



All India Graduate Engineers & Telecom Officers Association MP Telecom Circle Bhopal

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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AIGETOA/MP/2015-16/19

Dated 14.09.2015

To,
The CMD
BSNL, New Delhi

Subject: Memorandum on some critical HR issues need high attention and early resolution on merit for motivation of executives.

Respected Sir,

At the outset on behalf of AIGETOA MP we heartily welcome once again in the city of Lake Bhopal. We extend our unconditional support and full commitment towards your every endeavor for revival of BSNL. We are fully confident that we are capable enough to execute every work assigned to us and ready to put extra time under your kind and visionary leadership to regain the lost glory of BSNL. To utilize the optimum efficiency of every executive it is highly required to address the long pending basic and genuine HR issues related to pay promotion and pension so that we all can perform without any prejudice and doubt in our mind with full of trust and motivation.

Although number of HR issues are long pending since the formation of BSNL which are already being taken up by CHQ to your good office but some of the very critical issues in respect of pay, promotion and pension which is basic entitlements and aspiration of any employee need to be addressed as early as possible to induce the motivation and faith among executives working hard in fields.

- 1. Finalization of pension scheme in respect of direct recruits as a part of 30% superannuation benefits and making minimum contribution of 12% of Basic + DA w.e.f. Oct-2000:** CDA pay scale of BSNL and MTNL for all the cadre was same. Direct recruits JTO/JAO of BSNL and MTNL were recruited on the same CDA pay scale in year 2001 but in year 2004-05 lower IDA pay scale of E1A was finalized for BSNL than MTNL just in the pretext of pensionary benefits to BSNL employees. Sub Rule-23 of Rule-37A of CCS pension rule clearly states that BSNL has to devise it's own pension scheme for direct recruits employee but BSNL has yet to devise the said pension scheme. The difference amount between E2 and E1A is already 12 to 14% of Basic + DA. (Detail calculation sheet is attached herewith). This is our own money which is due with BSNL hence denying or lowering the quantum less than 12% and later than 01-10-2000 in the name of financial position of the company is not at all justified.

Apart from this, DPE followed by 2nd PRC has recommended the contribution towards pension scheme with the ceiling limit of 30% which includes EPF, Gratuity, Post retirement Medical benefits and pension scheme. 2nd PRC has also recommended the stages of implementation in case of financial constraints which states superannuation benefits must be implemented before extending Perk & Allowance and PRP. BSNL has extended the parts of the Perks & Allowance to all its employees hence lowering the quantum less than 30% towards superannuation benefits of direct recruits are not justified.

Further, direct recruit executives have served in such environment where all the seniors are well covered with government pension for their retired life hence didn't bothered for their retired life in same perception. There was provision of family pension through EPS scheme of EPF if contribution must have been made on full limit but BSNL has not allowed to exercise this option with the reason best known to the authority. In this way, there is no option left with direct recruits to survive their retired life if the justified contribution of 12% of Basic + DA is not made w.e.f. their appointment.

We understand the problem of present BSNL board to make past contribution considering the present financial status of the company but justice should not be denied due to the decision delayed on the part of BSNL management. Decision on quantum and date of effect must be done on merit and Past contribution can be made in installments in subsequent years. This will not affect the finance of the company severely but certainly ensure the survival of retired life of thousands of direct recruits and also induce motivation.

2. Immediate scrapping of unwarranted, unjustified and discriminatory DGM recruitment from among external candidates ignoring more qualified, talented and experience internal executives:

it is needless to state that DGM recruitment from among external candidates ignoring in-house talent is not only discriminatory and abuse to internal talent but also not at all in the interest of the company as well as executives morale. This recruitment is surly proposed to hide something wrongdoing or just to satisfy the vested interest of some ill will authority in BSNL in the past which need to be inquired. Such abuse to our qualification is absolutely not tolerable to any of us having self respect and dignity. After composition of new board of BSNL with joining of new CMD and Director (HR) we had high hope to be given justice but secret interview of external candidates without declaring the result of internal candidates against the assurance given to us was really shocking and beyond our imagination. **Such activity has boiled the anger of internal executives who were in track of reconciliation of their positive energy for giving their best to the company.** We believe that some misleading information is being provided to the board by the personal cell of BSNL about the eligibility and talent of the internal candidates to justify the external recruitment. Court of law has never denied the eligibility of the internal candidates but only denied to intervene into the executive's power of the BSNL board to recruit best talent. Considering our submission and observation of court of law the then-CMD BSNL had allowed internal candidates to appear in the exam. Now stopping our result and selecting inferior candidates from among external candidates is highly surprising.

You are kindly requested to declare the result of internal candidates and prove us wrong that internal candidates are inferior to outsiders else go into the detail of the issue to expose vested interests behind this recruitment. We believe that right decision of earlier board will be carry

forwarded by the present board at the same time we expect that any wrongdoing will be stopped over here itself.

- 3. Scrapping of MT recruitment in BSNL above already recruited qualified executives in Telecom and Finance stream:** Out of more than 300 CPSEs no CPSE makes fresh direct recruitment at two level of executive cadre. BSNL has already made direct recruited of professionally qualified executives in Telecom Operation and Finance in the name of JTO and JAO respectively and by now they have already gain more than 13 years of service experience in lower level of management. Unlike other CPSEs where MT/ET perform basic execution function of the company here in BSNL JTO/JAO level officer use to work as the independent incharge of the SDCA and perform all the managerial function. There is absolutely no justification of recruiting one Trainee above Manager.

We are thankful for deferment of MT recruitment. Now we request to scrap the present RR of MT and reformulate to recruit in some special fields like HR, Sales, Marketing etc at the same level of JTO and JAO recruited in Telecom Operation and Finance respectively.

- 4. Finalization of standard pay scale and payment of arrear to the executives recruited on or after 01-01-2007:** we are highly thankful to the joint committee for making recommendation of standard pay scale of E2 for JTO/JAO w.e.f. 01-01-2007 but committee has not given any recommendations of payment of arrear. Sir, you would appreciate that after 2nd Pay revision every executives received gain in their pre-revised payment but those who's recruitment is done after 01-01-2007 are facing pay loss after 2nd PRC. Even E2 pay scale is extended to them they are not gaining any pay hike on pre-revised pay. In this situation denying the arrear payment to them which is in tune of few crores only is not at all justified. We request to kindly take decision on compassionate ground to pay their arrear also.

There are some other genuine HR issues which need your kind attention and intervention for resolution like one increment on promotion to SDE through LDCE, making special recruitment in hard tenure stations and extending extra remuneration and privilege to avoid the hardship of JTO/JAO posted over there for long time, pay fixation issue of departmental outsider JTOs, early declaration of LDCE result, consideration of transfer request of JTO/JAO under Rule-8, consideration of request transfers of SDEs who have completed the tenure in other circles.

Dated: 14/09/2015, at Bhopal

Faithfully Your's

[P.N. Gautam]
Circle Secretary, AIGETOA MP

Copy To:

The Director (HR) BSNL New Delhi.

The Director (CFA) BSNL New Delhi.

The CGMT MP Telecom Circle Bhopal.