



**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION  
Central Headquarters, New Delhi**

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No: AIBSNLEA-CHQ/CMD/2022

Dated: 25.03.2022

**RESOLUTIONS OF 7<sup>TH</sup> AIC**

To

The CMD BSNL  
Corporate Office  
New Delhi – 110001

**SUB: RESOLUTIONS OF 7<sup>TH</sup> ALL INDIA CONFERENCE OF AIBSNLEA HELD AT CHENNAI FROM 11.03.2022 TO 13.03.2022 DULY PASSED BY THE HOUSE.**

Respected Sir,

The 7<sup>TH</sup> All India Conference (AIC) of All India BSNL Executives' Association (AIBSNLEA) has been successfully conducted from 11.03.2022 to 13.03.2022 at Chennai wherein thousand of Executive have participated. The House discussed and deliberated on “**Contribution by BSNL in Telecom Sector, it's present status in the Telecom Market, Survival & Revival of BSNL to regain it's old Pristine Glory and related HR issues to Motivate it's Executives**” in depth during three days long session and following resolutions have been unanimously passed-

- 4G/5G Spectrum should be allotted to BSNL and immediate launching of 4G Services for the BSNL's Customers.
- The Revival Package for BSNL should be implemented in true letter & spirit which have already been approved by the Union Cabinet of India and another package under proposal should be linked with 3<sup>rd</sup> PRC as per earlier recommendations of IIM Ahmedabad to make BSNL Viable.
- Cluster Tender should be reviewed by the Management from time to time and implemented in such a way for the benefit of the Company and uninterrupted Services to our esteemed Customers.
- E-billing and e-payment Services should be encouraged to minimize the expenditure on bill printing & postage etc.,
- AMC must be reviewed for all the verticals.
- All Electrical connections should be reviewed by Electricity load reduction exercise in view of current requirement and also switch over to Solar Energy, wherever feasible to minimize Electricity bills.

- Space Audit may be done in quick manner and the BSNL Administrative Offices may be relocated from the Prime Locations and vacant space therein at various Cities should be rented out for generating additional revenue.
- Pension Contribution from BSNL to DoT should be paid on actual Basic Pay, instead of Maximum of Pay scales.
- Refund of excess paid Pension Contribution as on date to the tune of Rs.2800 Cr to be refund to BSNL by DoT immediately.
- Compensation charges to the tune of Rs.13789 should be paid to BSNL by DoT for maintaining loss making rural telephone Exchanges where BSNL is providing obligatory services on the agenda of the Govt. of India.
- We will improve our Collection Efficiency and work hard for recovering the old undisputed outstanding of BSNL.
- We strongly oppose any merger of Kolkata TD circle with WB Circle and Chennai Telecom District Circles with TN circle and also requested to review the drastic reduction of the Accounts posts in both the Telecom Districts by keeping both the TD intact.
- Merger of BSNL, MTNL & BBNL should take in true spirit after clearing all the Debts of all the entities.
- In the event of Merger of BSNL & MTNL, the issue of Pay scale i.e. E2 & E3 (in r/o JTO equivalent & SDE equivalent respectively) should be resolved simultaneously since the Pay Scales in MTNL are higher than the BSNL for the same Cadres.
- Monetization of Assets of BSNL: The Monetization of the BSNL's Assets should be done on actual Market value and all the funds/value should be received in BSNL's Account. No Asset should be unilaterally occupied by DoT without depositing the Market value of the Asset concerned into BSNL Account.
- We strongly oppose unnecessary disturbance of the Executives from one deficit Circle to another deficit Circle in the name of Long Stay transfers i.e. >26 years wherein un-avoidable expenditure on account of TA/DA can be saved by Crores of Rupees.
- Immediate action to be taken for the Regular Promotions through CPCs in respect of all Cadres in all Streams for completion of the process in a time bound manner.
- The existing Ad-hoc Promotions should immediately be regularized with Regular promotions (like: DGM(F)/DGM(T)/CAO Ad-hoc to Regular DGMs/CAO) and further no Ad-hoc Promotions only Regular Promotions and we strongly oppose any Look-after Arrangement.
- **RR Amendments-** JTO equivalent to SDE equivalent Promotion- The Stagnation period introduces in draft RR should be reduced to 07 years from the proposed 12 years and promotion through Personal Up-Gradation basis should be as good as & at par to Regular Promotions for all purposes.
- Such period should also be introduced in RR for the promotion from SDE equivalent to DE/CAO/EE equivalent grades for all streams as 07 years (means a JTO should become DE in a span of 14 years service- JTO+SDE) and once promoted as DE equivalent Grade even if Personal Up-Gradation basis, should be treated at par with Regular Promotions.
- All the Vacant Posts as on 31.01.2020 in all the Streams should be immediately filled up through Regular CPCs in a time frame.
- Immediate implementation of the Recommendation of 3<sup>rd</sup> Pay Revision for BSNL Employees or till such time 75% DP should be distinctly shown w.e.from 01.01.2017 for counting all purposes should be accepted.



- Standard Pay Scale of E2 for JTO equivalent and E3 for SDE equivalent should be implemented immediately.
- E1+5 increments should be immediately implemented for post 2010 DR/LICE JTOs/JAOs.
- Implementation of 1<sup>st</sup> time bound up-gradation in 4 years instead of 4 to 6 years.
- Basic Pay of Rs.22820/- to be extended to DR/LICE JTOs of 2007, 2008, 2010 and DR.JAOs 2010 batch.
- 30% Superannuation benefit to BSNL recruited employees as per DPE guidelines.
- Immediate conduction of LDCE/LICE for the promotion from JTO(T) to SDE(T), AM to DM in CSS Cadres (CO BSNL), PA to PS, Sr. Hindi Translator to JTO(OL) and JTO(OL) to SDE(OL) cadres.
- Date of effect of implementation of Revised IDA Pay Scale for the Executives (C/E/Arch, PA/PS etc.)
- Scrap of the Recruitment Rules of MT and DR DGM immediately, we oppose any lateral entry beyond JTO/JAO equivalent cadres.
- Immediate increase of TA/DA and other Allowances w.r.t. 3<sup>rd</sup> PRC & 7<sup>th</sup> CPC since the existing rates have not been revisited since long.
- Immediate stop any Lateral Entry/Recruitment in any Cadre beyond JTO equivalent.
- Stop drastic reduction in AO's posts in CHTD & Kol TD and accept the demand of the Association in this regard & also justification sent by the two CGMs as well, for increase the Accounts posts in these two Metro Distircts.
- Immediate stopping of long standing inter-circle transfers to avoid unnecessary expenditure to BSNL when BSNL is facing severe cash crunch and to serve the services in a better way.
- PPS post should be created where PGM post is there in Circle/BA Heads.
- Immediate withdrawal of the CO BSNL order No:BSNLCO-RSTG/15(14)/2/2021-RSTG-Part (2) dated-14/02/22 for attaching of AOS/OS/JDC/LDC etc., (Non-executive) as PA/PS (Executive) posts attached to the unit Head and accept the demand of the Association already submitted to the CMD BSNL vide AIBSNLEA letter dt 16.02.2022
- Consider for promotion as one time measure for the Stenographer to PA/PS (since there are only 45 nos. of Stenographers working throughout BSNL, which is the feeder cadre of PA/PS/PPS) who have completed 12-24 years of service and drawing E2/E3 IDA pay scales.
- Consider for the promotion from existing Jr. Hindi Translator to Sr. Hindi Translator and Sr. Hindi Translator to JTO(OL) through CPC.
- All dues deducted through salary should be remitted to the Authority concerned on monthly basis and Salary should be ensured continuously to be paid on last working day of the every month.

Thanking You,

Yours' Sincerely,

  
[SHAJI. V]

General Secretary

**Copy for kind information to:**

1. All Directors BSNL Board, New Delhi
2. PGM (Pers), PGM (SR), PGM (Estt), PGM (Admn) BSNL CO, New Delhi.

✓ Director (Fin)