



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. A. Robert J. Ravi ji,
CMD BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

Letter No. SNEA CHQ/CMD BSNL/2022-2025 Dated 25th September 2024.

Sub: Request for grant a formal agenda meeting to discuss different Development and pending HR issues of BSNL and its Executives.

Respected Sir,

In continuation to our warm welcome as new CMD BSNL, we are very happy to see your keen and deep involvement in the overall activities of BSNL and we are finding many direct and indirect positive changes in the overall working of BSNL.

SNEA CHQ conveys sincere thanks for your immediate initiatives on taking over as CMD BSNL towards settlement of certain HR issues of the executives and this has definitely created a positive wave among the executives in BSNL. We are hopeful that in a similar manner, the other pending HR issues will also be given consideration in coming days.

Though we are pursuing HR issues with the Director HR BSNL Board, there are certain issues which cannot be resolved to its root cause till these are decided by your good self as head of the BSNL Family. Hence, we request your honour to discuss these issues in the formal meeting for kind intervention and proper directions for settlement of these issues.

Sir, SNEA, the only Recognized Representative Association in BSNL has the highest Membership among the Associations and Unions in BSNL and has been supported by more than 52% votes in last Membership verification. SNEA is the association having existence in each and every OA, BA Circle and CHQ and our Office Bearers are actively involved in overall development of BSNL and giving their best.

But unfortunately, for whatever may be reasons, the HR issues of BSNL executives are unresolved for years together and we feel that instead of resolving issues certain more complications are created and issues continue to be pending for a long time affecting the overall working of BSNL.

We find that higher management is briefed only about the negative administrative side of the issues and proper solutions are not being discussed or shared with higher officers even after the same has been brought to notice of below level officers.

W. Seshagiri Rao SNEA Bhavan, B-11/1 & 2, Double Storey, Ramesh Nagar, New Delhi-110015

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We feel that some officers are under fear that if they talk about such practical and possible solutions, then they will be shifted from the present post and under this fear and nonfactual feedback the resolution of HR issues is delayed and in some cases chances of its resolution are reducing day by day.

With your good-self taking over as Chairman and Managing Director of BSNL, the hopes of the executives for resolution of these long pending HR issues are enhanced and everybody is feeling that now these issues will be resolved one by one. Some of the issues are pending with DoT and we are confident that your good and strong relations with DoT will definitely help in getting proper solutions to these issues.

Hence it is requested to grant a formal agenda meeting to SNEA, as the Recognized Majority Association in BSNL to get certain and firm solutions on the following agenda points.

A. Thanks for:

1. Implementation of PwBD reservations in AGM T promotions.
2. Initiatives for starting BSNL services at Delhi/Mumbai.
3. Some corrective actions against wrongdoings in MSRR 2023.
4. Initiatives for Resolution of issues created due to People Analytic App.

B. General/HR Issues:

1. Review of Laptop Policy by removal of stringent conditions and enhancement of reimbursement amount and its immediate extension to field units
2. Enhancement of TA/DA Rates for AGM and below level officers at par with DGM and above level officers.
3. Action required by BSNL by taking up matter with DoT for Implementation of 3rd PRC for Executives in BSNL in continuation of discussions held earlier.
4. Response by BSNL to letters received from DoT on Standard Pay scales by conveying factual position on this issue by a special reminder letter from BSNL.
5. Proper Response to letter received from DoT on implementation of Functional Time Bound Promotions for BSNL executives either by restoration of BEAPPARR 2017 or by framing new Time Bound Functional Promotion Policy or by implementation of change of designation for functional promotions with financial up gradation as per EPP 2007.
6. Restoration of days and effective DA limit of Outdoor Medical claims.
7. Action on part of BSNL Board for Implementation of E1 plus five increments to all JTOs/JAOs till the upgraded Standard pay scales are approved by the DoT.
8. Consideration issues of Pay loss /22820 issues /One increment Pay loss which are well within the powers of BSNL Board
9. Enhancement in SAB Contribution.
10. Revision of Transport allowances for DGM and below level officers.
11. Restoration of LTC facility for BSNL Executives.
12. **Issues related to untimely and mass review of RRs of BSNL Executives:**
 - a. Settlement of Dispute created on educational qualifications
 - b. Restoration of DoPT/DoT guidelines violated while framing MSRR 2023.

- c. Filling vacant post as on 01/01/2023 as per the existing norms as per DoPT Guidelines
- d. Filling all vacant posts of DGMs, AGMs Telecom/Account wing.
- e. Stopping introduction of LICE for AGM and above level promotions
- f. Withdrawal of norms for External Entry below DGM level including SET

13. Issues related to Promotions:

- a. Review of different court cases on HR issues and corrective action.
- b. Action for early settlement of court cases
- c. Clarity on the reservations as per DoPT/DoT guidelines
- d. Publications of seniority lists of AGMs/SDEs Telecom wing
- e. Issuing Promotions subject to outcome of the court cases
- f. Bulk promotions covering all eligible Executives
- g. Wing wise and cadre wise review of Pending promotions
- h. Implementation of PwBD reservations in Promotions for all wing/cadres
- i. Restoration of SDE posts under LICE Quota abolished during restructuring review.

14. Transfer & Posting Related issues:

- a. Limiting Long Stay Transfers only to meet shortages
 - b. Restoration of exclusion of Female Executives from Inter Circle Transfers
 - c. Issues related to Mass Rotational long stay Transfers.
 - d. Issues related to Rule 8/9 Transfers.
 - e. Review of financial dependent condition on Transfers
 - f. Restoration of Circle Break facility for all India Soft Tenure stations.
 - g. Consideration of Request Transfers by age barred Executives forcefully transferred under long stay.
15. Resolution of Issues created due to fake caste complaints with humanity.
16. Implementation of One PSU One Association Concept in BSNL
17. Adhering the REA Rules in true spirit or scrap/review it.
18. Allowing Sabbatical leaves for BSNL Executives.
19. Stopping DGM level deputation from DoT to BSNL.
20. Allowing Deputation of BSNL Executives to other Govt Organisations /Depts.
21. Issues Related IPMS implementation.
22. Supply or reimbursement of fixed amount against Diary/Calendars by BSNL
23. Issues related to posting of GMs/PGMs.
24. Restoration of Sanchar Award Process or redefining separate procedure for rewarding/awarding recognition of performer Executives in BSNL
25. Online booking of IQs through ESS and transparent allotment of IQs
26. Exploring opportunities of revenue generation from IQs.
27. Implementation of sensitive post guidelines in true spirit.
28. Forceful vacation of occupied staff Quarters & offices for land monetization.

29. Action for timely Restructuring review for restoration of justified posts as per the defined norms, actual working and as per additional works allotted to BSNL.

C. Development issues

- a. Full Fledge 4G Services of BSNL
- b. Up gradation of BSNL existing BTS to 4G
- c. Issues with BSNL services in Delhi and Mumbai area.
- d. Uncertainty on Future of landline in BSNL
- e. Full dependency on FTTH Partners and protection of BSNL interest
- f. Suggestions on land Monetisation
- g. Decentralisation of Material management
- h. Issues related to frequent Failure of BSNL Network in NE Region.
- i. Action to meet the expectations of customers ported in to BSNL services.
- j. Delay in TCS Core causing overloading of existing MSN Core and leading to dissatisfaction of existing 3G and new 4G customers
- k. Works of TCS forcefully handed to BSNL executives
- l. Issues related to New CDR platform


These are the general issues we have consolidated with feedback from field units. We will submit point wise detailed justification in support of these requests during the meeting.

We request for early granting some of your valuable and precious time for a formal agenda meeting so that the difficulties faced by the executives will be reduced to a better extent and all will be motivated to at least minimum level of motivation to meet high challenges and Targets assigned to BSNL by DoT.

With Warm Regards,

Sincerely Yours,

Encl: AA



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. Director HR BSNL Board for kind information please.
2. PGM SR BSNL CO for kind information and n/a please.