



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2013

Dated:26.07.2013

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

Subject: AIGETOA Organisational Action Programmes – our solidarity and moral support-reg.

Ref.: CHQ/AIGETOA/434 Dated 23rd July,2013.

Respected Sir,

As you know that All India Graduate Engineers & Telecom Officer Association has served a notice of Organisational action programmes commenced w.e.f. 15th July,2013 against the non settlement of long pending demands i.e.

- (1) Finalization of standard IDA Pay Scales E-2 & E-3 to JTO/JAO and SDE/AO equivalent executives.
- (2) Implementation of 30% superannuation benefits w.r.t. BSNL recruited employees.
- (3) Stoppage of external DGM/MT recruitment & implementation of CPSU cadre hierarchy.
- (4) Resolution of EPF anomalies.
- (5) Immediate cancellation of mass displacement of SDEs on promotion on promotion against LDCE (33%) quota.
- (6) First time bound upgradation after 4 years service in respect of all executives.
- (7) At par trade Union facilities to AIGETOA as of AIBSNLEA/SNEA (I) etc.

Most of the issues have already been raised by this association independently and under the banner of United Forum of BSNL Executives Associations and Forum of BSNL Unions/Associations but remains unresolved due to lack of concern of the BSNL Management. In response to the Notice for Organisational Action Programmes w.e.f. 29th April,2013 by All India BSNL Executives' Association and the meetings held between the representatives of AIBSNLEA and the BSNL Management on 29th and 30th April,2013, the following assurances were given on some of the above issues:-

(i) Implementation of CPSU cadre hierarchy-change of designations on each Time Bound upgradation and functional basis: Management's response - Detailed discussions have already taken place in this regard in the two meetings of the Committee. **The management side proposes to hold an internal meeting and thereafter shall have**

(ii) Amendment in Management Trainees Recruitment Rules 2009 and DGM Recruitment: AIBSNLEA against the provisions of age and qualification in the MTRR-2009 for internal candidates immediately challenged in the Hon'ble CAT Ernakulam and got the direction to allow existing executives provisionally as internal candidates in MT examination. Against this BSNL Management made an appeal in the Hon'ble Kerala High Court and the appeal was dismissed. Similarly, some more cases were filed in different courts throughout the country; hence BSNL Management filed case in the PB CAT New Delhi to get transferred all the cases in PB CAT, New Delhi. Hon'ble PB CAT, New Delhi allowed transferring the cases and AIBSNLEA further impleaded in the case at PB CAT, New Delhi.

Recently OA no. 777/2010 between BSNL V/s AIBSNLEA in Hon'ble PB CAT, New Delhi delivered final judgment wherein Hon'ble PB CAT directed that the ongoing MT recruitment process should be completed as per the interim direction given by the Hon'ble CAT Ernakulam (i.e.) without age and qualification restriction as per the prayer filed by AIBSNLEA.

Consequent upon BSNL Management has issued a revised MTRR -2009 allowing B.Sc. Ist Class and 50 years age for internal candidates. Now, our considered opinion is that since the CPSU Cadre hierarchy for non- post based promotions upto JAG selection grade is under discussion in Committee, the MTRRs has no relevance.

DGM Recruitment BSNL Management has arbitrarily notified the Recruitment of 162 DGMs (Telecom Operations and Finance Wings) ignoring the existing experience and qualification of executives of BSNL. Earlier, also BSNL Management started the recruitment process of DGMs in Telecom Operation and Finance Wing to fill up 210 DGM posts but very few numbers of DGMs could be recruited. And again the same exercise has been re-initiated, **ignoring the existing qualified & experienced BSNL executives.** The fact remains that BSNL Management with indifferent attitude is not allowing the existing qualified and experienced executives to be promoted or recruited to the higher level posts.

The qualified and experienced Executives in BSNL having 10 to 20 years of service should also get an opportunity to compete with others for the DGM posts by making appropriate, justified and rational changes in the eligibility conditions. This would mark the beginning of allowing BSNL to have a management structure of its own at DGM level which by virtue of age profile will be groomed into senior management in due course of time. This strategic move will not only meet the career growth of aspiring talented executives in BSNL but will immensely contribute towards growth and viability of BSNL. **The management side informed that this matter is under consideration. Modified MT RRs have been submitted to BSNL Board for consideration, which was opposed by this Association.**

(iii) Implementation of E-2, E-3 standard IDA pay scales to JTO and SDE equivalent executives in BSNL: *No intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with it corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade".* Ignoring the DPE OMs (as mentioned above) on implementation of 2nd PRC recommendation for standard pay scales E-2 & E-3 for JTO/SDE equivalent executives, BSNL Management is continuing efforts to implement E1A & E2A intermediate IDA pay scales in BSNL for JTO/SDE equivalent executives, which is not at all justified.

In view of the above, standard IDA pay scales E-2 & E-3 as recommended by 2nd PRC are to be implemented in BSNL for JTO and SDE equivalent executives to provide justice.

The management side mentioned that in the absence of revised E1A pay scale, the JTOs have been granted five advance increments on minimum of E1 pay scale to bring their initial Basic Pay at Rs.19,020/-, which is about Rs.170/- more than the minimum of the revised E1A pay scale. Further, it was informed that the issue relating to revised E1A, E2A and E9A pay scales has again been taken up with DOT for reconsideration vide CMD BSNL DO letter dated 9.11.2012 to Secretary (T) and a reminder is being sent shortly.

(iv) Stream lining of EPF Statement of BSNL recruited employees: Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter and we are continuously monitoring the same. We requested Director (HR/EB) to resolve EPF issue for BSNL recruited JTOs. Director (HR/EB) informed that the said issue will be discussed in the Committee Meeting on 15th March'2013 and assured for early settlement of the issue. Issue needs immediate settlement. **It was informed that (i) centralization of EPF accounts will be worked out in consultation with EPFO to avoid any problem in EPF account transfer when employees get transferred, (ii) EPF contribution for training period will be considered and examined in terms of decision of Hon'ble Chennai High Court; and (iii) EPF contribution on the pay exceeding Rs.6500/- will be extended as per the option of employees subject to applicable provisions of EPF Rules.**

(v) Superannuation benefits to directly recruited employees as per DPE guidelines: We requested Director (HR/EB) to resolve superannuation benefits to directly recruited employees as per DPE guidelines. We requested that BSNL has to deposit only 2% share and rest 8% share will be deposited by BSNL employees and this will help the directly recruited employees on superannuation. **The management side informed that as per the agreement dated 12.6.2012, the matter has again been referred to a committee to re-examine the issue. Presently, the issue is being deliberated by the committee. Further, the Committee will be requested to submit its report within a month's time.**

Accordingly, Committee has submitted its report for 2% contribution from BSNL but it should be minimum of 12% contribution from BSNL.

This Association also has been demanding since beginning prior to implementation of EPP issued in 2007 i.e.

(i) No parallel post based promotion: The promotion policy has to be based entirely on the concept of non-post based information up to JAG Selection Grade as envisaged in the Policy that was offered in the 'Terms and conditions of Service' while calling of option from Group B Officers for their absorption in BSNL.

(ii) No recruitment of Management Trainees at STS Level: There should not be any recruitment of Management Trainees at STS Level, since the promotion Policy that was offered did not provide for the same. However, the recruitment of Management Trainees may be done at the level of JTOs / JAOs as being done in MTNL.

(iv) First upgradation to the next higher scale: The first upgradation to the next higher grade should be allowed on completion of 4 years of service in all cases instead of proposed 4 to 6 years of service.

(v) Grant of designations and duties/responsibilities associated with the respective grade: On each upgradation to the next higher grade, the designation and the duties/responsibilities associated with the grade should also be allowed.

Moreover, this association protested Mass transfer in posting on promotion from JTO to SDE(T) against 33% LDCE quota vide letter no. **AIBSNLEA/CHQ/Dir(HR)/2013 Dated:05.07.2013** and suggested to review the postings on promotion to SDE(T) cadre by equalizing the shortage in all the Circles to minimize the transfers as it will help the newly promoted SDEs as well as BSNL.

The Committee constituted to discuss on implementation of CPSU Cadre hierarchy and standard E-2 and E-3 IDA pay scales in BSNL, wherein the official side members never remained serious to address these very important. Despite our repeated requests in the formal or informal meetings the above issues remains unresolved which has caused serious frustration amongst the executives. Hence, it needs immediate settlement.

However, AIGETOA has recently served notice of agitation programmes against the non-settlement of the above mentioned issues.

AIBSNLEA extends its full solidarity and moral support to the agitation call given by AIGETOA.

We would, therefore, request you to kindly intervene in the matter so that the above issues are settled at the earliest.

With kind regards,

Yours Sincerely,
-sd-
(PRAHLAD RAI)
General Secretary

Copy to:

- Sh. A.N. Rai, Director(HR/EB), BSNL Board, New Delhi-110001
- Sh. A.K. Jain, Sr. GM(Pers.), BSNL C.O., New Delhi-110001
- Sh. Neeraj Verma, GM(SR), BSNL C.O., New Delhi-110001
- Sh.R.P. Shahoo, GS AIGETOA CHQ