

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

Central Head Quarters, New Delhi

No. UF/CHQ/CMD/2013-14

Dated 03-01-2014

To

Shri R.K. Upadhyay
CMD, BSNL
New Delhi-110001

Subject: Non-resolution of long pending HR issues of BSNL Executives and breach of agreement reached between the United Forum of BSNL Executives' Associations and BSNL management leading to large scale resentment and demotivation among the Executives liable to retard the growth of the company.

Respected Sir,

We would like to draw your kind attention towards the various long pending HR issues concerning the Executives of BSNL, the agitation notice served by the United Forum and the agreement reached between the United Forum and BSNL Management on 14.02.2012 to form a Joint Committee with the following terms and conditions:

- a) To examine the introduction of CPSU cadre hierarchy vis_a_vis the present setup.**
- b) Due to non-approval of E-1A and E-2A by Government, to examine the introduction of E-2 and E-3 pay scales for JTOs and SDEs.**

Accordingly the joint committee has been formally constituted by the competent authority on 28.02.2012 with the directions **"The committee is to submit its recommendations to the Dir(HR), BSNL within a period of six months"**.

During the last one year and ten months' time, the United Forum has been consistently insisting the BSNL Management and the Joint committee members from the official side to have serious discussions and deliberations on these issues so that the committee can submit its final recommendations to the Management. But it is unfortunate to mention that neither BSNL Management nor the Committee members from official side have shown any sincere attempt to convene any serious meeting of the designated Joint Committee to resolve the issues. A brief status of the twin issues are as stated below:

- a) The introduction of E-2 and E-3 pay scales for JTOs and SDEs and equivalent cadres:**

The intermediate pay scales of E1A and E2A proposed by BSNL Management for the JTO/JAO, SDE/AO and equivalent cadres were repeatedly rejected by the DoT. The DPE has time and again instructed all the CPSUs to switch over to the standard pay scales instead of intermediate pay scales, declared by some PSUs on implementation of the 2nd PRC. The last reminder in this respect was issued by DPE in its OM dated 24.12.2012, much after the constitution of the Joint Committee. All other PSUs like BHEL, NTPC and ONGC, with intermediate pay scales earlier as in BSNL, have since switched over to the next higher standard pay scales w.e.f 01.01.2007 based on the guidelines of DPE/Govt of India.

The 2nd PRC report has been implemented in BSNL w.e.f 01.01.2007. Non-finalization of the standard pay scales for JTO/JAO, SDE/AO and equivalent cadres even after a substantial

lapse of 7 years has caused an anomalous situation in BSNL since the Time Bound promotions could not be implemented in its true spirit, after 01.01.2007 for want of finalization of the pay scales of JTO/JAOs recruited after 01.01.2007. Today these Executives face a huge difference in pay compared to their counterparts recruited prior to 01.01.2007.

Despite the prevailing discrepancy and anomaly, even after one year and 10 months' time, the Joint Committee has not, till this date, met to discuss the issue even once – a lucid example of the Management's lack of concern to the genuine grievances of the Executives raised and compromised through agitational programs.

b) PSU cadre hierarchy vis-a-vis the present setup:

The Joint Committee met on a few occasions to discuss this issue. The UF submitted its suggestions on 12.10.2012. After this the official side presented a draft proposal on 01.07.2013 and the UF submitted its response to this on 05.09.2013. After that no meeting took place.

Individually also, the three constituents of the United Forum i.e. SNEA(I), AIBSNLEA and AIGETOA has been assured on various occasions that these issues would be resolved in a time bound manner along with other important issues like extending the 30% superannuation benefit to the BSNL recruits, maintaining uniformity in first time bound up-gradation i.e. four years in respect of all Executives, promotions from JTO to SDE, SDE to DE, DE to DGM, Pay Parity to the Executives recruited after 01.01.2007 etc.

It is highly surprising to observe that the various HR wings have remained non-functional and indecisive for such a long period on critical HR issues that are bound to badly affect the morale and in turn performance of the Executives. It was such passive and negative approach of a directionless HR team and the committees formed to resolve the issues that compel the Executives of BSNL to resort to the path of agitation on various occasions.

The aforesaid action of the BSNL management and the HR team is nothing but a clear breach of trust which is totally against the ethics of any organization, worth the name. Such uncalled for violations from the Management only contributes to the already prevailing lack of faith in the system, which will eventually lead to a volatile situation and high level of unrest damaging the industrial peace which, we believe, is the last thing that anybody sitting on either side of the table wants today.

We would therefore request your goodself to direct the HR managers to take a final decision by holding serious and time bound deliberations on the issues mentioned above forthwith. If the HR team of BSNL is still reluctant or dormant on taking decisions or at least convene the required meetings with the United Forum and its constituents, we have no other option but to believe that the HR is accepting total failure. Under such circumstances we demand that the meetings may be held directly under your chairmanship so that decisions can be taken expeditiously. We would like to state very clearly that, we will not on any account be responsible for any eventuality to that emerges from such sever lack of concern and gross violation of trust.

Any further negligence and delay in resolving the issues may drive the United Forum to the end of the tether and a walk back to the path of agitation will be the only option left before it. We hope that the Management does not invite such a calamity on itself at this crucial juncture to the harm of this organization.

With Kind regards,

Yours Sincerely


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Copy to:-

1. Shri A. N. Rai, Director(EB/HR), BSNL Board, New Delhi-110001.
- 2-5. All Directors, BSNL Board for information and necessary action pl.
6. Shri M. C. Chaube, Chairman, Joint Committee for information and necessary action pl.
- 7-10. All Joint Committee members for information and necessary action pl.