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# 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 / 121**

**Dated 29.12.2024**

To,

**Shri A Robert J Ravi Ji,**  
**Chairman and Managing Director**  
**BSNL, New Delhi - 110001.**

**Subject: Request for clearing the long pending HR issues of Pay, Pension and Promotions and to ensure a proper career hierarchy to the executives of BSNL instead of making BSNL employees subject to another move of VRS which is completely uncalled for as on date, especially in view of the fact that BSNL is back on to the path of revival and profitability – Regarding.**

Dear Sir,

Warm greetings from AIGETOA. **Today, BSNL is on the path of recovery with increased margins and increased operating profit, thanks to the sincere efforts of government and support in the form of a series of revival packages and a united effort from Management and employees to take BSNL to newer heights.** The employees of BSNL are fully committed to bring BSNL back to the state of absolute profitability from the current state of operating profit. The employees of BSNL are also fully geared up and energized to expeditiously realize the ambitious mission of government to roll out a complete "Swadeshi Mobile Network".

However, it is with a heavy heart that we inform your goodself that the executives of BSNL are heading into the year **2025 with profound agony and mental stress due to the denial of promotions despite a firm progress on the issue and news about floating of another VRS in BSNL.** Expectations from top management were at an all-time high, but now, despite the sincere efforts of the executives to keep the company up and afloat in its toughest time, the entire lot is feeling demotivated and dejected in their roles, due to continuous denial of long pending HR issues and fueling the same through uncalled-for VRS schemes at this stage.

At this juncture when BSNL is very steadily returning to the path of recovery, what the employees expected from management was efforts to resolve the pending HR issues such as Pay, Promotion, Pension, and the 3rd PRC implementation. **This would have been a deserved reward for the tireless efforts of the employees in guiding the company from the brink of collapse to a phase of growth and development.** The issues of increase in contribution towards 30 percent SAB, Death Relief Fund, increase in TA/DA/Transport, provisioning of laptop to field units, Reimbursement of Medical expensed on current DA rates and opening of deputation, these issues have also not seen the light of the

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day despite agreement on the same and initiation of the proposals in this regard.

To the utter surprise of the employees, instead of making efforts towards the resolution of HR issues, management has decided to come up with another VRS proposal in BSNL. **This announcement of one more VRS, without consulting any associations or unions, has come as huge shock for the employees. Management has always been maintaining a "no second VRS stand" but all of a sudden, one more VRS scheme has been approved by BSNL which has resulted into huge confusion and demotivation into the rank and file of BSNL employees.** AIGETOA wishes to submit its categorical opposition to this proposal and especially when it has been done without the consultation with the stake holders and without any emphasis on the long pending HR issues of Pay, Pension, Promotion and 3<sup>rd</sup> PRC.

In this context, **it is important to note the recent report from the Parliamentary Committee on Public Undertakings (COPU) (2024-25) presented to the 18th Lok Sabha on 18th December 2024.** The committee emphasized that BSNL must address pay disparities among its employees. Their recommendations include harmonizing the pay structure with the 7th Pay Commission, enhancing Superannuation Benefit Contributions for BSNL recruits, implementing the 3rd PRC, providing proper retirement security, ensuring regular promotions, and establishing clear career progression pathways to address stagnation. They also recommended expanding medical coverage and post-retirement benefits for the overall welfare of employees. **In essence, COPU has urged BSNL to reconsider its HR policy to address these disparities.** (Copy of the excerpts from the Committee Report Attached).

The Committee has also emphasized on utilizing the HR strength of BSNL and extending trainings to them and has not made any recommendation on downsizing of the work force. **In fact, in our considered opinion, even the current workforce is not sufficient to cater to the responsibilities and is overloaded. The manpower in fact needs more augmentation, especially in light of the fact that outsourcing has never succeeded in BSNL and BSNL is handling the flagship and ambitious projects of Government of India. The curtailed workforce will have a very adverse impact on the execution of these visionary projects of government.**

Unfortunately, BSNL adopted the opposite approach, opting for VRS rather than addressing these HR issues. In fact, a proposal was recently moved by the HR wing to extend promotions for eligible executives (from AGM to DGM grade, SDE to AGM grade, etc.), but it was inexplicably shelved under the pretext of VRS and other unknown reasons. Similarly, promotions in the Finance cadre (from AO to CAO and JAO to AO) have been stalled, citing legal issues that could easily have been resolved within the organization itself. The dire situation in the finance wing, where many BAs have only AOs and no regular CAOs, paints a bleak picture for the career progression of the employees in BSNL. The non-happening of promotions despite initiation of the same (both in Telecom as well as Finance Streams) has demotivated the executives to a point of no return and a general perception is prevailing now that the careers of the executives in BSNL is almost finished now and management will not take any extra efforts to extend a proper career progression to the executives of BSNL most of which are technically and professionally qualified from the best institutions of the country.

Considering VRS as the solution to bring BSNL to profitability is apparently putting the onus completely on BSNL employees **while the actual issue lies in non-implementation of proper policies and over reliance on the outsourcing model which is a complete failure in BSNL.** The sister organization of BSNL ie MTNL floated VRS many times but the

company is still struggling to survive. **The revival of any company is directly linked with the policy making along with the happiness index of its employees and not on such VRS schemes.**

If the benefits of the series of revival packages are not being reaped on by BSNL, the failure is not on the part of BSNL employees. **The employees have executed their responsibilities with perfection and are ready to do everything for the betterment of the company and increasing the revenue.** Instead of VRS, the greater requirement is to analyze the reasons behind slow pace of development for a smoothly running 4G core and RAN, the responsibility of which lies mostly with the System Integrator and the Solution Developer. **The employees of BSNL have in fact gone one step forward in realizing the vision of government for the Swadeshi Mobile Network by contributing to the Installation as well as RF optimization despite the same being the responsibility of the vendors.** Secondly the outsourcing model is an utter failure in BSNL and hence downsizing the HR work force of company will not be good at all for the survival of the company, **instead the focus should be on training them and utilizing their services for the newer technologies.**

The employees of BSNL are facing loss in terms of Pay, Pension and Promotion for no fault of them. **The major reason for losses of BSNL is non - availability of level playing field for the company as BSNL is engaged in realizing the mission of developing the Swadeshi Mobile Network. Each and Every employee of BSNL takes pride in associating itself with this initiative and stands firmly for the cause. But at the same time, management and DoT must now think about rewarding the employees for their contribution by settling the long pending HR issues of Pay, Pension, Promotions and 3<sup>rd</sup> PRC instead of making them subject to another VRS.**

In view of the facts mentioned above, we seek your kind attention in settling the following demands which has also been recommended by Parliamentary Committee on Public Undertakings (COPU) (2024-25) in their report presented before the 18<sup>th</sup> Lok Sabha:

1. Implement 3rd PRC for the employees of BSNL.
2. Implement the 2nd PRC recommendation of 30 percent Superannuation Contribution to BSNL Recruited employees.
3. Implement the 2nd PRC Recommendation of extending E2 to JTO/JAO Equivalent Grades and E3 to SDE/AO Equivalent Grades.
4. Aligning the perks and allowances at Par with the 7th CPC standards as being given to the DoT officers on deputation in BSNL and ending the disparity amongst employees within BSNL.
5. Promotions of all eligible executives across various grades and streams.
6. Clear the pending proposals for increase in TA/DA, Reimbursement of Laptop Cost to the executives in field units, making the Reimbursement of Medical Expenses on current DA rates, opening of deputation etc.

We further request for putting the VRS proposal on hold and entering into the meaningful discussions with the associations and unions of BSNL else it may result in huge demotivation and discontent in the organization. **It will be pertinent to mention that a major chunk of BSNL employees today consists of BSNL Recruits who are devoid of Proper Pay, Lack of Proper Social Security, Lack of Pension and Lack of Proper career Hierarchy.** Hence,

the VRS scheme cannot be finalized without taking into consideration the above aspects pertaining to BSNL Recruits as they shall be getting a meager pension of around 3000-4000 Rs if they opt for VRS now which is much less. **Any VRS scheme without a proper Superannuation Cover and sufficient Social Security to BSNL Recruits will be another injustice in the series of already inflicted injustices for the last 24 years of BSNL existence.**

**We humbly request your good office to ensure that justice is delivered to the employees of BSNL and especially in the issuance of the pending promotions which has no financial implications at all. We further request to not to go forward with the current VRS proposal without consulting the stake holders and taking into cognizance of the pending HR issues of Pay, Pension, Promotion and 3<sup>rd</sup> PRC pertaining to BSNL employees**

Thanking you in anticipation.

**With Warm Regards**

**Sd/-  
(Ravi Shil Verma)  
General Secretary**

Copy to:

1. Dr Neeraj Mittal Ji, Hon'ble Secretary, Department of Telecom, Sanchar Bhawan, New Delhi for kind information and intervention please.
2. Shri Ravindra Himte Ji, General Secretary, Bhartiya Mazdoor Sangh with a request to take up the matter with concerned authorities for settling the grievance of BSNL Executives.
3. Shri R N Ganeshe Ji, All India Secretary and Telecom Prabhari for kind information please.