



SANCHAR NIGAM EXECUTIVES' ASSOCIATION GUJARAT CIRCLE



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To,
Sh P K Purwar Sir,
Hon Chairman & Managing Director,
BSNL Board
New Delhi

Sub: - Submission from SNEA Gujarat on various fronts related to development and organizational growth of BSNL.

Respected Sir,

Warm greetings to you from SNEA Gujarat on the sacred land of Mahatma Gandhi and Sardar Patel.

First and foremost, we would like to express our gratitude for your astute leadership, which has steered BSNL through various challenges and uncertainties in the dynamic telecommunications industry. Under your guidance, the organization has made significant strides in delivering cutting-edge services and has remained a vital player in the telecom sector. We acknowledge your commitment to the welfare of BSNL and appreciate the steps taken to enhance our technological capabilities and improve customer experiences.

As representatives of the Officers' Association, it is our duty to advocate for the welfare and interests of the officers of BSNL. We firmly believe that a harmonious and mutually beneficial relationship between the management and employees is paramount for the holistic development of the organization. Our association strives to promote a conducive work environment, foster employee morale, and ensure the professional growth and well-being of our members.

With utmost sincerity, we recognize the challenges faced by BSNL in today's competitive market and the relentless pursuit of excellence required to overcome them. We acknowledge the collective efforts undertaken by the management to streamline operations, enhance customer experience, and build a future-ready network infrastructure.



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However, we would like to bring to your attention certain concerns and aspirations that have been voiced by our members. These pertain to matters such as employee welfare, career progression, skill development initiatives, and the overall work environment. We strongly believe that addressing these concerns will not only boost employee motivation but also contribute to the overall growth and success of BSNL.

1. Strengthening of Transmission Core Network: -

Transmission/ OFC network has been and will remain a crucial factor for BSNL in order to successfully launch 4G/5G services, expansion of FTTH reach, EB customer penetration etc. Hence, transmission network needs to be augmented thoroughly through expeditious procurement of CPAN/OTN, rehabilitating lost OFC routes through new armored OFC laying etc.

2. Taking over of Phase-II Bharat net Network deployed through SPVs of respective State SPVs:

Likewise taking over of BBNL, a vast deployment of bharatnet project is carried out by various SPVs formed by respective states, viz GFGNL for Gujarat State, taking over of this network will soundly enhance BSNL's rural presence on OFCmedia which eventually help BSNL in launching high speed technologies to every nook and corner of the country.

3. OTT bundling: Content is the new future in India. Some of the competitors are even developing their own content platforms. BSNL needs to introduce OTT offerings in lower entry level FTTH plans to remain at par with private ISPs with enhanced bucket of OTT channels by partnering with prominent content providers like Netflix, Amazon Prime etc.

4. Credit of TIP Commission: TIPs are like silver hand for BSNL. Although, realization of their revenue share through Bank account is quite lengthy and cumbersome process. ITPC should be asked to devise a procedure through which FMS initiated invoice may hit ERP directly likewise Discom bills are getting paid directly from ERP through eorja. This will certainly boost interest and confidence of TIPs on BSNL and the ecosystem.



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5. Pay, Promotion and other burning HR issues:

- It is imperative to say that, growth of the organization is directly proportional to growth of its employees. We are of firm belief that if the employees' genuine grievances and issues like standard pay scale of E2-E3, pay loss issue of LICE JTOs and JAOs (faced at the time of JE), E1 + 5 increments, 22820 are settled amicable by the management, these young executives shall leave no stone unturned for BSNL for achieving astounding success in market. We wish to emphasize that the spending on Employees shall certainly prove to be an worthy investment and not a mere expense.
- Also, many executives are eagerly waiting for their promotions in different cadre like JTO-SDE, SDE-AGM, AO-CAO, AGM-DGM, CAO-DGM etc. in all verticals be it telecom, civil, electrical, finance. We acknowledge the efforts of your good office in issuing many promotions till date, but still there is huge nos. of left-out candidates awaiting their legitimate turn to come.
- Greater challenge is availability of vacancies to accommodate all eligible candidates. Recently we have witnessed vacancy crunch for JTO to SDE promotions where notification for only around 200 vacancies for LDCE is announced. As such, most of the JTOs are officiating in SDE cadre, More so, most of the JTOs are working in E2 & E3 scale, there is even zero financial burden involved in promoting these JTOs to SDE cadre. Hence, we request you to consider our plea and promote all eligible JTOs to SDE cadre as a onetime measure that will provide much needed impetus to hard working candidates in the field.
- We also request to consider one time relaxation to DoT recruited officials, to promotion to AGM through MSRR 2009 as there are around 1000 vacancies for AGM are lying vacant those have aroused before notification of MSRR 2023.
- Issue of Old Pension Scheme for officials recruited by BSNL in the year 2001-02 on the notification of DoT is also pending since long. Detail deliberation is presented before your good self at various levels too. We request your kind consideration on the same as a social security measure.



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- Since rotational transfers are introduced, it has come to notice that many members who are on top of intra-circle list as well as inter-circle list have to undergo back to back (dual) transfers consecutively. It is requested to frame a suitable policy to protect executives from such dual transfer issues.
 - Wrt intra-circle orders, OA choices should be considered while transferring executives and administration should consider one of the 3 choices given by individual.
6. **Vehicle** -Many OAs are having no vehicle or insufficient number of vehicles causing delay in restoration of transmission media faults thus deteriorating MTTR. Vehicle is one of the basic requirements for service restoration. **We request your kind intervention so that vehicles can be available at OAs in sufficient numbers.**
7. **Compassionate Ground Appointment:** In recent years, number of young executives succumbed to death and thereby leaving their families in distressful condition. In such a remorseful situation, it is kindly requested to your good self to restart the Compassionate Ground Appointment as social obligation.

We trust in your leadership and vision to address these concerns and guide BSNL towards continued success. SNEA is ready to extend its full support and cooperation in implementing any necessary measures that will contribute to the growth and prosperity of our esteemed organization.

We would be grateful if you could grant us an audience to discuss these matters in person and explore potential solutions in detail. Your valuable guidance and intervention are crucial to realizing the collective aspirations of the officers and ensuring the sustainable development of BSNL.

Thank you for your time and attention to these pressing matters. We eagerly await your response and remain confident in your able leadership.

Thanking You.

Sincerely Yours,


Chetan Chauhan
Circle Secretary