



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/51

Dated 20.04.2021

To,

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

Subject: Halting of AIGETOA Protest Day Program of One Day Leave by the Executives on 22.04.2021 on account of the Appeal & Assurance given by the management to resolve outstanding issues in a time bound manner and severe aggravation of the Pandemic in the country causing sad demise of our many officials and many fold increase in Covid-19 cases in last one week-Reg.

Reference:

1. BSNL Appeal vide letter number BSNL/7-1/SR/2020 dated 19.04 2021.
2. BSNL Appeal vide letter number BSNL/7-1/SR/2020 dated 16.04 2021
3. Our notice vide letter number GS/AIGETOA/2021/44 dated 07.04 2021

Respected Sir,

This is in reference to our Protest Day Program on 22.04.2021, wherein we have given a call to the executives to apply for one day leave to seek the attention of the management on the long pending HR issues. We are happy to note that management has taken note of prevailing resentment amongst the executives. **The huge number of applied leaves itself says a lot about the level of unrest, which is stepping into minds of all executives because of the lackadaisical approach of the management towards resolution of long pending HR issues, which is related to pay, pension and promotion.**

As discussed and apprised through telephonic discussions with HR group, the basic purpose of this call was to apprise the management about resentment and urgency to resolve the HR issues and having succeeded in accomplishing that, as a responsible representative association of BSNL, we find it appropriate to consider your appeal for not holding the protest in this current scenario, when the Covid-19 pandemic status is at its all-time high. We are also equally concerned about image of the company, suffering of the executives and importance of BSNL as national telecom carrier. In view of the huge surge in the covid-19 cases and keeping the fact in mind that many of our own brothers and sisters are adversely affected by this pandemic, we wish to intimate you that association has decided to halt the current organisational action program of applying leave on 22nd April 2021 having accomplished its objective to seek the attention of the management towards resolution of the long pending HR issues.

The HR team has apprised us that the agenda meeting under the chairmanship of Director HR is scheduled to be held on 10th May 2021 and have assured us that all the necessary and sincere efforts shall be taken to resolve the issues in a time bound manner. As the agenda of the meeting shall

Regn. No. : HR/019/2018/02138

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remain the same as submitted earlier, we look forward from the HR team, a firm and concrete resolutions on the table instead of mere assurances, when we sit on 10th May 2021 to discuss all pending HR issues. Especially we expect a firm resolution on the following points:

1. As the fund situation of BSNL has improved and the delay which was there in disbursement of the salary has been curtailed to a great extent in March 2021 salary, we look forward to the regularisation in disbursement of salary in time on the last day of the working month. This is much needed now in order to support BSNL Employees especially in this pandemic season.
2. We request for allocation of sufficient Covid-19 fund in each circle to meet medical exigencies by the employees as medical advance in case of any emergency support.
3. We also request the management to deposit pending SAB contribution amount immediately to make the fund up-to-date.
4. Since many meetings are over w.r.t. Pay Loss matters (22820, E1 plus Five Increments) and the Association has already submitted sufficient inputs for The Pay loss Matters, so as per the earlier assurance of the management, a Committee should be constituted at the earliest, preferably before the date of proposed meeting 10/05/2021 to examine the submissions with respect to the pay loss issues. Further despite your good self's assurance, matter for extending standard pay scales of E2 to JTO/JAO/Equivalent and E3 SDE/AO/Equivalent has not been taken up with DoT by the officers down the line. We request your good self to direct the concerned team to take up the matter with DoT.
5. The promotion orders of the JTO to SDE (T) may be issued immediately even if it involves some risks. It will be pertinent to mention that executives down the line have also been taking many such risks in order to keep the services up and running. We expect the same urgency from management also in dealing with the HR issues.
6. Exercise for promotion from SDE to DE and AO to CAO should immediately start.
7. The SDE reversal issue of LDCE 2007 executives should immediately be resolved for a permanent settlement.
8. The List 9 for vacancy Year 2006-7 should be finalised immediately on Vacancy Year wise basis as per the documents submitted by us in support of the same. Further list for VY 2007-8 onwards may also be published now.
9. JAO gradation list & JTO gradation preparatory should be completed in a time bound manner.
10. The restructuring exercise should be completed now and reduction in the sanctioned post should be avoided to keep promotional avenues intact. Our submission to the restructuring Team for number of posts in various grades across the stream should be incorporated.
11. The Bond issues of new executives have been highlighted time and again. We had requested for formation of a committee to look on to the rationalisation of bond issues and we request once again to look into the same as the bond conditions of BSNL are not as per market trends and changes in the same are needed.
12. The rule-8 and rule- 9 transfer cases may be looked into with compassion and directions to the circles may be given to streamline the same.
13. The deputation to outside departments should be allowed and selective consideration of the cases be avoided.
14. Suitable direction to the circles should be given for cancellation of the applied leaves from admin side as many leaves are in approved status.

Above are few confidence building measures which can be taken immediately to start a new chapter in the HR history of BSNL and it will be pertinent to mention that the above issues do not involve much financial implications but the resolution of the same will go a long way in enhancing the productivity of the company by virtue of instilment of huge motivation in the minds of all the executives. **It's high time that management start viewing HR also as a resource, where investment should be considered in lieu of the associated rate of return in the form of greater output and greater efficiency.**

With above submissions and requests, we hereby intimate your good-self that the proposed organisational action program of applying leaves on 22nd April 2021 has served its purpose and is presently halted. Association now expects firm and concrete solutions from HR group and expect a positive outcome on the genuine demands raised on the day of agenda meeting dated 10th May 2021. We shall be reviewing the outcome of agenda meeting on 10th May 2021 and we sincerely hope and feel that management will look positively into the submissions and initiate firm action for time bound resolution of the issues and will not compel us to restart the organisational action program.

With Warm Regards

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

Copy for kind information to:

1. The Director (HR) BSNL Board, Corporate Office New Delhi.
2. The Director (CFA), BSNL Board, Corporate Office New Delhi.
3. The Director (CM), BSNL Board, Corporate Office New Delhi.
4. The Director (Enterprise), BSNL Board, Corporate Office New Delhi
5. The Director (Finance), BSNL Board, Corporate Office New Delhi
6. The Sr GM (SR) BSNL CO, Corporate Office, New Delhi.
7. All the executives of BSNL through AIGETOA Website with a sincere thanks and gratitude for the support extended to the program and making it successful.