

Subject Financial HR issues of Executives pending at DoT for long time without any decision and need to give consideration before any such loss making Restructuring.

It is well known that BSNL serving Executives and Non-Executives are working at the pay scales granted before 17 years i.e. 2007 and many of the executives are working on downgraded Pay scales with monthly loss of average Rs 10 to 15 Thousands per head. The details are as follows. .

- BSNL workforce is facing huge financial losses as DoT is not approving

a. **Third Pay Revision for last ten years** and

b. **Upgraded Standard pay scales for last 17 years.**

DoT has neither rejected nor approved both these proposal duly recommended by BSNL Board and dilemma continues and every time it is replied that BSNL is loss making and hence none of these proposals can be approved.

- When DoT is forcing BSNL for such loss making projects diverting total attention of entire from the core business of BSNL, BSNL is facing loss and by quoting loss, DoT is not taking decision on approval of Third PRC for BSNL workface and yet to be decide on BSNL request for upgraded Standard Pay scale E2 for affected Executives of BSNL.
- Further over the years instead of granting/restoring facilities available to PSU employees, BSNL management has withdrawn/kept on hold financial benefits like LTC, Medical benefits, SAB contribution and even for office works the TA/DA granted in of Year 2002.
- It is big list but some of these examples will clear in which pathetic condition BSNL Executives and Employees are serving.
- JTOs are backbone of BSNL who are serving at frontline, and instead of giving enhanced pay scales, their pay scales are reduced by BSNL management. After persuasion of Association, the proposals for approval of Third PRC and Upgraded Standard Pay Scales for affected executives have been sent to DoT, but it is unfortunate that the approval for Third PRC implementation is awaited for last ten years and approval for upgraded Standard Pay Scales is awaited for 17 years.
- It is important that BSNL has clearly mentioned that there is no need of any support from DoT or Government for both these HR issues affecting the entire workforce of BSNL and about 70% employees are not getting even annual increment due to stagnation.
- One side DoT is applying affordability clause for both these HR issues impacting on financial health of BSNL and other side every year compulsions

are created on BSNL for completion of such loss making proposal/projects and due to this dual stand there is mass unrest among BSNL workforce.

- If both these issues are decided and approved by DoT, then the financial health of BSNL workforce will be improved and they can effectively complete even such loss making projects.
- But dual stand of DoT in denying Third PRC benefit and upgraded Standard Pay Scales by relating it to Profit & loss and compelling BSNL only for loss making projects.

As this crucial and genuine Requests/demands of BSNL Executives and Employees are not resolved for last 10 to 17 years just by quoting losses of BSNL, there is strong oppose for one more loss making proposal just aiming at dislocation of all the Executives and Employees on name of Restructuring.

There will be some understanding among the BSNL workforce to go ahead with modified loss making proposal as assured by BSNL Management only if DoT approves pending proposals duly recommended by BSNL management i.e. Implementation of Third PRC and approval of Upgraded Standard pay Scales for all affected Executives.
