



All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/36

Dated 02.06.2020

To,

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

Subject: Consideration of various issues pertaining to the Qualified Young Brigade (Newly Recruited/Promoted JTOs/JAOs) of BSNL and their long term aspirations w.r.t. Pay, Promotion & Pension-Reg.

Reference:

1. AIGETOA GS/AIGETOA/2020/26 Dated 23.04.2020
2. AIGETOA GS/AIGETOA/2012/15 Dated 13.03.2020
3. AIGETOA GS/AIGETOA/2019/86 Dated 25.11.2019
4. AIGETOA GS/AIGETOA/2019/72 Dated 29.10.2019

Respected Sir,

We would like to draw your kind attention towards our recent communications vide letters under reference and various issues pertaining to the Young brigade of BSNL executives working in the cadre of JTOs. This association has continuously raised such matters associated with these young qualified JTOs/JAO for consideration of the management but it is quite disheartening to note that management has never taken any note of their grievances related to pay, career and personal aspects since their inception in BSNL as executives. Now the concern of these talented executives has reached to a breaking point and there is desperate need of special attention to motivate this lot, which is beneficial for both - the executives as well as the organization itself.

We once again request your kind attention to the burning issues of these executives for positive and favorable consideration by the department – viz

1. Consideration of Rule-8 transfer requests/ Home circle postings

It is a well-known fact that in Post VRS scenario, there is acute shortage of executives in different circles and there are huge numbers of executives in JTO cadre who are yet to join in their native circles or stay with their family on different grounds. This matter we had already raised before your good self through various communications (ref-1,2) which is yet to be considered on merit. **The hardships of these JTOs needs a positive consideration, also in view of the fact that even being posted away from their home states since many years and who are away from familiar territories with completely different culture, food, language, life style but are giving their best for the company under this extremely strained position.** There are many JTOs (recruited via GATE exam) and deployed mainly in southern states like Kerala, Tamil Nadu, Karnataka etc belongs to northern, eastern & central India. It is worth to mention that almost all the newly recruited JTOs are Top rankers. **On the other side there are many JTOs, who have completed 5-10 years in recruited circles and waiting for settlement of their rule-8 request transfers to reach their home states.** Such cases are pending in bulk in various circles like Assam, CTD, Gujarat, Karnataka, Maharashtra, West Bengal etc. It will be worth to mention that despite there being provision in the transfer policy, their applications are even not forwarded by concerned

circles/BSNL CO. *The current manpower crisis has given an opportunity that these executives waiting for transfer to their native states can be accommodated in their home states by way of rearrangement within the cadre. Hence it is once again requested that needful options may be called from JTO executives through ESS to the circles where acute shortages are reported and willing JTOs may be given ample opportunity to reach their native state/ territorial zones.* This will create positive vibes in the minds of employees and they in turn will contribute more and more towards the productivity of our beloved company BSNL.

2. Replacement of Non-standard Pay scales of E1A and E2A with standard E2 and E3 pay scales

The replacement of Non-standard Pay scales of E1A and E2A with standard E2/ E3 pay scales for JTO-JAO/ SDE-AO cadre respectively is still floating in water. This association had pointed out the same many times and it has been almost 13 years now and JTOs and SDEs are working on a provisional scale despite clear norms on 2nd PRC and directions from Hon'ble Court to switch over to standard scales and the current status of legal courses too stipulates that its high time BSNL honors its own proposal of replacing E1A scales by E2 and E2A scales by E3.

The issue has been pending since year 01.01.2007 as per 2nd PRC recommendation. In the year 2016, BSNL Board has sent the revised proposal of E2 for JTO/JAO/Equivalent posts & E3 for SDE/AO/Equivalent Posts, which is yet to be implemented, and these executives are still working in provisional scales. **It is a fact that with due understanding reached with legacy associations, JTO RR-2014 was promulgated and finalized with E1 scale as the scales for JTOs for regularization of officiating JTOs and the same forces also agreed with E1 as the entry level scales for JTO/ JAO cadre in the proposed CPSU hierarchy also. This is neither acceptable to the executive fraternity nor to this association and has been opposed vociferously by this association.** This issue also needs to be addressed mandatorily for successful merger plan of BSNL and MTNL as JTO/JAO have E2 scale in MTNL while in BSNL, these standard scales have not been implemented yet. **BSNL Board has already approved the proposal of E2 scales for JTO Cadre and E3 for SDE cadre and henceforth, the JTO/JAO RRs needs to be amended as E2 being Pay Scale for JTO/JAO Cadre with provisions of extra increments to compensate for the Pay loss to the executives recruited/promoted in intermediate scales of E1A.**

In the post VRS era, BSNL 2.0 version is thriving for being a top-notch company in Telecom field and aspires to regain its pristine glory. However, it is sad to mention that almost entire workforce in the JTO cadre who came from Direct Recruitment/GATE/ LICE are working with the lowest pay scales in the industry carrying the complete load of the O&M/Sales & Marketing/IT activities of the organization on its shoulders. This miniscule pay amount is not even catering to the basic needs of telecom executives at par with their counter parts. Now its time for BSNL Board to take a decision on this matter (as even 3rd PRC is yet to get implemented in BSNL) and **the lower pay of BSNL executives need to be taken with utmost importance to resolve and replace the scales of JTOs with E2 pay scales.**

3. Pending contributions to Superannuation Benefits & PRMB :

The **due Superannuation benefits** of entire BSNL recruits from date of joining to compensate the social security benefits of BSNL Recruited Employees (as they do not have any regular pension scheme vis-à-vis DoT absorbed Employees,) has been left out despite recommendations of 2nd PRC and directions from DoT. The issue was partially settled to 5% and the left out percentage is still pending to be implemented along with arrears for the lost years because of delay. Further, despite there being savings in medical expenditure, mandatory Post Retirement Medical Benefit (PRMB) fund has also not been implemented so far for BSNL recruits where as it is a fact that DoT absorbed employees are already covered by CGHS norms in case they wish to opt out of BSNLMRS Scheme and the retiree DoT absorbees from BSNL even entitled for without voucher reimbursement while working employees are not being extended the same facility. **It is once again submitted that due consideration to the retiral life of BSNL recruits may be considered at par with same DoT employees working in the same cadre , same organization and executing same work as envisaged by Gol and PRCs.**

4. Confirmation of LICE/ GATE Recruited JTOs/JEs and BSNL Recruited JAOs

It is informed to this association that still there are many JTO/JAO executives who are yet to get the confirmation order officially from BSNL through respective circles. In some circles, it is seen that executives have received their confirmation as late as 18 years. We don't want this to happen continually with the youngsters too and hence **we request for issuance of suitable directions to all circles for processing the confirmation cases as soon as the two years probation period of the concerned JTO/JAO is over.**

5. Bond period reduction to Two years for the newly recruited JTOs/JAOs:

The youngsters have joined this organization with lot many hopes and presently disheartened that as they are not in position to get a good treatment due to the non-payment of salaries on time & failure of the management to pending issues like Pay Scales/SAB-PRMB/Pending transfer/uncertainty in career progression matters. In fact, many of many are feeling like struck up in the organization owing to non-settlement of burning issues of BSNL Recruits and want to leave the organization in search of better pay/career prospects.

Being a responsible association, we had represented these matters with management and made several meetings to get a relief. At the same time have tried to counsel them and have told them that things will be settled in due course of time. Still some executives are reluctant to stay in the organization owing to the current precarious situation in which BSNL is placed in now. In cases of their resignation from organization, they have to pay a huge Bond amount as the bond Period is of five years which is too high even from the industry standards. So, **we take this opportunity to request your good self to for reduction in bond period to two years and redefinition of the bond amount in case executive want to leave the organization before two years.**

Sir, a motivated workforce is very important to cater to the needs of the department and they can deliver with full efficiency only if their aspirations wrt pay, promotion and pension are met. Consideration of genuine issues of executives with positivity boosts their morale and act as a catalyst for their higher work productivity/efficiency. **Its time to consider HR as a resource and not to push it to back bench. Timely investment in terms of money and idea in Human Resource can reap huge benefits for the organization. Accordingly, we seek your kind intervention and direction in resolving the issues as mentioned above which pertains BSNL recruits, the qualified and youngest executives of BSNL.**

With warm regards,

Sd/-

**[MD. WASI AHMAD]
General Secretary**

Copy for kind information and n/a to:

1. Shri ArvindVadnerkar, Director (HR), BSNL Board New Delhi.
2. Shri Arun Kumar, PGM (Pers), BSNL CO, New Delhi.
3. Shri A. M. Gupta, Sr GM (SR), BSNL CO, New Delhi.