

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS
Comprising of
(AIBSNLEA and AIGETOA)
CHQ New Delhi - 110001

No. CHQ/UF/Exe.Ass./AIBSNLEA - AIGETOA/1

DATED: 03.09.2014

To,
Shri A.N. Rai
Chairman and Managing Director
BSNL, New Delhi.

Subject: Settlement of the grievances of the members of AIBSNLEA and AIGETOA – Resolution of Joint Meeting of AIBSNLEA and AIGETOA held at Hyderabad on 22nd August 2014.

Respected Sir,

We want to bring to your kind information that a joint Meeting of AIBSNLEA & AIGETOA held on 22nd August'2014 at Hyderabad. All India leadership & Circle leadership from across the country of both the associations converged in the City of Nizam and brain stormed about the development of BSNL as well as basic issues of the Executives of BSNL. A numbers of measures have been discussed & evolved for a better BSNL to its customer, employees & employer. But it was unanimously felt that a well motivated workforce can turn around the condition of BSNL to its glorious period with positive approach of the Government. The motivation of work force is primarily responsibility of the BSNL Management. In this regard we want to draw your kind attention towards long pending HR issues of BSNL Executives. The pressing and burning issues e.g. implementation of standard IDA pay scales i.e. E2 for JTO/JAO Equivalent and E3 for SDE/AO equivalent, Pay Parity for DR JTO/JAO recruited after 01.01.2007, 30% Superannuation benefits to BSNL recruited Executives, CPSU Cadre Hierarchy etc are some key points of frustration & demotivation among the executives. So, we sat together and analyzed the reasons as well as course of action to remove this bottleneck (by getting the issues resolve) and make our executives motivated and energized for the betterment of BSNL.

The Joint Session of AIBSNLEA and AIGETOA discussed the matter and noted that due to the negligent and non-cooperative attitude of BSNL management, the burning HR issues remains unresolved. The issues have been raised on several occasions by us including formal meetings with BSNL Management and association representatives of AIBSNEA and AIGETOA on dated 27th March 2014 and 8th August 2014 respectively. The record of discussions of the meetings were subsequently circulated vide BSNL letter no. BSNL/31-2/SR/2014 dated 23.04.2014 and 31-4/SR/2013 dated 8th August 2014 but there is no follow up action on the part of

Management as committed. This shows feeble attitude of the management towards resolution of key & genuine issues. The details of issues have been enclosed as Annexure-1.

The Joint session has also unanimously resolved to pursue the BSNL Management for one more time and give a chance to the management to amicably settle the issue in a month. If the management fails to respond to the appeal of associations, we will launch country wide historical agitational program to force the management to take decision regarding our long pending HR issues.

Therefore, we request you to kindly take note of seriousness of the issues which are causing hurt burn among executives of BSNL. Any further delay in resolution of the issues will have a cascading effect, which will never be in favour of the company. So, we again make an earnest appeal to consider the above request and let the harmony prevail & the officers motivated to flourish our beloved company BSNL. We do hope that you will take cognizance of the situation and decide appropriately.

Enclosure: Annexure-1

With kind regards
Sincerely yours,

Sd/-
[Pralhad Rai]
General Secretary
AIBSNLEA

Sd/-
[R.P. Shahu]
General Secretary
AIGETOA

Copy to:

1. All Board of Directors, BSNL for kind information and necessary action please.
2. Sri Neeraj Verma, GM(SR), BSNLCO for kind information and necessary action please.
3. Sri. R. K. Goyal, GM(Estt), BSNLCO for kind information and necessary action please.
4. Sri. S S Aggarwal, GM(Pers), BSNLCO for kind information and necessary action please.
5. Smt. Madhu Arora, GM(Restg), BSNLCO for kind information and necessary action please.

Brief of pending HR issues which needs immediate settlement

1. Implementation of standard IDA pay scales E-2 and E-3 for JTO/JAO and SDE/AO equivalent and Pay parity to the executives recruited after 1.1.2007.
2. Superannuation benefits to Direct Recruited executives as per DPE guidelines: 30% Superannuation benefits to the direct recruits: BSNL should contribute 12% of Basic + DA as Superannuation Benefits in respect of Direct Recruits and the effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.10.2000.
3. Implementation of CPSU Promotion Policy in BSNL: Time bound functional promotions up to NFSG grade as per absorption terms and conditions. No MT and DGM recruitment from outside.
 - First time bound promotion after 4 years service in all the cases.
 - Time bound promotion from E-5 to E-6 to the DGMs promoted from Grp."B" Executives.
 - Date of effect of Implementation of revised upgraded IDA Pay Scales for the Executives w.e.f. 1.10.2000 on notional basis.
 - Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors and antedating of pay.
 - Amendment in BSNL MSRRs of EE (Civil/Electrical/Arch).
4. Immediate implementation of digital signature by all circles with respect to EPF cases settlement of BSNL recruited employees, resolution of all EPF Anomalies, and EPF contribution during training period.
5. Promotions through LDCE in SDE cadre:
 - (a) LDCE from JTO to SDE(T): Immediate conduction of LDCE for promotion from JTO (T) to SDE (T) for the vacancy available till date. The syllabus of LDCE has already been notified.
 - (b) LDCE from JTO (TF) to SDEs (TF) on regular basis.
6. To provide additional increment to all the executives promoted through 2012 SDE (T) LDCE, to compensate loss of notional increment due to delayed result on the part of BSNL.
7. Special recruitment of JTO/JAO for hard tenure Circles.
8. Implementation of Transfer Policy in its true spirit in all disciplines and consideration of Rule-8 cases by circles, spouse cases as per the prevalent guidelines.
9. E1+5 Increments benefit to JTO (SRD), JAOs 2013 batch and PAs: The BSNL Management Committee has cleared the proposal of E1+5 Increments benefit to JTO (SRD), JAOs 2013 batch and PAs which is pending for BSNL Board approval. Also settlement of Pay Anomaly cases of Departmental JTOs outsider quota.

10. Conduction of various CPCs on a regular basis:
 - i. JTO to SDE (T) CPC against seniority cum fitness quota: Conduction of DPC for Seniority and fitness quota as per DoPT guidelines for the years 2009-10, 2010-11 and 2011-12 to fill up about 6000 posts.
 - ii. DPC from SDE(T)/DE(Adhoc) to DE Regular: Immediate CPC to fill up the left out about 500 DEs Posts.
 - iii. Immediate conduction of CPC from DE to DGM (Engg.) on Adhoc/Regular basis.
 - iv. Immediate CPC from JAO to AO to fill up about 1800 AOs posts.
 - v. CPC from AO to CAO Regular to fill up about.
 - vi. CPC from DGM (F)-Adhoc to DGM(F) - Regular.
 - vii. Allowing option to departmental JAOS who joined after 07.05.2010: The pay anomaly case of departmental JAOS was processed by PAT Cell. A committee formed headed by PGM (SR), Sr. GM (Pers.), GM (Estt.), GM (EF) and GM (FP) and the said committee finalized the report and submitted to competent authority for approval. The said Committee recommended five additional increment benefits to Deptt. JTOs/JAOS at par with direct recruit JTOs/JAOS and accordingly implemented. But allowing option to Departmental JAOS who joined after 07.05.2010 in the executives cadre is yet to be considered.
 - viii. CPCs from JTO (E) to SDE (E) and from SDE(C/E) to EE(C/E).
 - ix. Promotion from Assistants to Section officers and Personal Assistant to Private Secretaries, SO to AGM and AGM to DGM in the erstwhile CSS and CSSS.
 - x. Post based promotions for P.A/P.S, Common Recruitment Rules & Nomenclature and Introduction of Promotion Policy for Stenos (Dying cadre).
11. Inordinate delay in settlement of disciplinary cases: We have been requesting BSNL Management for the settlement of long pending disciplinary cases. Many cases are pending more than 7-8 years and no decision is given, causing undue harassment to the executives on promotions and retirement. As per CVC guidelines all the disciplinary cases needs early settlement.
12. Restructuring of AD (OL) Cadre: The committee constituted under the Chairmanship of Shri Harsh Wardhan Addl. GM (CP&M), BSNL C.O. has submitted the report to the competent authority to revise the pay scale of Rajbhasha Adhikari at par SDE/AO scale. Shortly case will be put up to the competent authority for approval. We have demanded to restructure the cadre by change of designation as AD(OL) and to ensure promotions up-to DD (O/L) STS grade.
13. Early finalization of New SDE RR-2014 & JTO RRs-2014 (without degradation of Scale & Qualification) and in line with the suggestions submitted by associations.
14. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.f. 01.01.2007 for BSNL Pensioners.