



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

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All Communications to
the General Secretary

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To,

Shri. Pravin Kumar Purwar ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
HC Mathur Lane, Janpath New Delhi 110001

No. SNEA CHQ/CMD BSNL/2022-25/01

Dated 2nd May 2022.

Sub: Response to appeal to withdraw ongoing indefinite Hunger fast Strike at BSNL HQs, Hunger Fast at Circle HQs and demonstration at BA & SSA HQs on every Wednesday.

Ref: Appeal vide Letter No. BSNL/7-1/SR/2022 Dated 28th April 2022

Respected Sir,

On behalf of about 11500 members of SNEA and on behalf of newly elected Body of SNEA CHQ, I convey my regards and thanks for sparing time from your busy schedule and giving ample time introductory meeting to new Office Bearers of SNEA and giving us valuable guidance. I must put on records that all the newly elected OBs including me as GS are highly impressed by the way you have given future road map about the revival and survival of BSNL with active support by Government of India.

We appreciate your sincere and devoted efforts in getting such strong support from Department of Telecommunications and in turn from Government of India. Your actions are really strong steps towards the regaining the image of BSNL and adding overall growth of BSNL. We also have introductory meetings with all the Board of Directors, wherein we have received very positive messages about better future of BSNL and in turn better future for executives in BSNL.

Same has been reproduced by AGM SR BSNL CO in an appeal made to GS SNEA vide Letter No. BSNL/7-1/SR/2022 Dated 28th April 2022 wherein appeal has been made to withdraw the ongoing agitation by SNEA and work towards harmonious environment and in conclusion it is assured that issues will be resolved through dialogue.

We appreciate the efforts taken by the management in rebuilding the financial position of BSNL and we are happy that your good self has specially mentioned and recognized the contribution of Executives of BSNL in support initiatives by BSNL management for revival of BSNL. As rightly said by your honor, the executives in BSNL have to play very important role in implementation of the upcoming projects by BSNL and also in operation and maintenance of service provided by BSNL. With such positive

steps and actions on part of your good self as Worthy CMD BSNL, all Board of Directors, DoT and GoI, we also find that BSNL as organization is on growth trajectory and joint efforts by the employees and management is need of hour and there is nothing to dispute about it.

On behalf of new team of SNEA CHQ, we are ready to come forward for dialogue as appealed by your good Office and to have certain understanding on the long pending issues. **Only required is some concrete steps by management in forward direction with firm assurance with positive approach for resolution of the issues raised in agitational notice which are duly recommended by BSNL and needs intervention and clearance from DOT.**

This ongoing agitational programme has been started when dialogue between the then CHQ leadership of SNEA and management failed just because there is no assurance for resolution or initiating steps for resolution of genuine and crucial HR issues of executives who are backbone of BSNL. As narrated by former GS SNEA and highly appreciated by certain officers in BSNL Management that this agitational programme is symbolic with symbolic participation by a few members per day and SNEA has never intention to create any hurdles in day to day services of BSNL or hamper the image of BSNL. When Government of India is seriously considering the second Revival package, with your keen persuasion, as a responsible Association, SNEA has taken and will take all steps to ensure that the image of BSNL remain high among the public.

We have gone through all the appeals given by BSNL Management till today, and it is seen the decisions taken by BSNL Board are also not adhered or respected and total new stand is taken on the issues already decided by BSNL Board and recommended its implementation to DoT. We find that majority of issues raised by SNEA are already decided by BSNL Board and are sent to DoT with due recommendations for clearance. But now all of sudden, ownership of such decisions is disowned by BSNL management and it is heart burning for all executives in BSNL. Left out issues are in hands of BSNL Management and it can be resolved if proper directions are issued by your honor to all below level officers.

SNEA which is still having highest paid membership among all associations in BSNL with long history and tradition for successful settlement of HR issues of executives is of the opinion that the attempt to disown the decision of Highest Body i.e. Board of BSNL due to certain wrong feedback from lower level will have long lasting impact on the carrier prospects of Executives in BSNL. Hence we are requesting for its review and take up issues with DoT with factual feedback in line with earlier correspondence between BSNL and DoT.

Further in recent past, may be due to break in harmonious dialogue between SNEA and Management, even simple and genuine HR issues are not given

consideration rather it felt that new issues/hurdles are created targeting SNEA Members. As mentioned under point No. 3 of this appeal dated 28th April 2022, we are trying to believe that management is making sincere efforts in resolution of issues, but practically no results are visible even partially so that we can convince to our esteemed members about such initiatives of BSNL Management.

Forget about such major issues mentioned in the Agitational Notice dated 04/02/2022, even small- small issues are being neglected and it is unfortunate that may be due to ongoing agitational programme some new issues are created targeting SNEA Members. Apart from the issues mentioned in Notice dated 04/02/2022 the following are some of classic examples of not settlement of genuine HR issues which can be resolved with certain actions as good HR policy.

1. Restoration of facilities of All India Soft tenure stations
2. Consideration of pending OTP Request Transfers in all cadres and wings.
3. Restoration of option for withdrawal of OTP request before order is issued.
4. Issuing pending Rule 8 /9 Request transfers
5. Review of JAO Rule 9 repatriation Orders
6. Cancellation of proposal for Rotational Transfers on completion of 26 years.
7. Approval of proposal E1 plus Five increments.
8. Expediting the steps to reduce pay loss to JAOs/JTOs
9. Uniformity in TBP by granting First Time Bound Promotions in Four years.
10. Extension of 30% SAB as per second PRC
11. Review of Restructuring Norms and justified/sanctioned post of executives.
12. Promotion for all eligible Executives from JTO/JAO to DGM equivalent cadres.
13. Promotion for Executives recruited under PWD Quota.
14. Issuing Posting order of Executives selected for posting at Training Centres.
15. Restoration of procedure for posting of executives at Choice SSA /Circle by withdrawing compulsions of posting to CNTx Circles.

Sir, your honor will definitely agree that for making the executive force ready for meeting the requirement of project of thousands of Cores of Rupees under revival package, there is need of some forward step/s by management by resolving or by firm assurances to resolve the grievances and common pending HR issues and green signal to executives that we all are moving towards real growth of BSNL which is dream and need of everybody.

It is to further inform that we have never asked for intervention of DyCLC, but we have only responded to the queries raised by DyCLC. Most important point is that DyCLC also underlined the genuineness of demands raised by us and has directed to resolve the issues by taking with DOT. DyCLC also has confirmed that major issues are pending with DOT for approval and not pending with BSNL. We are waiting for minimum required steps by BSNL and DOT on resolution of these genuine demands

and we taking this appeal as first step for resolution of issues by dialogue with new CHQ Body of SNEA.

As such, while responding to the appeal to withdraw the agitational programme, we here by request your honor to have review of the pending major and minor HR issues by amicable solutions so that efforts of management are reaching to affected executives.

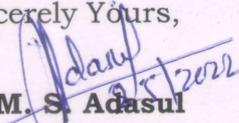
Sir today is historical 66th Day of agitational programme and we do not have any intention to make any records by number of days of agitational programme, but we will like to resolve number of issues through dialogue which is real interest of the organizational actions. We will be most happy if a formal meeting is held with some Office Bearers of newly elected team of SNEA CHQ before next hearing by DyCLC which is scheduled on 5th May 2022 and the issues are discussed as fresh. We are ready for such discussions and get resolution of certain issues as immediate solution to keep on hold/withdraw the agitational programme.

We assure that if we are getting positive and firm response out of these discussions, we will not only keep on hold the agitational programme but we will not hesitate in withdrawing this agitational programme as appealed by your high office. On resolution of certain issues, we will be able to take active part in efforts being taken by you as Head of BSNL family, DoT and GoI for revival of BSNL, which is our prime responsibility.

We are hopeful and optimistic for reciprocate action from the BSNL Management so that the healthy and working atmosphere is again built in BSNL which will lead BSNL to new heights under your able leadership.

With Warm Regards,

Sincerely Yours,


M. S. Adasul
General Secretary
SNEA CHQ

Encl: AA

Copy for kind information and with request to look into:

1. Hon. Minister of Communications, Government of India
2. Hon. State Minister of Communications, Government of India
3. Secretary DoT
4. Director HR BSNL Board
5. All CGMs BSNL Telecom Circles.
6. Joint Secretary (Admn) DoT.
7. DDG (SR) DoT.
8. PGM (Pers)/PGM (SR) /Sr GM (Admn) BSNL CO.
9. CLC (Central) New Delhi.
10. RLC (Central) New Delhi.