

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

Central Head Quarters. New Delhi

No UF/CMD/2010

DATED 05.02.2010

To

**Shri Kuldeep Goyal,
CMD, BSNL,
New Delhi-110001**

Subject: Non settlement of long pending HR issues of BSNL Executives'-Our strongest protest & grave resentment.

Sir,

While strenuous and painstaking efforts were made to streamline the career growth of executives by way of promulgation of BSNL MS RRs and very high expectations were aroused with regard to giving quick and reasonably good career upliftment, we regret to inform you that the entire exercise of coming out with promulgation of new RRs has been completely rendered infructuous because of deliberate attempts of the concerned officers to scuttle the entire process under the cover of court cases. In fact, all out efforts are still being made to defeat the whole process by taking refuge under court cases.

The conspiracy of the erstwhile DOT era to deprive and exploit us continues even day and thousands and thousands of SDEs and adhoc STS officers are getting retired month by month due to sheer callousness of the concerned officers to say the least. By pitching one group of people against the other, and in the name of very narrow considerations, having no relevance to facts, the whole process has been put on hold. Deliberate and calculated efforts to delay the process is complicating the situation and that is what the concerned officers intended to achieve. We have hitherto never witnessed the kind of motivated and narrow actions of the concerned officers to defeat the roadmap that was drawn to take care of functional promotions of promotee cadres. On the contrary, every possible care is being taken to ensure timely promotion of unabsorbed ITS officers having absolutely nothing to do with the growth of BSNL.

Hereunder, we are briefly enumerating the issues which are needs immediate settlement

1. **DPC from STS Group 'A' level executives to DGM** . After regularization of DEs/CAOs/EEs, the DPCs to fill up vacant DGMs posts are not being held on the flimsy pretext of Jaipur CAT having restrained BSNL from regularizing regular STS officers absorbed in BSNL. The fact of the matter is that concerned officers are not at all inclined to promote regular absorbed STS officers to adhoc JAG unless STS officers belonging to their ITS fraternity having absolutely no concern with BSNL are also promoted to JAG. It is very painful for BSNL Management even to think of promoting absorbed STS officers to JAG without taking care of and protecting the interests of there is friends. This and nothing else is the hard fact that is coming in the way of promoting absorbed STS officers to adhoc JAG.
2. **Regularisation of Adhoc STS level Executives** . As against regularization of about 2700 adhoc STS officers to regular STS, hardly 280 adhoc STS have been regularized and the remaining are held in frozen condition again on flimsy grounds. We fail to understand that when Hon'ble Supreme Court has ordered maintaining status quo with respect to 270 adhoc STS what is coming in the way of regularization of remaining adhoc STS officers. We have pleaded with the Management that posts for regularization of 270 adhoc STS can be earmarked and depending upon the final disposal of the case in Hon'ble Supreme Court decision on their regularization can be taken. Instead of having expeditiously decided on this issue, time is being purchased to

complicate this issue while hundreds of adhoc STS officers are getting retired every month without getting regularized. This is how the callous Management is acting.

- 3 **DPC from SDE (T) to DE adhoc** to fill up about 2500 DEs vacant posts. Absolutely no interest is being taken by CGM/J&K to pursue this case to end the stalemate in Hon'ble High Court of J&K. No serious persuasion was ever made by the Corporate office to end the legal stalemate. Again here, hundreds of SDEs are retiring every month without getting even adhoc STS promotion and the concerned officers are totally unmoved except giving tall sermons.
- 4 **78.2% IDA fitment benefit and transport allowances** When the recommendations of 6th CPC have been implemented in their totality in respect of unabsorbed ITS officers in BSNL, it is very strange on the part of Management to deny extension of 78.2% IDA fitment to absorbed executives in accordance to DPE OM dated 02.04 2009 increasing the fitment benefit from 68.8% to 78.2% w.e.f. 01.01.2007. We warn BSNL Management from following these kinds of double standards – to give sermons of enforcing economy measures when it comes to extending legitimate benefits to absorbed executives and to indulge in extraordinary extravagance virtually leading to bankruptcy when it comes to extending benefits to ITS fraternal friends. This naked sycophancy of the BSNL Management to completely ignore its own workforce and spend lavishly on those who have decided to leave the Organization deserves condemnation of highest order.
- 5 **BSNL Management's decision to procure Swift Desire, Maruti SX4, Honda City for non absorbed officers:-** At a time when the Company is fast sinking and enforcement of austerity measures is being talked about and should have been enforced is in itself an act which fully exposes and establishes the double standards of the Management. While on the one hand management preaches absorbed employees to observe and enforce austerity, on the other it is just merry making for unabsorbed officers. It is not the cost factor of purchase of vehicles that we are going into but the message that it has sent down the level – everyone asking rightly is this the time to purchase luxurious vehicles, particularly for those who have decided to bid good by to the Company. No sensible Management would have gone ahead with purchase of vehicles at a time when it ought to have been struggling to enforce fiscal discipline. We pleaded with you to drop the proposal of purchase of vehicles at least for some time but you preferred to ignore our pleadings for obvious reasons. Having done this, what conviction, rationale and strength does the Management have now to convince us not to demand implementation of transport allowance to the executives according to the orders of the 6th CPC in the name of enforcing austerity which has become a mockery. Management has completely lost its credibility and authority in asking anyone to observe austerity and there is absolutely no room and scope for us now to convince absorbed employees that transport allowance cannot be paid because of crisis in the Company. Moreover, when all executives of the company have to be paid transport allowance according to 6th CPC, where and what is the justification for Management to look at the unabsorbed executives of the Company in a different manner and weigh them in a different yardstick. We are all determined to expose and defeat such discriminatory and parochial policies of the Management.
6. **Immediate abandonment of BCG:** - The basic objective for which BCG was inducted to suggest not only sweeping reforms but get involved in implementation of such reforms to bring about much needed changes in the structure of the Organization is completely defeated. Today, the recommendations of the consultant are of just academic interest, having had no impact whatsoever on the ground situation. The best option for the Management is to spot the best available talent in the Company and get them involved in tasks like the one assigned to BCG. But for that we need real managers who have the commitment, capacity and visualization. If the managers are in a position to conceptualize, then the available huge talent in the Company can deliver exemplary results. But who bells the cat. There is absolutely no point in enlarging the

scope of BCG which is largely and rightly been seen as an emerging white elephant, devoid of objectivity and deliverance. It should be abandoned at the earliest and replaced by talented people within the Organization who should be spotted and exploited. HR Managers should be getting involved in such an exercise instead of wasting huge resources of the Organization by assigning one theoretical job after another to BCG and not utilizing and exploiting the huge and best available talent in the Company.


7. **BSNLMS RRs modifications of Civil/Elect/Arch/Others streams executives and change of designations on each Time Bound Promotion** BSNLMS RRs needs immediate modification w.r.t. Civil/Electrical/Arch and other streams executives wherein their promotions to STS level posts has been blocked on the basis of qualification whereas these executives have been given parity with Telecom Engineering Executives. The existing designations prevailing in BSNL should be changed. Further, on each time bound upgradation, designation indicating higher status should be given to the executives. However, in order to avoid operational confusion, the changed designation should indicate his functional status.
8. **Removal of pay anomaly in case of JTOs recruited in the year 2005.** - More than 3000 young JTOs are being subject of demoralization of worst kind by not addressing to a serious anomalous situation created because of administrative lapses of the Organization. Our consistent pleading to get rid of such an anomalous situation has not yet been considered.


Continuing dilly dallying, inaction and indecisiveness has led to a situation where it is impossible to contain the growing resentment and disillusionment of BSNL Executives. HR has to be innovative, HR has to understand business and the implications of a healthy workforce on business. HR professionals should not get bogged down by tactical transactional issues in the system and should effectively concentrate on building talent, leading change and engaging employees. That is the modern HR mechanism to be put in place in BSNL to avoid recurrence of frequent industrial turbulence.

However, because of complete failure of Management to address and resolve the aforesaid just issues of BSNL executives, which are lingering on for months together now, AIBSNLEA and SNEA, under the platform of the United Forum, have been compelled to decide in terms of resorting to programmes of organizational action very soon. It is really unfortunate to talk in terms of launching protest actions at this critical hour, but then complete lack of interest and concern on the part of the Management is exclusively driving us to this painful stage. However, even at this belated stage, we believe the Management gets down to serious and meaningful business of addressing and resolving the issues, in right earnest, and not merely finding the excuses to justify the delays, so as to ensure that Organizational Actions at this difficult and crucial stage do not become inevitable for us to go ahead with.

With kind regards,

Yours Sincerely


(Prahlad Rai)
General Secretary
AIBSNLEA


(G.L. Jogi)
General Secretary
SNEA (I)

Copy to

- Shri A. Raja, Hon'ble MoC&IT, Govt. of India, New Delhi

- **Shri Sam G. Pitroda, Advisor to Hon'ble Prime Minister and Chairman, High Power Committee of BSNL's performance review.**
- **Shri P.J.Thomas, Secy (T), Govt. of India, New Delhi**
- **Shri Chandra Prakash, Member (Services), Telecom Commission, New Delhi**
- **Shri Gopal Das, Director (HR), BSNL, New Delhi**
- **Shri Rajesh Wadhwa, Director (CFA), BSNL, New Delhi**
- **Shri Rajendra Singh, Director (EB), BSNL, New Delhi**
- **Shri R.K.Agarwal, Director (CM), BSNL, New Delhi**
- **Shri Shakeel Ahmed, GM (SR), BSNL CO, New Delhi**