



राष्ट्र हित

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अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(A Recognised Association of BSNL Executives)

(Affiliated to BMS)



Regn. no. HR/019/2018/021

President

G Veerabhadra Rao

9440648648

General Secretary

Ravi Shil Verma

8373967633

Finance Secretary

Badri Kumar Mehta

9868183579

All communication at E-mail - "chqaigetoa@gmail.com" only

GS / AIGETOA / 2024-25 / 69

Dated 30.08.2024

To,

**Shri A Robert Jerard Ravi,
The Chairman & Managing Director
Bharat Sanchar Nigam Limited, New Delhi**

Subject: Mass Exodus of Young and Dynamic Executives from BSNL, a concerning trend which BSNL must address - Regarding.

Respected Sir,

On behalf of the AIGETOA, we express our deep concern over the recent wave of resignations from BSNL. A large number of talented young executives have recently resigned, opting to join the Airports Authority of India. **This trend is alarming and poses a significant threat to the operational stability and future growth of BSNL. The officers who have left the organization or those who are in the process of leaving have been the pillars of strength for BSNL, being the youngest in the lot, well qualified and well trained.**

The mass exodus of these skilled professionals indicates a systemic issue within BSNL HR Policies that requires immediate attention. We believe the root causes of this situation are multifaceted, stemming from several longstanding grievances that have been repeatedly highlighted by AIGETOA but have largely remained unaddressed. Some of these issues are being detailed as below:

1. Working Conditions:

Inadequate infrastructure and resources, combined with high levels of stress and lack of support, have created an environment that hinders productivity and job satisfaction. BSNL must provide sufficient resources and proper working environment to the executives.

2. Stagnant Career Progression and Unjust HR Policies:

There has been a significant delay in implementing a comprehensive promotion policy, which has left many deserving executives without clear career advancement opportunities. **When a professionally/technically qualified, trained and performing executive is extended only one promotion in his 20+ years' service span speaks a lot about the treatment which is being**

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Regd. Office : Flat No. 716, Studio Apartment, Omaxe Height, Sector-86, Faridabad, Haryana - 121006

given to the executives of BSNL with respect to the career progression of the executives.

Added to this, the lateral entry of executives above JTO/JAO has also been a huge demotivating factor with management envisaging to recruit freshers at E3 level and DR DGMs at E5 level. **Perhaps BSNL may be the only PSU which recruits fresher executives with same qualification at two different levels.** AIGETOA requests for scrapping of the SET RRs and DR DGM RRs and restoration of the vacancies to promotional quota.

The lack of smooth career progression has led to widespread frustration and demotivation among executives who see limited scope for career growth within BSNL. AIGETOA has repeatedly requested for introduction of a promotion policy in which executives get **at least three assured promotions up to AGM level with sufficient age profile on their side**, so that a strong middle level management can be created instead of relying upon the market by way of SETS and DR DGMs but the same has always been ignored by management. **We request management to take note of this extremely crucial issue and do the needful at least now to alleviate the demotivation and insecurity which BSNL executive is having with respect to his/her career progression aspects.**

3. Non-Resolution of issues of Standard Pay Scales of E2 for JTOs/JAOs, non-settlement of issues related to pay loss and non-implementation of 3rd PRC:

The entry level executives at the level of JTO/JAO and SDE/AO are being forced to work at provisional scales and their scales have been degraded post implementation of 2nd PRC in BSNL. The Young executives of BSNL who were directly recruited by BSNL at the level of JTO/JAO in executive cadre and at the level of JEs in non-executive cadre have been a subject to pay loss vis-à-vis their pre-revised scales. These youngsters have been facing pay loss in the form of non-implementation of standard pay scales of E2 for JTO/JAO equivalent, non-extension of interim benefit of E1 plus five increments uniformly to all executives recruited/promoted post 1.1.2007, non-redressal of Pay Loss grievances of the executives recruited in pre-revised Scales of E1A (22820 issue), non-redressal of the Pay Loss grievances of the JEs who are now working as JTOs/JAOs (JE Period Pay Loss issue). This is one of the main reasons for this extreme dissatisfaction in the organization and they must be suitably addressed now to prevent this mass exodus of well qualified, trained and performing executives. **The state of affairs can very well be guessed from the fact that BSNL has three set of entry level initial basics i.e. 22820, 19025 and 16,400 for the cadre of JTOs/JAOs.**

The delay in addressing pay issues despite assurances, has caused immense dissatisfaction and frustration amongst executives. Young Executives are increasingly demoralized by the disparity between their compensation and that of their peers in other PSUs. Hence it is requested that BSNL must implement E2

pay scales for JTO/JAO/Equivalent level and address the pay loss issues pertaining to different set of executives.

It is also crucial that BSNL implements the 3rd PRC in line with industry standards to retain its talent. Despite contributing their best for the cause of nation and the ambitious project of Home Grown 4G/5G Core, the employees of BSNL have not been extended any benefit and its high time that long pending implementation of 3rd PRC must be done now for BSNL employees to retain the talent and reduce the attrition rate.

4. Unfulfilled 30% Superannuation Benefits:

The reluctance to fulfil the promised 30% superannuation benefits has further exacerbated the financial insecurity of our employees. This has forced many to seek better opportunities elsewhere, where their financial futures feel more secure. **Such is the scenario in BSNL that in the event of any unfortunate occurrences to any of the BSNL recruits, their families get a meager amount of Rs 4000-5000 as pension which is even less than the amount what the Government of India is extending as minimum pension guarantee.**

BSNL has been consistently ignoring the established norms and guidelines of DPE for implementation of Superannuation Benefit for BSNL recruits and an uncalled-for comparison is being made between defined benefits and defined contribution which is the last thing which an executive expects from management. The management must act as a father figure for executives belonging to the organization and should address all executives with same compassion and same treatment but in the case of BSNL Recruited Employees, the same has been missing. **Our submission gets substantiated with the fact that while all recommendations of the 2nd PRC including that of 30 percent fitment got implemented in BSNL, those pertaining to the BSNL Recruits i.e Standards Pay Scales for JTO/JAO, SDE/AO and 30 percent Superannuation Benefits were ignored in totality despite BSNL being in profit on 01.01.2007.**

Hence, we request Management to resolve this issue which pertains not only as future security for the employee but also acts as a social security measure for the dependents in the event of any untoward happening with the employee.

5. Lack of Revised TA/DA, non-availability of sufficient medical cover and non-extension of perks and allowances:

The reluctance to update TA and DA in accordance with current economic realities has diminished the real income of our employees which has further diminished their trust. **Added to this non availability of sufficient medical cover with continuous downgrading of OPD limits and non-availability of cashless facility for indoor treatment at major hospitals is also a major reason for the insecurity amongst executives which is giving a catalytic effect to such type of exodus. Not only this, management must introduce a**

mechanism to extend perks and allowances and also Performance Related Pay to the executive fraternity of BSNL.

In light of these issues, we urge your good self to take immediate actions to address these concerns comprehensively. This includes implementing a fair and timely promotion policy, revising pay and allowances, fulfilling all promised benefits, and fostering a conducive working environment that supports the professional growth of BSNL employees.

If these pressing matters are not addressed in totality, it will result in further attrition, which BSNL cannot afford at this critical juncture. A motivated and satisfied workforce is the cornerstone of BSNL's success, and we remain committed to collaborating with you in finding solutions that will retain and nurture the talent within our organization.

We look forward to a prompt and positive response to our concerns.

With Regards,

Sd/-

[Ravi Shil Verma]
General Secretary

Copy to:

1. Dr Neeraj Mittal Ji, Hon'ble Secretary, Department of Telecom for kind information intervention please.
2. Shri Ravindra Himte Ji, General Secretary, Bhartiya Mazdoor Sangh with a request to take up the issues at appropriate level.
3. Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board for kind information please.
4. Shri Ramnath Ganeshe Ji, All India secretary and Telecom Prabhari, BMS for information please.
5. Smt Anita Johri ji, PGM (SR & Restg), BSNL CO, New Delhi for kind information please.