



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/38

Dated 17.03.2021

To,

The Hon'ble Shri P. K. Purwar,
Chairman and Managing Director
BSNL, BSNL Corporate Office,
Harish Chandra Mathur Lane, New Delhi.

MOST IMPORTANT

Subject: Request to ensure immediate settlement of all entitlements of regular employees of BSNL in line with the extension of facility of "Special Cash Package equivalent in lieu of Leave Travel Concession for central government employees working on deployment or deputation basis in BSNL" -Reg.

Reference: 1. BSNL CO L. No BSNLCO-A/11(22)/2/2020-Estab-Pt.(1) dated 15.03.2021 of AGM(Estt.I)
2. DoT OM 7-26(04)/2020-PAT dated 21.10.2020
3. DoE OM 12(2)/2020-EII(A) dated 12.10.2020
4. Minute of the meeting issued vide BSNL CO-SR/14(13)/16/2020/SR dated 30.09.2020

Respected Sir,

We would like to draw your kind attention towards one of the office memorandum issued by the Establishment Cell, BSNL Corporate Office New Delhi as referred at #1 about extension of the facility of the "Special Cash Package equivalent in lieu of Leave Travel Concession for Central Government Employees during the block year 2018-21" for the Group A ITS officers working in BSNL on deployment basis and other government officers working in BSNL on deputation basis in accordance with the DoT and DoE Office Memorandum as referred above.

The above said office order has taken all employees by surprise, where they are being denied the timely salary, the department has gone many step forwards to endorsed the facilities of special cash package in lieu of the Leave Travel Concession to selected group of officers, proving once again that the entitlement of employees have nothing to do with the financial health of the organisation. One side the management has gone ahead to grant added facility of cash payment in lieu of LTC in BSNL for selected officers, whereas other side management has completely failed to extend basic entitlements of other set of employees creating severe discrimination. Basic issues are enumerated as below for kind reference:

A. BSNL Revival Program of the organisation has not met the desired result even after inception of the program in Oct-2019 and affecting the VRS Scheme in BSNL on 31.01.2020.

The cash flow of the organisation has not increased and in fact slightly lowered on month to month basis even after passage of more than a year of the BSNL Revival Program, where as other TSP have improved their collection in same period. Field units are in complete disarray for day to day maintenance activities in absence of proper support of 3Ms to run the system.

- B. **Timely payment of salary to its employees i.e. on the last working day of the month has not been ensured by the BSNL management from last more than a year.**
- C. **Majority of the Hospitals across the country have opted out of the empanelment from BSNL due to non-payment of their outstanding bills** causing severe distress to scores of employees even in one of the most life threatening situation of Covid-19 period.
- D. **The initial pay scale of JTO/JAO grade is still not being finalized as per the recommendation of BSNL Board i.e. E2 for JTO/JAO and E3 for SDE/AO equivalent as approved on 06.06.2016** and DO letter to the DoT on 01.05.2017 by the CMD BSNL. In spite of your assurance to send the reminder letter once again in this regard to DoT, the same is still awaited from the concerned section of the HR Vertical.
- E. **Our extensive deliberation in formal agenda meeting to address the pay loss issue of young executives by forming a committee has not been done despite passage of more than six months as agreed in the meeting.** The association has already submitted support documents for the formation of committee on 22820/- and E1+5 in line with discussion of the meeting held on 15.09.2020 to address the issues of youngest and talented lot of employees, who happens to the least paid in the executive category in BSNL.
- F. **The most important social security of Superannuation Benefits (SAB) for directly recruited employees have not been met to its entitlement of 30% despite of the firm assurance by the then CMD BSNL in the meeting of all associations and unions** and regular follow up with your goodself. This has caused serious financial uncertainty for post retirement of all BSNL recruited employees as only 5% are being contributed towards SAB pension fund as on date in spite of the availability of pending 8.2% in SAB limit.
- G. **Post Retirement Medical Benefit (PRMB) fund defined contribution has not been started for directly recruited employees of BSNL even after lapse of more than 13 years of clear guidelines for CPSEs in 2nd PRC Recommendation.** This has created discriminatory position for BSNL recruited employees vis-à-vis employees absorbed from DoT in BSNL. Because after retirement the absorbed employees have the additional facility of CGHS for their medical support in case of any eventuality of BSNL fortunes, whereas BSNL recruited employees will be at a cross road in absence of creation of PRMB Fund. Else otherwise the management should take-up the matter with the Dept of Telecom to extend the facility of CGHS to all regular employees of BSNL irrespective of their entry either absorbed or directly recruited by BSNL.
- H. **Even HR issues which are having no financial implications have been completely ignored** like Promotions in various grades/streams, when people are stagnating in same grade since last 10-20 Yrs, Resolution of SDE Reversal issue, Finalization of SDE Seniority list in line with the DoPT and Govt of India guidelines, Uniform First Time Bound Up-gradation in 4 years, adoption of online transfer mechanism, resolution of Rule-8 and Rule-9 request cases, Review of Bond amount/period of newly recruited JTO/JAO etc have not been addressed despite firm commitment to do so in the agenda meeting held between the management and recognized representative association (AIGETOA) under the chairmanship of Dir(HR) on 15.09.2020. Such casual approach towards various HR issues of employees is creating severe unrest in the organisation, which needs immediate redresser in larger interest of the organisation.

In such a situation, issuing of the above order by BSNL has given a hope to all employees to get their due entitlement irrespective of the organizational health. So, we demand following:

1. Ensuring payment of Salary on the last working day of the month for all employees of BSNL.
2. Restoration of freeze IDA and payment of lost periods as arrear to all employees of BSNL.
3. Extension of the standard Pay scale of E2 for all entry grade executives of BSNL i.e. JTO/JAO equivalent in accordance with the decision of the BSNL Board dated 06.06.20216. Till its adoption, the pay loss issue should be addressed by giving interim relief through providing Rs 22820/- for those recruited in E1A and E1+5 for those recruited in E1 scale.
4. Extension of remaining 8.2% of Superannuation Benefits (SAB) as per recommendation of 2nd PRC. So, enhancement of SAB Pension Fund from existing 5% to 10% w.e.f. 01.01.2007 from the pending quota of 8.2% of SAB to ensure social security of BSNL Recruited employees.
5. Start of PRMB Trust with defined contribution of 3.2% wef 01.1.2007 from pending SAB quota.
6. Start of Group Medical Health Insurance (GMHI) Policy to all Executives for indoor treatment and continuance of BSNL MRS for chronic ailment as a rider of GMHI Policy.
7. Start of the CGHS facility to all regular employees of BSNL, irrespective of their entry mode i.e. absorbed or directly recruited by BSNL.
8. Start of the without voucher medical scheme for outdoor treatment for all executives and opening of Executive Health Checkup scheme to all executives as provided to Group-A officers.
9. Adoption of the association view points for ensuring sufficient numbers of Promotional Posts of SDE, AGM, DGM(T), AO, CAO, DGM(F) and others in the ongoing restructuring process for smooth career progression and creation of Fast Track Promotion route for internal executives.
10. Resolution of different HR Issues including long pending Promotions in various grades/streams as detailed above in the point number H.

In the light of above facts and circumstances, we request for immediate intervention at your end for implementation of our above entitlements in line with the provisions made for other officials in BSNL. The executives are completely frustrated and are in a state of unrest due to cold shouldering of the management for due rights of BSNL Executives. Non acceptance and non resolution of the above issues may lead to disruption of industrial peace in the organisation which I am very sure that all of us would like to avoid.

Encl. As above

With warm regards,

Dated: 17.03.2021

Sd/--
[MD. WASI AHMAD]
General Secretary

Copy to:

1. The Hon'ble Secretary(T), Dept of Telecom, Govt of India, New Delhi for kind information pl.
2. The Hon'ble Member (Fin), Dept of Telecom, Govt of India, New Delhi for kind information pl.
3. All Functional Directors of BSNL Board, New Delhi for kind information please.
4. The General Secretary of SEWA, SNEA, BSNLEU & NFTE for kind information and needful pl.
5. The Sr GM(SR) BSNL Corporate Office, New Delhi for kind information and NA please.
6. All BSNL Executives to restrain and maintain calm as the association is taking up the matter with the highest authority of BSNL Management.