



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

President

G Veerabhadra Rao

9440648648

General Secretary

Ravi Shil Verma

8373967633

Finance Secretary

Badri Kumar Mehta

9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

GS / AIGETOA / 2023-24 / 33

Dated 24.07.2023

To,

Shri P K Purwar Ji
Chairman & Managing Director
Bharat Sanchar Nigam Limited
New Delhi

Subject: Request for Granting a Formal Meeting to AIGETOA for discussion on long pending HR issues pertaining to the BSNL Executives - Regarding.

Respected Sir,

I am writing to request a formal meeting of the All India Graduate Engineers & Telecom Officers Association (AIGETOA) with the BSNL management. We have several long pending HR issues concerning the Pay, Pay loss, Promotion and Pension of BSNL executives that need to be addressed and decided with discussion and deliberation at the highest level.

Further, there are other issues pertaining to the growth and development of BSNL on which each and every executive is interested to know the current status and the future expansion plans. Further, Beta Launch of 4G services of BSNL has been announced and all the employees of BSNL are eager to know about the current status of the 4G services as well as future roadmap of the complete rollout of 4G services and the way forward for the 5G rollout by BSNL. **Accordingly, we wish to seek discussion on the issues as enclosed herewith for your kind consideration and directing SR cell for arranging an agenda meeting on the issues mentioned thereof.**

With warm regards,

Sd/-
Ravi Shil Verma
General Secretary

Copy to:

- 1. General Secretary, Bhartiya Mazdoor Sangh, New Delhi.**
- 2. The Director HR, BSNL Board, New Delhi for kind information please.**
- 3. PGM SR for kind information and necessary action please.**

Regn. No. HR/019/2018/02138

Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

Pay, Pension, Perks, Allowances related issues

- 1. Intervention at the highest level to ensure that approval for E2 pay-scales for JTO/JAO/Equivalent and E3 pay-scales for SDE/AO/Equivalent cadres is received**
- 2. Start of discussions of association with Pay Loss Committee to extend 22820 as initial basic to the executives recruited in pre-revised E1A scales post 01.01.2007:**
- 3. Extending E1 plus 5 increments to all the JAOs and JTOs recruited in provisional E1 scales post implementation of 2nd PRC recommendations of BSNL**
- 4. Implementation of 3rd PRC in BSNL and intervention at highest level for relaxation of affordability clause in view of the BSNL's involvement in development of Home Grown 4G/5G Technology and fulfilling the Telecom Objectives including the social and national duties as the national telecom carrier of India.**
- 5. Increase in Quantum of SAB to make it 30% and creation of PRMB fund:**
- 6. The case of the CCS pension for the BSNL recruited TTAs whose recruitment was initiated by DoT during pre-BSNL era may be taken up by BSNL with DoT in line with the Gazette Notification issued by GoI.**
- 7. Implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022 and extension of Group Term Insurance by employer.**

Promotion and Restructuring Related Issues

- 1. Issuance of AGM promotions of all eligible SDEs who have completed their residency period and formation of a committee to examine AIGETOA submissions with regard to Constitution of Seniority List 9 onwards on vacancy year basis and ensure that List is revised on the basis of Rota and Quota.**
- 2. Issues Related to MSRR-2023.**
- 3. Arbitrary issuance of instructions with regard to formulation of Training Program of MTs and deviations from the stipulated RRs and written provisions by Training Cell/Personnel cell in the case of Training Cell wherein the existing AGM and above officers along with the officers eligible for AGM promotions are being demeaned who are and will be senior to these Executives. Constitution of Enquiry into the alleged irregularities pointed out by AIGETOA and other executives.**
- 4. Issuance of AO to CAO promotions.**
- 5. Resolution of the long pending SDE reversal issue of LDCE 2007 executives in line with the commitments made earlier by your good self in various meetings and at various platforms.**

6. Discussion on Restructuring and increase in number of posts in various grades of various streams (Telecom, Finance, Civil, Electrical, Architecture) in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting 5 lakh villages etc:
7. Promotion of the next lot of JTOs to SDE cadre and covering all the LICE 2012 batch JTOs
8. Issuance of Promotion under PWD Quota
9. Issuance of JAO to AO Promotions
10. Issuance of DGM (Adhoc) to DGM Regular(T) and AGM(T) to DGM(T) Promotions.
11. Issuance of AGM(CSS) to DGM (CSS) promotions and consequential promotions in subsequent grades thereof.
12. Convening of CPCs for PS to PPS in field units who are waiting for long despite availability of vacancies.
13. Creation of a greater number of PS and PPS posts in Field Units as well as BSNL CO for extending smooth career progression to the executives belonging to these cadres.
14. Creation of sufficient number of AGM (OL) Posts for extending smooth career progression to the executives belonging to these cadres.
15. Notional Promotions from retrospective date to the AGMs whose DPC was done in June/July 2018 and were left out to be promoted at that time.

Growth and Development related issues

1. Discussion on Beta Launch of 4G services and the complete Roll out of 4G services. Roadmap to the 5G Rollout thereafter.
2. Status on laying of new OFC routes with armored cable.
3. Status on procurement of CPAN/OTNs/BNGs/Core Network elements.
4. Status on addition in number of FTTH Connections, Net Addition vis-à-vis Net Deletion. Problems being faced by employees on the TIP model.
5. Review of the revenue spent on VAS and other project of BSNL and audit of all projects initiated by BSNL vis-a-vis the CAPEX incurred, OPEX Spent Associated Revenue and the Profit earned.
6. Problems related to Cluster Policy.
7. Issues related to maintenance of outsourced OFC network.
8. Media availability at North-East Circles.



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GS / AIGETOA / 2023-24 / 34

Dated 24.07.2023

To,
Shri Arvind Vadnerkar Ji
Director HR
BSNL Board
Janpath, New Delhi

Subject: Request for Granting a Formal Meeting to AIGETOA for discussion on crucial day to day issues being faced by the BSNL Executives - Regarding.

Respected Sir,

I am writing to request a formal meeting of the All India Graduate Engineers & Telecom Officers Association (AIGETOA) with the BSNL management. We have several long pending HR issues concerning the Pay, Promotion and Pension of BSNL executives that need to be addressed and decided with discussion and deliberation at the highest level. However, there are many issues which are being faced in the day-to-day service activities of each and every executive of BSNL which needs an immediate attention of the management. **Accordingly, we wish to seek discussion on some crucial development related points and the day-to-day issues which are of crucial concern for the executives of BSNL and can be easily sorted out by way of mutual discussions.** In addition to the issues pertaining to executives, there are other issues also pertaining to the growth and development of BSNL on which each and every executive is interested to know the current status and the future expansion plans. Further, Beta Launch of 4G services of BSNL has been announced and all the employees of BSNL are eager to know about the current status of the 4G services as well as future roadmap of the complete rollout of 4G services and the way forward for the 5G rollout by BSNL.

I am enclosing herewith the agenda points that we would like to discuss in the proposed formal meeting and also request for the presence of our Hon'ble CMD and Board of Directors along with the team for a brief felicitation ceremony on behalf of executives.

With warm regards,

Sd/-
Ravi Shil Verma
General Secretary

Copy to:

- 1. General Secretary, Bhartiya Mazdoor Sangh, New Delhi.**
- 2. PGM SR, BSNL, Corporate Office, New Delhi with a request to arrange the agenda meeting as per the provisions of REA-2014.**

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**Agenda Points with respect to the day-to-day issues being faced
by executives of BSNL**

- 1. Discussion on making the OTP policy further automatized, need for further changes in the OTP system, Fixed Window for consideration of OTP cases and separate Fixed window for Inter Circle and Intra Circle OTP window without any overlap and linkage with each other. Allowing Intra Circle and Inter Circle OTPs together as both pertains to different domains and hence six months waiting clause must be removed for such cases.**
- 2. Arbitrary interpretation of the Transfer Policy and Arbitrary Consideration of the cases for retention/modification/cancellation must be avoided. Instead, a fixed and firm transfer policy should be implemented under discussion with the representative association so that problems and apprehensions of the employees can be suitably addressed. Waiting List must be maintained at all levels. Voluntary options must be called for the shortage circles with facility of fix term transfer and quarter retention. Declaration of More Stations for Hard tenure/Soft Tenure as per earlier discussions for circles like Uttarakhand, Himachal, Karnataka, Gujarat, West Bengal, Rajasthan etc.**
- 3. Discussion on cancellation of some arbitrary transfers issued by BSNL CO.**
- 4. Discussion on rotation of officers from the sensitive posts as per the CVC guidelines.**
- 5. Discussion on the status of Restructuring Review Process and the Roadmap Ahead.**
- 6. Discussion on further refinement and betterment in the IPMS system and assigning of Targets on yearly basis along with provision of remarks/feedback for entering the reasons for shortfall in achieving the targets.**
- 7. Status of Verification and Forwarding of the options exercised by executives for the higher pension to the EPFO. Appointment of a nodal officer as custodian of the EPF Records at various BAs as many records were found missing while scrutinizing the requests.**
- 8. Status of Empanelment of Hospitals on cashless basis by circles as per the instructions issued by BSNL CO.**

9. Enhancement/restoration of outdoor limit of medical reimbursement and also fixing of medical outdoor limit w.r.t year 2022 instead of 2020 and Restoration of financial entitlement like medical without vouchers etc.
10. Processing the case of the BSNL Recruits whose recruitment process has been initiated by DoT before formation of BSNL for grant of One Time Option for pension benefits under CCS Pension Rules 1972, BSNL has not forwarded the case of all such executives while forwarding our AIGETOA's representation to DoT. The same must be forwarded to DoT for all such executives for further processing by DoT and pursuance by AIGETOA.
11. Appointment of Grievance officer for PWD employees, Provisioning of 4 Special CL to PWD employees as per norms and other facilities as envisaged by GoI guidelines to the PWD employees.
12. Revision in TA/DA Transport, Child Education and other allowances at par with current market conditions, restoration of LTC. Provisioning of Laptops to the executives on PAN India basis and to increase the limit of such reimbursement to a minimum of Rs 50,000/-. Increase in Mobile Set Reimbursement at par with market cost.
13. Consideration and streamlining of the Rule 8 cases especially for those posted in Hard Tenure Circles.
14. Discussion with respect to the Syllabus for LICE across various cadres.
15. Issues related to the TIP policy and the harassment faced by the BSNL executives.
16. Issues related to Mandatory Upgradation Training and creation of a waiting list to avoid the Tatkal Ticket like Situation while filling up the nominations and Revision in training Allowances which are so meagre that even one day food charges cannot be paid out of this.
17. Revision of TA/DA for executives undergoing training at training centers.

Growth and Development Related Issues

1. Discussion on Beta Launch of 4G services and the complete Roll out of 4G services. Roadmap to the 5G Rollout thereafter.
2. Status on laying of new OFC routes with armored cable.

- 3. Status on procurement of CPAN/OTNs/BNGs/Core Network elements.**
- 4. Status on addition in number of FTTH Connections, Net Addition vis-à-vis Net Deletion. Problems being faced by employees on the TIP model.**
- 5. Review of the revenue spent on VAS and other project of BSNL and audit of all projects initiated by BSNL vis-a-vis the CAPEX incurred, OPEX Spent Associated Revenue and the Profit earned.**
- 6. Problems related to Cluster Policy.**
- 7. Issues related to maintenance of outsourced OFC network.**
- 8. Media availability at North-East Circles.**