to field unit to put JTOs on E1 scale which was then taken back after agitation notice served by this association.
- In the meeting of representatives of this association with the committee under the chairmanship of PGM (Finance) during the agitation notice on 3rd March 2011, it was agreed that E1+5 increments will be given as an interim measure to protect the loss of emoluments till the finalization of pay scales and BSNL management will also expedite to find out the ways to give standard pay scale i.e. E2 to JTO and E3 to SDE.
- Followed by the assurance this association has called off the agitation but it is highly surprising that till date nothing has been done.

Implementation of DOP&T guideline for fixation of inter-seniority among direct recruits and promotee JTO

➤ Fact submitted

- BSNL has recruited professionally qualified executives in the cadre of JTO/JAO after it's inception.
- They deserve special consideration of the management regarding their career progression at par with other PSUs to maintain the parity and motivation of direct recruited executives.
- Acting reverse BSNL management has deprived promotional avenue of direct recruits even with existing policy and violated all the DOP&T guidelines against the promotional avenue of direct recruits and forced us to wait for almost 15 years to get first promotion.

Implementation of DOP&T guideline for fixation of inter-se-seniority among direct recruits and promottee JTO (contd..)

- DOP&T guideline regarding upgradation of group (JTO Group-C to JTO Group-B) vides **DOP&T OM no. 22011/10/84-Estt. (D) Dated 4th Feb 1992 must be followed.**

- DOP&T guidelines regarding fixation of inter-se –seniority among direct recruits & promotee **OM no. 22011/7/1986-Estt (D) dated 3-7-1986** must be followed.

- Relaxations given by BSNL vide **letter no 12-15/2002-DE dated 10-03-2003** for the 15% quota LDCE conducted by DoT in the year 1999/2000 and allotment of recruitment years 1998, 1999 to the selected candidates is irregular.

- AIGETOA has submitted at par inclusive career growth policy with reference to other PSUs based on performance, experience and qualification to which is high need of the hour and resolve all the mesh.
Inclusive career growth >>>>>>>>>>>>>>

Implementation of DOP&T guideline for fixation of inter-se-seniority among direct recruits and promottee JTO (contd..)

➤ Resolution taken and action so far.

- In the agenda meeting chaired by CMD BSNL we have impressed upon regarding our inclusive career growth but it could not been resolved citing practical difficulty .
- It was resolved to follow all the DOP&T guidelines regarding fixation of seniority and promotions.
- Followed by the meeting, establishment cell of BSNL CO has issued direction to field unit to follow the DOP&T guideline in determining the inter-se-seniority of JTOs. Unfortunately most of the field units have not responded properly
- Again in the agenda meeting held on 03/09/2010 under chairmanship of CMD BSNL it has been agreed that Sr.GM (Eastt) and Sr. GM (SR) will ensure it's implementation in field.
- It is highly surprising that instead of ensuring implementation of DOP&T guideline in field, Establishment cell of BSNL CO communicated to field units that existing system should be followed instead of DOP&T guidelines against the genuine agreement reached in the agenda meeting under the chairmanship of CMD BSNL.

30% superannuation benefit to the executives who are not covered under CCS pension rule-37 A as per recommendation of 2nd PRC

➤ Fact submitted.

- As per the 2nd Pay Commission recommendations 30% superannuation benefit scheme should be implemented for all the executives who are not covered under CCS pension rule for their future security. [Order>>>](#)
- Most of the PSUs have already introduced 30% superannuation scheme followed by the recommendation.
- Most of the employees of this company are already covered under CCS pension rule-37A for their superannuation benefit and recommendations of sixth pay revision in this regard is implemented in totality. Hardly 10% employees recruited after formation of BSNL are deprived of their superannuation benefit.
- There is big disparity of package among direct recruits and promotee executives if 30% superannuation benefit is not introduced.

30% superannuation benefit to the executives who are not covered under CCS pension rule-37 A as per recommendation of 2nd PRC (contd..)

➤ Resolution taken and action so far.

- it was agreed in the agenda meeting held on 25/02/2010 under the chairmanship of CMD BSNL that Sr. GM (legal) will examine the issue and decision will be taken after his finding within one month and after receiving clarification from DPE regarding leave encashment.
- Sr. GM (legal) has already submitted favorable recommendation and DPE has also clarified that leave encashment is not the part of superannuation benefit but we are yet waiting for final resolution.

First time bound upgradation in four years in respect of every executive:

➤ Fact submitted.

- As per the existing time bound financial upgradation policy executives will get their first time bound upgradation in minimum four years subjected they cross the minimum of next scale or in six year which ever is earlier.
- With this policy, nearly all the promotee executives were getting their first time bound upgradation in four years and only direct recruits who were getting their upgradation in six year.
- After 2nd PRC only one batch of direct recruits executives recruited in year 2001 are getting first time bound upgradation in five years and rest all will get in 4 years but perhaps none in six years.
- Now this policy need to modify with equal span of four years for first time bound upgradation in respect of every executives as there is discrimination amongst different batches of direct recruits.

First time bound upgradation in four years in respect of every executive:

➤ Resolution taken and action so far.

- It was resolved in our agenda meeting held on 25/02/2011 under the chairmanship of CMD BSNL to look positively considering the submission of facts.

EPF ANOMALIES

➤ Facts submitted.

- Despite of mandatory obligation of employer to maintain proper accountability and transparency of EPF and clear orders form BSNL CO time to time, field units has created a lot of anomalies in the absence of follow up.
- There is less or no contribution in some circles up to year 2005.
- There is no proper account and annual statement
- No contribution for the training period.
- Non-uniform deduction towards EPS.
- Retrospective recovery from current wage against the law.
- Transfer cases are not settled.

EPF ANOMALIES (contd..)

➤ Resolution taken and action so far:

- Agreement was reached in our agenda meeting held on 25/02/2010 under the chairmanship of CMD BSNL to form an EPF cell at corporate office to resolve the EPF anomalies and work for the centralization of PEF account.
- Order was also issued from BSNL co to form centralize cell at BSNL CO to resolve all the anomalies but so far it is not functional.
- Regarding the retrospective recovery it was agreed that Sr. GM (Legal) will examine the legal provision related to recovery of past contribution and accordingly liberal view will be taken
- not only the Sr. GM (Legal) has already submitted his finding but we have several decisions from EPF tribunal that it is highly illegal to recover past contribution from current wage and violation will attract penalty . [Order1](#) [order 2](#) [order3](#) [order4](#)
- Regarding contribution for the training period there is already clear order from EPF tribunal and than honorable High Court.

At par privilege to AIGETOA

➤ Facts submitted:

- It has been more than 10 years of BSNL but BSNL management is totally failed to call the referendum of executive association.
- BSNL has recruited its own executives after its formation whose service conditions and various other interests are entirely different than absorbed employees and in some areas, there are conflict of interest too.
- In this situation giving privilege against the CCS rule to some executives association who are basically representing the absorbed executives and not recognizing AIGETOA who is representing direct recruits of BSNL is not at all justified and the way to deprive the direct recruits.
- In the field units, management has given full immunity in transfer to the representatives of SNEA and AIBSNLEA for which representatives of AIGETOA are paying.

At par privilege to AIGETOA (Contd..)

➤ Resolution taken and action so far :

- In our agenda meeting held on 25/02/2010 it was agreed that referendum of executives association is in process and will be completed within March 2010.
- It was also agreed that management will work out a suitable mechanism so that AIGETOA will be treated equal in field but since then more than one year have passed neither referendum has been called nor AIGETOA has been given at par privilege in the field.

Transfer and posting of executives

➤Facts submitted:

- it is needless to mention that transfer and posting of the executives in this company is highly anomalous and bureaucratic in nature.
- This is the area where BSNL management has to be transparent like banking sectors.
- Executives posted in hard station are not being relieved after completion of their tenure . Longest stay list is not being executed to facilitate their relieving.
- inter circle transfer under rule-8 are not being considered even after completing almost 10 years.
- transfer on working spouse ground are either not being considered or given distanced posting etc.

Transfer and posting of executives (Contd..)

➤ Resolution and action taken so far:

- this association has received several assurances from the management time to time, that all such anomalies will be removed.
- All the rule-8 after completion of five years and spouse cases will be considered.
- Executives posted in hard tenure will be immediately relieved after completion of their tenure.
- Transfer policy will be followed in true sprits.
- So far, nothing concrete has come out in this regard.

Introduction of child care leave in BSNL

➤ Facts submitted:

- Unlike other PSU, BSNL is having its golden history of serving social commitment.
- All the government organization and most of the PSU have already implemented child care leave followed by sixth pay commission recommendation to serve the social commitment of government for woman empowerment.
- In this situation BSNL should have been the first PSU to implement the child care leave. Unfortunately one side employees of this company is still forced to serve the various social commitment of government of India loosing several things and other side they are self deprived by the BSNL management

Introduction of child care leave in BSNL

➤ Resolution and action taken so far:

- In our agenda meeting held on 25/02/2010 it was agreed that BSNL management will check up in other PSUs if this has been implemented.
- Though most of the PSUs have already implemented it yet nothing has been done in BSNL

Appeal

➤ Appeal in respect of career progression

- To implement the contemporary HR policy based on performance, qualification and experience as being followed in leading PSUs. It is not only in line of career aspiration of all executives but also high need of the hour for long survival of BSNL.
- Till performance based policy is implemented, we request management to follow the DoPT guidelines for fixation of Inter-se-seniority between Direct recruits and Promotee officers as already resolved.

Appeal

➤ Appeal in respect of social and future security.

- We request management to immediately implement the 30% superannuation benefit scheme as per the 2nd PRC for employees who are not covered under CCS pension rule .
- All the EPF anomalies should be resolved by forming special task force team.
- Accounts should be created at corporate level for all the direct recruits by taking a cut off date and all the existing accounts should be transferred to the new account created at corporate level.

Appeal

➤ Appeal in respect of comforts of work.

- BSNL is biggest PSU not only in India but in Asia also have multi telecom service pan India basis. In this situation it is very easy to fulfil the interest of the employees in respect of their choice posting, considering request of working spouse etc
- In the area of service sector where customer is king, customer care is much required by front line executives but it is only possible when front line executives are free from other pitty issues hence employee care is very much required by top level management.
- BSNL management need not wait for representation from individual/association or strike notice for the issues which are justified and very much genuine. Like pay anomalies of executives' 2007 batch onwards, EPF anomalies, Uniform period for four year time bound upgradation, child care leave etc.

Appeal

➤ **Recognition to AIGETOA at Par with SNEA/AIBSNLEA.**

- Referendum should be called for recognition of one executive association from each of the following three categories by virtue of their different service conditions :
 - Absorbed Promotee executives of DOT .
 - Absorbed UPSC recruited executives of DOT
 - Direct recruited executives of BSNL
- Till the referendum takes place, grant recognition to AIGETOA also at Par with AIBSNLEA/SNEA to make it a level playing field.

Thanks