

**Address by Com. R P Shahu GS AIGETOA in the Joint Open Session of  
AIBSNLEA and AIGETOA at Hyderabad on 23.8.2014**

**Com. R P Shahu GS AIGETOA** at the outset thanked the AP unit of AIBSNLEA & AIGETOA for making such wonderful arrangement for the meeting. He mentioned that after a gap, all the executives are trying to come together with the BSNL management. He mentioned that the friends joined in other PSUs are asking why the executives are going on strike in BSNL. Some of the demands we raised are not even within the purview of BSNL Board. Many policies are finalized by DPE which cannot be negotiated by the BSNL management. He mentioned that his words may be considered as words of senior citizen, as he has noticed that as and when he demands something, there is a feeling amongst the officers that he young and cannot teach the seniors. We have sold out life to BSNL. 30% fitment benefit which is decided by the DPE is not implemented for the last 3 years. Senior level officers at BSNL are being paid for taking the decision and the middle management is being paid to implement the decision. Hence, if the officers who are being paid by the BSNL for taking decision are not taking any decision is not discharging their duties. He demanded that while deducting the pay for the striking period, the procedures are not followed. Committees are formed for the last more than three years and not reaching to any decision. When non-executives are having LCM/JCM, executive associations do not have any such facility. Digital signature has not been implemented for EPF transfer due to which the EPF are not being transferred on transfer of the officers. We appreciate that the BSNL management is very good as they came from the Engineering background. The grievances of the officers are to be settled on merit basis not on the basis of the strength. Executives should not be compelled to go on strike, the grievances are to be settled on getting the case in writing.

He demanded that as per the guidelines of the DPE, staff grievance officers are to be posted in any of the SSA throughout the country, so that the grievances of the officers are settled in a reasonable time. The lower level officers are being treated as mazdoors by their seniors. Instructions are given on SMS and if not implemented, disciplinary action is initiated. He mentioned that as and when anything is demanded the management is mentioning that the BSNL is in loss. He has explained his own position and experience and how he is being treated by the seniors. He has also mentioned that the manpower management in the BSNL is very much poor. Unless the manpower management is done in a proper way and the work force is utilized in an effective way, BSNL cannot grow.

He demanded prompt decision by the BSNL management. HR head should be the advocate of the employees, however in BSNL, HR management is trying their level best

to not implement any orders benefitting the employees. He demanded that regular meeting should be held by the management with the representatives of the associations; as the management cannot be listen to everyone. In many cases, the decisions taken by the BSNL management are one sided.

He stated that at present either the BSNL is PSU or is Govt. There is absolute mis-management in the field offices. He demanded that the executives may be treated as officers so that respect can be commanded by the seniors, so that together we can achieve better result for the BSNL.