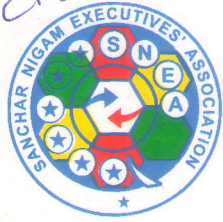


SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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SNEA/CHQ/CMD/2018-21/134

Dated 14.06.2021.

To

Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.

Sub: Various HR issues of the Executives kept pending in the name of financial crisis and waiting for Revival of BSNL are to be settled without further delay. Non launching of 4G services and delay in land monetization are the major reasons for Non Revival of BSNL for which Executives cannot be held responsible. As witnessing today, neglecting Human Resources and genuine issues of the Executives have serious adverse impact on the growth of the company as they are highly demoralized. The additional expenditure will be less than 100 Crores which can be easily met from the excess expenditure incurred by BSNL just to accommodate excess ITS Officers on deputation.

Respected Sir,

It is really unfortunate that when one set of Officers working in BSNL is enjoying all the benefits, the real stake holders of the company, BSNL employees are deprived off the same in the name of so called financial crisis. As everyone knows, this financial crisis in BSNL was not created by the employees rather it is a creation by the Govt, by its policies and the BSNL management. This has been once again reiterated by the fact that even after the VRS where more than 50% of the employees left BSNL, the financial condition is not improving. 4G services are not launched, land monetization is not taking place, large scale surrender of land lines and BB due to the poor cluster management policy, deteriorating transmission network, developmental activities come to stand still etc are the major reasons for the present financial crisis.

Delaying the genuine HR issues in the name of financial crisis is not in the interest of the Executives or the company. It is already established that BSNL is not revived by this, rather the productivity has come down, affecting the revenue generation. Further large number of Executives recruited as JTO/JAOs left BSNL as they find no future in BSNL (career progression as well as a reasonable pay) due to the poor handling of HR issues.

Hence it is requested to accord priority to settle the following HR issues which are kept pending for few years in the name of financial crisis in the company. It is not having much financial implications.

1. DoT approval for standard Pay scales of E2 and E3 w.e.f. 01.07.2007, replacing the intermediary pay scale of E1A and E2A as recommended by BSNL on 06.06.2016:

DPE vide its order dated 24.12.2012, directed all the CPSUs to switch over from intermediary pay scales to standard pay scales w.e.f. 01.01.2007. Based on the 2nd PRC recommendations and the DPE orders, on 06.06.2016, BSNL recommended standard pay scales of E2 and E3 w.e.f. 01.07.2007, replacing the intermediary pay scales of E1A and E2A. Except BSNL, all other CPSUs switched over to the next higher standard pay scales replacing the intermediary pay scales like E1A and E2A, after the 2nd PRC. The annual expenditure for implementing E2 and E3 pay scale is worked as Rs 8 Crores at that time which is a mere amount.

Due to non settlement of this important issue, hundreds of highly talented JTO/JAOs recruited after 01.01.2007 left BSNL as they are incurring thousands of rupees pay loss comparing to their counter parts in many PSUs. There is no financial implication for DoT in this regard. BSNL recommendation is pending in DoT as BSNL management is not pursuing it with DoT for early approval.

2. Enhancement of Super Annuation Benefits (SAB) Contribution to full 30%:

SAB is the social security measure designed for the Executives directly recruited by the CPSUs as per the 2nd PRC recommendations. However in BSNL, the benefit is not extended fully to the employees. Several assurances were given by the management to enhance the SAB contribution but not materialized. There is no financial implication for DoT in this regard. The issue may be settled at earliest.

3. Settle the pay loss issue with Rs 22820/- as starting basic for the 2007 to 2010 batch JTO/JAOs who recruited in pre-revised E1A scale. Till that time pre-revised E1A scale may be allowed for addressing the Pay loss:

2007 to 2010 recruited JTO/JAOs are recruited in the pre-revised scale of E1A. However after recruitment, they are placed in the lower pay scale of revised E1(provisional). By this their pay has been come down drastically by thousands of rupees. If they are allowed to continue in the pre-revised E1A scale, their pay would have been much higher. The pay loss for the departmental candidates promoted as JAOs in 2010 are addressed by extending Rs 22820/- as initial basic pay to them. Similarly, the case of the directly recruited JTO/JAOs also to be settled by extending Rs 22820/- as their initial basic pay. The departmental JAOs are juniors and joined after the affected JTO/JAOs.

4. Extend E1+5 increments for the post 2010 rect JTO/JAOs till E2 scale is settled:

The proposal for extending E1+5 increments for the post 2010 rect JTO/JAOs is pending in the Board in the name of finalization of HR plan. All are placed in the provisional pay scale of E1 and facing huge pay loss to the tune of thousands of rupees. Earlier batches given initial basis pay of Rs 22820/- or Rs 19020/- but these JTO/JAOs fixed at Rs 16400/-, much to the disadvantage to them.

5. Extend E1A and E2A scale notionally w.e.f. 01.10.2000 for the JTO/SDE in Civil/Electrical/Arch/TF/PA/PS etc streams as approved by the MC of BSNL Board:

After lot of persuasion with the management, finally magnet agreed to this demand for bringing parity among all equivalent cadres. The MC approved the proposal and pending with the Board. This is the only way to bring parity among different wings as on 01.10.2000 which is to be expedited.

6. Revise Transport Allowance, Travelling Allowances, Tuition Fee reimbursement etc in line with the recommendations of 2nd & 3rd PRC and 7th CPC:

It is a serious discrimination between the senior officers on deputation and the BSNL own employees. The Officers on deputation are getting all the benefits from time to time as per 6th or 7th CPC without linking with the financial condition of BSNL. It is shameful that for BSNL employees, the allowances are not revised after 2nd PRC and paying a mere amount as various Allowances. The decision is to be reviewed to compensate the loss as well as brining parity among the employees working in the same organization.

7. Extend medical facilities without voucher for Out Door treatment:


8. Executive Health Checkup for all the Executives:

It should be extended to all the BSNL Executives as extended for the Group A officers working in BSNL.

9. Restoration of All India LTC and similar benefits extended to Group A Officers working in BSNL: LTC to be restored with re-imburement facility for BSNL employees to end discriminations.

Since BSNL Revival and improvement in financial condition of BSNL is fully depends on the Govt policy and management decisions, settlement of genuine HR issues of the Executives cannot be delayed indefinitely in the name of financial crisis. As explained above, BSNL is maintaining double standard on HR issues. For Uniform treatment, the above HR issues are to be settled without linking it with the Revival of BSNL as it is not in the hands of Executives. Additional expenditure can be easily met by cutting unnecessary expenditure.

With kind regards,


(Sebastin. K) 14/06/2021

Copy to: 1. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for information and n/a pl.
2. Smt. Yojana Das, Director(Fin), BSNL Board for information and n/a pl.
3-5. DIR(CFA)/DIR(CM)/DIR(EB), BSNL Board for information and n/a pl.