



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

Himachal Pradesh, Circle

(The Recognised Representative Association of BSNL)

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

President
Mohit Kashyap
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Letter No : Circle HQ/AIGETOA/HP/2024-25/22

Dated: 04/03/2025

To

Sh. Suresh Kumar Kashyap Ji
Hon'ble Lok Sabha member
Shimla Constituency, Himachal Pradesh

Subject: Request for kind consideration and directing the BSNL/DoT for resolution of various long pending HR issues pertaining to the executives of BSNL - regarding.

Respected Sir,

We introduce ourselves as recognized representative association of BSNL representing the aspirations of around 28,000 executives working presently in BSNL and an affiliate of Bhartiya Mazdoor Sangh, the largest trade union of India.

First, we take this opportunity to extend our heartfelt thanks to the endeavors which Government of India has taken under the leadership of our Hon'ble Prime Minister Shri Narendra Modi Ji due to which BSNL has recorded a Q3 profit of Rs. 262 crores in this financial year after a long gap of over 17 years. We stand firmly behind in sustaining this momentum and achieving even greater profitability in Q4 and the years to come.

We wish to bring to your kind attention the pressing issues concerning the Pay, Pension, and Promotion of BSNL employees, which require immediate intervention and resolution. **(All issues detailed at Annexure-I attached)**

BSNL, being a crucial pillar of India's telecommunication infrastructure, has consistently played a pivotal role in connecting the nation, especially in rural and remote areas. Despite our unwavering dedication and commitment towards nation-building, the employees of BSNL are facing severe challenges related to their right-ful pay scales, pension benefits, and career progression.

Sir, we wish to inform that all these years, employees of BSNL have played a major role in keeping this company moving in its toughest time even by spending the money from their own pockets. After the extension of revival packages and implementation of VRS in BSNL, the left-over employees took over all the responsibilities and executed the assignments with fullest dedication and commitment including the responsibilities assigned for accomplishing the Aatma

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Nirbhar Bharat in Telecom by playing its part in development and deployment of swadeshi 4G core. These employees are the real asset of BSNL who have shown their commitment, devotion and dedication towards nation in all the testing times including natural calamities, Covid-19 Pandemic, Floods etc. Sir, these employees are the unsung warriors of nation who never got the recognition which they deserve. Further, despite extension of series of Revival packages to BSNL and despite BSNL coming back to track, **the long pending HR issues pertaining to Pay, Promotion and Pension of BSNL employees are not being addressed or being even looked after into.** Contentment amongst employees with regard to their minimum genuine pay, promotion and pension issues is a must to keep the organization afloat with vibrancy, efficiency and output.

Hence we earnestly request a kind intervention from your side to raise the issue with Hon'ble Minister of Communication which will be great help to the marginalized class of employees of BSNL, A Government of India Undertaking.

Yours Faithfully

Naresh Sharma
Circle Secretary, AIGETOA
Himachal Pradesh Telecom Circle

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The Long Pending HR issues of BSNL

1. Implementation of 3rd PRC in BSNL by waiving off the affordability clause for BSNL:

BSNL national telecom carrier has been involved in fulfilling the social responsibilities towards the nation and its people by extending the services even in non-viable and non-profitable areas where no other private operator lends its service, BSNL and its employees have further dedicated themselves to the cause of the nation by involving themselves in the divine exercise of bridging the technology gap between rural and urban India and also of developing the Swadeshi 4G/5G homegrown technology of India. BSNL has also been extended the prestigious but extremely tough project of 4G saturation and the task of covering the uncovered villages. Employees have been whole heartedly supporting these ambitious projects of the Government of India and will always stand firmly in support of these objectives

However, we wish to submit that due to the non-availability of equal field for BSNL especially the non-availability of 4G services to sell, organization has been facing losses due to factors which are not under control of the employees. Due to these losses, 3rd PRC in BSNL has not been implemented. However, now when, deployment of Home grown Swadeshi 4G technology has begun with BSNL and things appear to be positively poised towards achieving this much awaited breakthrough which will place India in the top league of nations providing 4G/5G technologies to other part of world, we humbly and most respectfully request your good self for implementation of 3rd PRC recommendations in BSNL which will act as catalyst of growth of BSNL by virtue of a renewed energy, renewed motivation and renewed vigor which in turn will increase the efficiency manifold which ultimately will result into huge profits for BSNL

We request for your kind intervention in getting 3rd PRC implemented in BSNL by waiving off the affordability clause as BSNL is engaged in a much larger and divine objective for our mother nation which is miles above the concept of profit and loss. It will be pertinent to mention that BSNL is already EBIDTA positive since last many Financial Years despite having so many constraint and limitations with respect to the conduct of its business.

2. Residual issues of 2nd PRC related to implementation of standard pay scales of E2 and E3 for the initial two levels of executive grade and implementation of 30% Superannuation Benefit to BSNL Recruited Executives:

The recommendations of 2nd PRC were adopted by Government of India vide the OM 270/08-DPE (WC) GL-VII/09 dated 26.11.2008 and 02/04/2009. Vide the aforesaid OMs, the recommendations with regard to the revision of pay for the Board level and below Board level executives and Non-Unionised Supervisors in Central Public Sector Enterprises (CPSEs) wef. 01.01.2007 was issued. The recommendations were implemented completely by BSNL, including the maximum 30% fitment benefit to the executives except for two important recommendations one amongst these was the implementation of standard pay scales of E2 to entry-level executives of BSNL i.e JTO/JAOs/Equivalent and E3 to the rest level of Executives ie SDEs/AOs/equivalent. The Second Important Recommendation which was not implemented by BSNL was extension of 30% SAB to BSNL Recruits including formation of PRMB (Post-retirement. Medical Benefits) fund trust as done with Gratuity, GTI etc towards BSNL Recruits under defined contribution scheme. Both issues pertained mostly to the newly recruited employers of BSNL and despite BSNL being in profit at that time and extending full 30% fitment in 2nd PRC, these two issues were not covered at all. The brief details of residual issues pertaining to and PRC for BSNL, which should have been implemented way back is as stated below

A. Implementation of standard pay scales of E2 for JTO/JAO/Equivalent and E3 pay scales for SDE/AO/Equivalent:

B. Implementation of 30% Superannuation benefit to the Direct Recruits of BSNL as per the recommendation of 2nd PRC:

30% of Basic plus IDA would be allowed as Superannuation Benefits, which may include Contributory Provident Fund, Gratuity, Pension and Post-superannuation Medical Benefits. No other superannuation benefit shall be granted outside the said 30% ceiling.

To manage said fund CPSE should, with the approval of the Administrative Ministry: -

- Either make their own schemes,
- Or operate through Insurance companies.

The Superannuation Benefits shall be under the Defined Contribution Scheme.

The Pension and Post-superannuation Medical Benefits can be extended to those executives, who superannuate from the CPSE on putting 15 years of service.

- Despite clear-cut provisions for the Superannuation Fund Scheme in the gazette notification of BSNL, formation as well as in the recommendations of 2nd PRC, no such provision was made by BSNL, for its direct recruit employees when the recommendations of 2nd PRC were implemented in BSNL. After a sustained persuasion of almost a decade thereafter, finally BSNL started a superannuation fund with a defined contribution scheme of 3 percent in the year 2016 and thereafter it was raised to 2 % in the year 2017. Thus, total defined contribution in respect of BSNL. Recruits are around 22 percent and a shortfall of 8 percent still exists. Further the delay in implementation not only caused a loss of fund contribution of 10 years if calculated from 1.1.2007 and loss of fund contribution of 16 years if counted from 1.10.2000 ie year of formation of BSNL
- Such is the precarious condition of BSNL, recruits that if some unfortunate happening occurs to any BSNL. Recruited employee, all that his/her dependents get as pension is Rs. 6 to 7 thousand per month while the similarly placed other set of employees in BSNL are fully secured in terms of their defined pensionary benefit of 50% of basic plus DA at the time of parting from organization. BSNL management has always been comparing defined benefits to defined contribution which is completely wrong as ISNL Recruit's Benefits are governed by DPE Guidelines which are mostly based on defined contribution schemes while those absorbed from DoT gets defined benefits. This defined contribution must be implemented in totality just as the defined benefits which is being implemented in totality by BSNL
- 2nd PRC committee clearly states in page number 127 to 129 of chapter-6 that if company doesn't have sufficient fund to implement all the benefits as recommended then first, basic and retirement benefits should be extended in totality then only perks & allowances can be given. But BSNL extended retiral benefits and even perks/allowances to other set of employees but did not cover the retiral benefits of BSNL Recruited Employees in totality which must have been done before extending perks and allowances d BSNL states non-affordability as the reason. Even 30% fitment was given but the pay scales and Superannuation Benefits to the BSNL recruits were never extended in totality.

We request for intervention of your kind self for directing DoT and BSNL, management for resolving the above two residual issues of 2nd PRC which are pending to implemented since 1.1.2007.

- C. Settlement of Pay Loss issues of JTOs/JAOs (E1+5 and 22820/- and Pay fixation of DR JE to JTO) to extend immediate relief:** Executives Recruited and Promoted post 1.1.2007 are facing severe pay loss in their career post implementation of 2nd PRC benefits vis-à-vis their pre-revised scales and also vis-à-vis other similarly placed executives. It will be pertinent to mention that while management didn't hesitate in relaxing the FR/SR many a times but when it came to extending the same benefit to the younger and meritorious lots of BSNL, management simply took a back seat and denied 22820 as initial basic to these executives. Same fate was meted out to the young and meritorious JEs recruited Post 1.1.2007 in the non-executive cadre also and they were denied fitment benefits to ensure parity with other similarly placed non-executives.

Extending E1+Plus five increments to other executives of subsequent batches was taken by management committee of the board years back but the same was kept pending in the name of HR plan and now even when the strength is decided, management has not considered the approval of the interim relief of E1 plus Five increments to the executives recruited subsequently.

It's high time that management takes a judicious stand and ensures parity in pay for similarly placed executives to avoid hurt burn and cumulative losses in their emoluments and extend E1+5 to all newly recruited/promoted executives as an interim measure till approval standard Pay Scale E2 for JTO/JAO is approved.

3. Extending the promotional avenues for BSNL Executives:

As we all are aware that with implementation of VRS in BSNL, the staff size has been reduced to a large extent in BSNL which gave rise to the need for restructuring and cadre review in BSNL. It will be pertinent to mention that AIGETOA was the only association in BSNL, which supported the revival measures in totality including that of VRS. A major chunk of employees opted for VRS and restructuring was done to define the strength at various levels.

Despite our best thought process for the betterment of organization, the staff which was left in BSNL and which actually took the manifold responsibility of the carrying forward the responsibilities of the organization, despite reduced strength have today become a subject for loss of their career aspirations and ignorance of merit. While we have always maintained that definitely downsizing was a necessity, but the killing of the careers of the executives could have been avoided by adjusting the structure suitably in the hierarchy.

BSNL has recruited thousands of professionally qualified executives post corporatization with qualifications of BE/BTech/CA/ICWA/MBA etc. It's indeed an irony that despite spending around 12 to 22 years in the organization, all that most of them have got in terms of career progression is a single promotion and few have not got even their first promotions. The RRs had the fast-track provision in the name of ITO to SDE LDCE exam. The situation in BSNL is such that those who failed these fast-track examinations have been promoted to next level while those who passed and even topped this exam are still waiting for their promotion despite having completed the mandatory residency period much before. The judgment of honorable supreme court pertaining to a particular group has been enforced upon all in Telecom group despite clear-cut directions from DoT and the Ministry of Legal affairs to not to make it a precedence for all. The Competitive Qualified executives were made Junior in the list to those who failed by one sided interpretation of the RRs and various court orders. When Hon'ble Supreme Court judgment in another case was favoring competitive quota people, the same was not at all considered for these meritorious executives despite DoPT's directions. BSNL has a long history of ignoring merit for years. There are instances in organization when such competitive quota people have been reverted after giving promotions by virtue of one-sided interpretations of RRs and various court judgments, retrospective clarifications and ignoring the precedence. It will not be out of place to mention that every time at the receiving end was a competitive exam passed candidate or a professionally qualified BSNL Recruited executive. BSNL HR group has always shown cold shoulder to such people and have never even tried to defend their employees.

Hence, we request for your kind intervention in directing BSNL to extend justice to these executives and to do away with reverting such meritorious candidates and extending their due promotions by restoring their seniority. IISNI, should be directed to ensure promotions in all grades of BSNL i.e Telecom, Finance, Electrical, Civil, Architecture, PA, PS etc including SDE to AGM, AGM to DGM, JTO to SDE AO to CAO and JAO to AO grades by clearing the legal hurdles by treating the vacancies as common pool and by increasing the number of posts in promotional grades in view of the new projects being taken by the organization.

4. Revision in TA/DA and other allowances at par with current market conditions:

The TA/DA and transport allowances in BSNL especially for the working cadre like TO/JAO/SDE/AO/AGM/CAO/ Equivalent level are still prevailing at the rates some 20 years before. While such allowances were revised for senior officers to a comfortable level in 2017, the rates of the executives at lower rung are yet to be revised. This results into a big loss of money from the own pocket of employee who is executing the out station and especially route maintenance jobs. Despite bringing the matter to this notice of management many a times, no consideration has been done till date. We request for a direction to BSNL management in this regard so that such performing employees are not put to loss.

We sincerely believe that you as guiding figure to all the BSNL Executives will definitely extend a sympathetic consideration of the issues as stated above.

Yours Faithfully



Naresh Sharma

Circle Secretary, AIGETOA

Himachal Pradesh Telecom Circle