



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

ODISHA TELECOM. CIRCLE

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To,
Shri P. K. Purwar,
Chairman & Managing Director, BSNL
BSNL CO, H. C. Mathur Lane, Janpath, New Delhi.

Sub: profound welcome to Odisha Telecom. Circle and submission of our views for revival and growth of BSNL reg.

Respected Sir,

At the outset AIGETO ODISHA welcome your good self to the land of Lord Jagganath and wish a great stay during this tour. Hope this visit will be a memorable one. We are really grateful for getting this opportunity to have a physical interaction and submit our views in respect of overall wellbeing of BSNL and ODISHA BSNL in particular. We want to highlight some genuine factors which need to be addressed immediately for development of BSNL. These are the feelings of executives working day and night with full responsibility for revival and growth of BSNL.

There are many issues which are crippling BSNL and we request your good self to bestow your kind consideration for resolution of these issues. Some of these issues which need an immediate attention to bring BSNL back to revival path are as stated below. The majors need to be taken to enhance the business potential of ODISHA circle are also summarised for kind consideration please.

We as majority recognized representative executive association of BSNL, once again express our firm faith and support to all the initiatives which are being and shall be taken for the well-being of BSNL and for the growth & development of our beloved nation.

Thanks and Regards

Yours faithfully,

Sd/--

[Dhiren Kumar Parida]
Circle Secretary, Odisha

Copy to: CGMT Odisha Circle for kind information pl.

Presentation related to revival of BSNL & HR issues of executives:

1. Proper Manpower utilization & HR restructuring with thrust on motivation to the vast human capital of BSNL is the need of the hour:

i) Before implementation of any Restructuring proposal, all eligible Executives as on date should be extended Time Bound promotion, up to AGM equivalent Grade in all the streams. It will be pertinent to mention that BSNL Board has approved the Time Bound Promotion Policy on 28.05.2018 which was put in cold storage without notifying on the pretext of seeking guidance from DoT on Govt of India guidelines pertaining to Reservation. Herein, it is submitted that directions of the Board for following the reservation guidelines can be followed by incorporating a provision for following Govt/DoP&T guidelines on Reservation and suitable measures for protecting the constitutional rights.

ii) The promotions should be extended to all w.e.f. 01.07.2018 onwards as and when the Executives fulfill their eligibility criteria.

iii) No Looking After/Adhoc/Entrustment Promotions should be provided in BSNL and only Regular promotions to BSNL Executives be given. These temporary measures to deal with temporary shortage of staff in a Grade is being used by BSNL as a permanent measure in complete contravention to the stipulated guidelines and this practice should immediately be stopped.

2. Immediate Launching 4G services and testing of 5G to capture market sentiments:

BSNL should immediately launch 4G services through upgradation route which can be done in minimum possible time of few months. Further a road-map needs to be devised to ensure full-fledged roll-out of 4G services by BSNL. This is the only way to compete with other telecom operators and improve the market share and financial condition of BSNL.

BSNL should also try to get permission from GOI to explore & develop the 5G Eco System in parallel and to capture the market sentiments and keep it relevant in the sector as other operators have been allowed for the same.

3. Smoothing of Process for Land Monetisation which will make BSNL debt free. There are many procedural as well as legal roadblocks in the Land Monetisation Process which can be sorted out only through intervention at the highest level and we request your good self to bestow your kindness in ensuring the same at the earliest.

4. Payment of salary in the last working day of every month: The delay in disbursement of salary in every month is a great concern for each and every employee in BSNL. This is one of the most demotivating factor lowering the social status of employees. Hence it is earnestly requested to look into this matter so that employees will get their basic dues in time.

5. Post retirement benefit of BSNL recruits (SAB): The majority of employees in BSNL in post VRS scenario belong to BSNL recruits. But BSNL is yet to provide 30% SAB to this particular group of direct recruits. Hence as a security measure for post retirement period the quantum of SAB may be enhanced to 30% and the same may be implemented from date of joining of employee.

6. Issuance of reminder letter to the DoT for the extension of E2 Scales for JAO/JTO equivalent Grade & E3 scales for AO/SDE equivalent grade.

7. DPC for left JTOs of 2008 batch & immediate notifications of LDCE for all vacancy years for the SDET grade.

8. Procurement of Armoured OFC: The procurement and introduction of armoured OFC in BSNL transmission network is most important. This will ensure the reduction of damage of OFC routes and minimization of OFC faults saving lots of time and money.

Presentation related to development of ODISHA Circle:

Sir, in the pretext of ODISHA Telecom. Circle we want to reiterate that this circle is known for its discipline work culture and every employee is dedicated towards the wellbeing of BSNL. During the natural calamities and difficult times we have shown our courage and workmanship to provide uninterrupted telecom services. This has been well appreciated by Govt. of Odisha in many occasions. But still there is scope for increasing business as well as revenue. Due to several operational difficulties and shortage of resources we are losing revenue and goodwill amongst customers. Some of the important views are presented below for your kind consideration pl.

1. **PRBT and Circle specific mobile plans:** Any VAS service is designed to add value to the existing basic services of any services of any service provider. But in BSNL it is other way round, BSNL attach PRBT on all its mandatory vouchers. Anyone keeping a BSNL connection just for validity purpose needs PRBT; costing BSNL crores. Therefore we request to discontinue PRBT on all mandatory validity vouchers. Also withdraw PRBT on all vouchers with denomination less than Rs 200/-. Circle specific mobile plans should be allowed as per request of circles to increase revenue.
2. **Procurement of Transmission equipments and stores:** After rollout of FTTH business the number of OLTs are getting added to the network on daily basis. But the present capacity of transmission equipments is quite insufficient to carry the bandwidth. Hence it is immediately required to arrange **100G CPAN equipments** for up gradation of network along with 10G and 1G equipments and long distance SFP. There is huge requirement of **4F drop cable** in field units for providing EB circuits and converting the copper based circuits to OFC. If we can migrate all the copper based circuits to OFC it will fetch good revenue and the mtce will be lot easier.
3. **Procurement of Battery and power plant:** Due to delay in up gradation of infra, the availability of services is reducing day by day. The battery and power plants need to be replaced/upgraded in intervals for better uptime of BSNL & BBNL OLTs, Mobile BTS and earning of revenue also.
4. **Enhancement of fund for Diesel:**The electrical distribution system is very poor in odisha as compared to other neighbouring states . Due to frequent power disruptions its becoming difficult to maintain the uptime. Hence to provide uninterrupted service sufficient diesel must be allotted to odisha circle to improve the availability and revenue also.
5. **OFC route mtce (SLA based/In-house FRT):** There should be a review of SLA based OFC route mtce and provisioning of fund for in-house FRT. In stead of spending huge amount in SLA based system, we must strengthen in-house FRT by increasing the present rate of Rs 90 per Km to 125 per Km for circle and Rs 120/- per Km to Rs 200/- per Km for Mtce regions.
6. **FTTH Business:** This is the only sector in CFA segment there is hope for earning revenue and capture the market share. But it needs some more focus on developing a centralized APP based system for lead generation, delivery of service , MSO regulation and mtce of service after delivery. Particularly there should be a clear instruction on selling price of ONTs/FTTH modems as the market is changing very fast.
7. **Hiring of dark fiber from OPTCL in Odisha:** Due to massive construction works the core as well as other OFC routes are massively damaged and parameters are affected. Hence hiring of dark fiber from OPTCL(Odisha power transmission corporation Limited) in odisha is urgently required to maintain the transmission network and provide better uptime. The price of OPTCL fiber is very low and it is not bandwidth specific. Hence we can utilize it for augmentation of our transmission network by putting higher capacity CPAN equipments till our own OFC routes are ready.

BSNL lease out rate: @ 20000/- per Km/fiber/year

OPTCL lease out rate:@ 3618/- per Km/fiber/year

8. **AMC related issues:** There is huge amount of expenditure on AMC. But we can't avail the service due to delay in signing the AMC agreement. Sometimes people came to know about AMC after years when invoice is processed for it. So it should be mandatory to prepare paper work in advance and signing of agreement should be done from day one itself to avail proper service.
9. **Repairing and mtce of BSNL building and staff quarters:** There should be provision for periodic maintenance of buildings and quarters. Due to lack of maintenance there is water sippage in so many important buildings which may damage the equipments. Again the staff quarters are also not maintained properly due to which employees are facing lots of problem and though quarters are vacant, people prefer to stay outside.
10. **Re-allocation of BNG:** Recently Bhubaneswar and Cuttack NIB have been upgraded with higher capacity BNG. After this upgradation two nos of BNG will be made spare. Hence it is requested to allow Odisha circle to place these two BNGs at Koraput and Balasoe BA so that we can integrate more OLTs and provide better service and earn good revenue also.