



राष्ट्र हित

विभाग हित

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/019/2018/02138

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GS / AIGETOA / 2024-25 / 62

Dated 14.08.2024

To,

Smt Anita Johri
CGM (SR), Corporate Office,
BSNL, New Delhi - 110001.

Subject: Request for Granting an agenda based meeting to AIGETOA for discussion on crucial issues being faced by the BSNL Executives under the chairmanship of CMD BSNL/Director (HR) - Regarding.

Respected Madam,

I am writing to request an agenda based meeting of the All India Graduate Engineers & Telecom Officers Association (AIGETOA) with the BSNL management. We have several long pending HR issues concerning the Pay, Promotion and Pension of BSNL executives that need to be addressed and decided with discussion and deliberation at the highest level. There are many issues which are being faced in the day-to-day service activities of each also which needs an immediate attention of the management. **Accordingly, we wish to seek discussion on some crucial HR & Development related points**

I am enclosing herewith the agenda points that we would like to discuss in the proposed meeting.

With Regards,

Sd/-
[Ravi Shil Verma]
General Secretary

Copy to:

1. Shri Kalyan Sagar Nippani Ji, Director (HR), BSNL Board for kind information please.

www.aigetoachq.org

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

1. Pay, Pension, Perks & Allowances Related Issues:

[A] Establishment Section

1. Intervention at the highest level to ensure that approval for E2 pay-scales for JTO/JAO/Equivalent and E3 pay-scales for SDE/AO/Equivalent cadres is received.
2. Implementation of 3rd PRC in BSNL and intervention at highest level for relaxation of affordability clause in view of the BSNL's involvement in development of Home Grown 4G/5G Technology and fulfilling the Telecom Objectives including the social and national duties as the national telecom carrier of India.
3. Start of discussions of association with Pay Loss Committee to extend 22820 as initial basic to the executives recruited in pre-revised E1A scales post 01.01.2007.
4. Discussion on resolution of Pay Loss pertaining to pay fixation of JEs promoted as JTOs/JAOs.
5. Extending E1 plus 5 increments to all the JAOs and JTOs recruited in provisional E1 scales post implementation of 2nd PRC recommendations of BSNL.
6. Increase in Quantum of SAB to make it 30% and creation of PRMB fund.
7. Implementation of Death Relief Scheme for BSNL employees as assured to this association in July 2022 and extension of Group Term Insurance by employer.
8. The case of the CCS pension for the BSNL recruited TTAs whose recruitment was initiated by DoT during pre-BSNL era may be taken up by BSNL with DoT in line with the Gazette Notification issued by GoI.
9. CGMs are not giving consent for the accommodation Rule-8 requests due to surplus/deficit Circle transfer Policy. There must be some solution to this peculiar problem.

[B] Admin Section

1. Revision in TA/DA Transport, Child Education and other allowances at par with current market conditions, restoration of LTC. Provisioning of Laptops to the executives on PAN India basis and to increase the limit of such reimbursement to a minimum of Rs 50,000/-. Further increase in Mobile Set Reimbursement at par with market cost.

2. Promotion and Restructuring Related Issues:

[A] Pers Section

1. Issuance of AGM promotions of all eligible SDEs who have completed their residency period. The arbitrary decision to revise the seniority list on date of joining basis must be reversed to Vacancy Year Wise Rota and Quota as the Hon'ble Supreme Court Judgment in case of S K Dubey & another Vs BSNL is not applicable for the lists which were not impinged list before Hon'ble Supreme Court. Introduction of upper cap in the residency limit to ensure promotions to the next grade on personal upgradation of the posts basis.
2. Issuance of DGM (Adhoc) to DGM Regular (T) and AGM (T) to DGM (T) Promotions. Issuance of Seniority List in AGM (T) Grade.
3. Issuance of AO to CAO promotions.
4. Resolution of the long pending SDE reversal issue of LDCE 2007 executives in line with the commitments made earlier by management in various meetings and at various platforms.
5. Reinstatement to the post/grade of AGM (Regular)/DGM (Adhoc) following judgment passed by Hon'ble Supreme Court in SLP(C) No. 30281-30282 of 2019 in the case of 147 reversal issue.
6. Promotion of the next lot of JTOs to SDE cadre and covering all the LICE 2012 batch and subsequent recruitment year JTOs.
7. Issuance of Promotion under PWD Quota for balance eligible PWDs and Review DPC of Eligible JTOs/JAOs.
8. Issuance of JAO to AO Promotions.
9. Issuance of AGM (CSS) to DGM (CSS) promotions and consequential promotions in subsequent grades thereof.
10. Convening of CPCs in PA/PS/PPS cadre who are waiting for long despite availability of vacancies.
11. Review of Transfer Policy. The transfer should be on need basis instead of regular rotational transfer. Option to retain quarter at current place of posting on transfer. Discussion on rotation of officers from the sensitive posts as per the CVC guidelines.
12. Discussion on making the OTP policy further automatized, need for further changes in the OTP system, Fixed Window for consideration of OTP cases and separate Fixed window for Inter Circle and Intra Circle OTP window without any overlap and linkage with each other. Allowing Intra Circle and Inter Circle OTPs together as both pertains to different domains and hence six months waiting clause must be removed for such cases.
13. Timely relieving of the executives posted at hard tenure stations after completion of their tenure. Restoration of tenure period in line with the Government of India guidelines. The amendment issued in September 2023 must be rolled back and the provisions should be made at par with Central Government Policy.

14. The Provision of Lateral Entry should not be in the promotion policy. The MS RR must be modified to remove the lateral entry provisions in MS RR
15. Sufficient gap or Cooling period must be maintained between two transfers of executives. Specially, the executive may be retained with a cooling period of atleast for 3 years in case of Intra-Inter Circle transfers.

3. Other Major Issues:

[A] Admin Section

1. Review of RSTC (Residential Service Telephone Connection) policy and provision of free FTTH connection with inclusion of internet.
2. Enhancement/restoration of outdoor limit of medical reimbursement to earlier 25 days limit and also fixing of medical outdoor limit at current DA rates and Restoration of financial entitlement like medical without vouchers etc.
3. Implementation of Group Health Insurance (GHI) by BSNL, the employer should pay the premium instead of forcing the employees to pay.
4. Status of Empanelment of Hospitals on cashless basis by circles as per the instructions issued by BSNL CO and expediting the process in view of the slow progress.
5. Restoration of LTC etc. facilities.
6. Provision of Second Saturday to all Offices in field units or C-Off Holiday.

[B] Building Work & Land Management

1. Proper Maintenance of Inspection Quarters (IQs) in every Telecom Circles/Metro Districts and Maintenance Regions. Regular upkeep and maintenance of staff quarters and staff colonies across BSNL CO and all Circles and website of inspection quarters may be made alive by ITPC.
2. Due to shortage of staff quarters in Delhi/NCR Area, we may take quarters from MTNL and CPWD on the lease basis or actual HR basis for clearing the long waiting list of specially Type-III, Type-IV and Type-V quarters.
3. Maintenance of all staff quarters/ Colonies including play area i.e Parks in all major Telecom Circles. Due to poor maintenance of staff quarters especially in Pehswa Raod, Atul Grover Road, Dev Nagar, Dilsad Garden and Janakpuri by the concern Civil Wing, Electrical Wing as well as Horticulture Wing.
4. Stopping of monetization of Staff Colonies in Metro cities as rent is unaffordable and where more than 50% quarters are occupied, like Powai Mumbai.

[C] Restructuring Section

1. Discussion on Restructuring and increase in number of posts in various grades of various streams (Telecom, Finance, Civil, Electrical, Architecture, CCS, PA/PS/PPS/AGM (OL)) in view of the BBNL merger to BSNL and Projects like 4G saturation, pilot project for connecting ₹5 lakh villages and various other government of India Projects etc.
2. Amendment in immunity guidelines. The provision of recognition of OA Body must be restored. Validity of Circle Bodies of BSNL CO and district bodies of Circle Office/Non territorial circles must be restored. The period of immunity must be extended to the body must be continued for the recognition period irrespective of Membership Verification. The immunity may be allowed to be availed at any place within the circle. Immunity must be extended in case of Promotions also. All such provisions may be given retrospective effect to avoid any ambiguity. Consideration of Immunity for Non-Recruiting Circles.
3. Provision of ESS/SAP Login to Association for checking the membership regularly and monthly membership subscription fund.
4. Provision of data of all Executives in BSNL and their association membership.
5. Reconsider the classification of new BAs based on revenue. In Telangana, Karimnagar OA and Khammam OA, with revenues over ₹30 crores, should be eligible for BA category. In all over India there may be many.

[D] Training Section

1. Issues arising out of takeover of ALTTC Campus by DoT and next course of action with regard to the training requirements of BSNL especially north zone. Provisioning of Infra Facilities to BSNL trainees. Full-fledged BSNL training center must co-exist at ALTTC along with that of DoT.

[E] CA Section

1. Status of Verification and Forwarding of the options exercised by executives for the higher pension to the EPFO. Appointment of a nodal officer as custodian of the EPF Records at various BAs as many records were found missing while scrutinizing the requests.

With Regards,

Sd/-

[Ravi Shil Verma]
General Secretary