

**UNITED FORUM OF EXECUTIVES ASSOCIATIONS**  
**COMPRISING (AIBSNLEA & AIGETOA)**  
**CHQ, New Delhi**

No:UF/CMD/DGM Rectt. /15-16

Dated the 24<sup>th</sup> February 2016

To,

**Sh. Anupam Shrivastava**  
CMD, BSNL Board  
New Delhi-110001

**Subject: Most frustrating and demotivating situation in HR functions of BSNL –reg**

**Respected Sir,**

We regret to mention that despite our repeated requests and marathon meetings with HR team of BSNL and discussions at the level of Director HR and the assurances given for the settlement of the long pending genuine HR issues of executives from the highest level of BSNL, none of the issues have been resolved due to the total indifferent and biased attitude of the HR units of BSNL C.O., specially Establishment and Personnel Units.

In addition to the long pending HR issues, there are Several Court cases pending in various Hon'ble courts due to which there is a complete stoppage in promotions. For the last three years there is no CPC from JTO to SDE, SDE to DE and DE to DGM. Executives completing even more that 20 years of service at JTO level are still waiting for their first promotion. Similarly, SDE promoted in the year 2000 are still waiting for DE promotion for the last 16 years. Conditions are so pathetic that a directly recruited engineer in BSNL cannot hope for a single promotion in his total service. Due to prejudiced and biased attitude of some officers some of the promotion where no stay orders are there still being delayed on the pretext of court case like DE to DGM promotions are not being issued whereas there is no stay order on promotion.

Similarly the CPCs from JAO to AO and AO to CAO are stuck due to stay order from Hon'ble CAT Chandigarh. The SDE (C/E) to EE(C/E) promotions are held up due to the stay order on promotion from Hon'ble PB CAT New Delhi & CAT Ahmedabad. LDCE results for promotion from JTO to SDE under competitive quota are also being held up due to various pending court cases.

Due to indifferent attitude of Establishment Cell of BSNL CO, the pay scale for JTOs and SDEs are not being finalized even after passage of Nine years of the recommendation of 2<sup>nd</sup> PRC.

To overcome with stagnation/stalemate in promotion and finalization of Pay Scales for JTOs and SDEs equivalent executives a committee headed by ED (NB) Shri M.A. Khan was constituted to examine the issues on implementation of CPSU hierarchy and standard E-2 and E-3 IDA Pay scales to JTO and SDE equivalent executives. The committee has submitted its report 4 months before but till date the committee recommendations are not being considered due to the total negative and biased attitude of the concerned HR units i.e. Pers. cell and Estt. Cell of BSNL C.O in spite of constant persuasion and follow up from our side and clear cut direction from highest level of the Company. It has caused serious frustration and demotivation among the executives.

Continued – 2

:Page – 2:

In the same manner issues like 30% superannuation benefit to BSNL recruited employees are being lingered on flimsy grounds, and same is the fate of other HR issues like Rule-8 transfers of JTOs/JAOs, Sr.PS/PPS Posts creation in BSNL, restructuring of AD(OL) cadre, regularization of officiating JTOs, stepping up of pay of seniors drawing less pay than their juniors, new SDE RR, E-5 to E-6 upgradation to Group B level executives, E-1 +5 increments benefit to JAO 2013 batch, JTO(SRD) and PA cadre, notional Pay fixation in upgraded pay scales w.e.f 01.10.2000 to JTOs/SDEs (C/E/ Arch/TF) Engineering wings and PA cadre, Pay anomaly case of TTA to JTO outside quota etc.

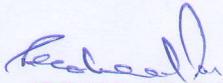
All the above issues have been discussed repeatedly in the several formal/informal meetings with Director (HR) and with your good self and after your assurance, settlement of all the major issues were to be done by 26<sup>th</sup> January, 2016 but none of the issues could be resolved due to the callous and indifferent attitude of the HR units of BSNL C.O. It has caused serious resentment and frustration among the executives.

The Board Note for scrapping of MT RRs and DGM RRs were also to be presented in the next meeting but yet nothing has been done by the concerned sections despite repeated persuasion from our sides.

In view of the above it is, therefore, once again requested to kindly intervene in the matter so that United Forum of BSNL Executives' Associations comprising AIBSNLEA & AIGETOA are not forced to resume its deferred agitation programs w.e.f. 5<sup>th</sup> March 2016. Any adverse effect on services will be the sole responsibility of the HR team of BSNL.

With regards,

Yours sincerely

  
(PRAHLAD RAI)  
General Secretary  
AIBSNLEA  
9868278222

  
for  
(AMIT ROY)  
Asstt. General Secretary  
AIGETOA  
9953967217

Copy to:

1. Shri N.K.Gupta, Director (CFA) BSNL Board, New Delhi-110001.
2. Smt. Sujatha Ray, Director (HR) BSNL Board, New Delhi-110001.
3. Shri N.K.Mehta, Director (EB) BSNL Board, New Delhi-110001.
4. Shri P.K.Mittal Director (CM) BSNL Board, New Delhi-110001.
5. Shri Shameem Akhtar,PGM(SR) BSNL C.O, New Delhi-110001.