



All Unions And Associations of BSNL(AUAB)
(BSNLEU,NFTE,SNEA,~~ASSTICA~~,AIBSNLEA,SEWA)
Andhra Pradesh Telecom Circle, Vijayawada.

To
Shri A Robert J Ravi,
Chairman & Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
New Delhi 110001.

Respected sir,

Subject: Humble submission and Prayer for your kind attention for resolution of critical HR issues of the Executives serving in BSNL -Reg.

On behalf of AUAB AP circle we welcome you whole heartily for your presence in Vijayawada and extending .We convey sincere thanks and gratitude for sparing valuable time from your busy schedule.

Your extensive experience and innovative approach will undoubtedly steer BSNL to the new heights and it transform as a major telecom service provider in the future days to come by introducing new convergent / emerging technologies. We are fortunate to have a leader with defined and focuses vision at the helm. We are looking forward to witness the continued success and advancements in BSNL under your able guidance.

Sir, We humbly seek your kind intervention in resolving certain long-pending critical HR issues affecting BSNL executives. While much has been done for the revival of BSNL, very little has been addressed regarding the motivation and welfare of executives who form the backbone of this organization. With the active support of the Government of India, BSNL has shown remarkable positive growth, reporting operational profits for three consecutive years and net profit in the last two quarters after 18 years.

Moreover, BSNL executives have put in immense hard work to install on lakh towers under ATMA NIRBHAR BHARAT, a prestigious project of Govt of India. Their dedication and efforts are commendable, and we are confident that under your guidance, we can further capitalize on this momentum.

There are many issues of the executives in BSNL which needs consideration by BSNL Management and Department of Telecommunications, but we have listed out issues which are recommended by BSNL and forwarded to Department of Telecommunications. **The following most burning issues which are approved by BSNL Board and duly recommended to Department of Telecommunication for concurrence of administrative Ministry which is waiting for prolonged time.**

The following are some of the important points which all the executives working in AP Circle request your good self to ponder on these issues and request for early resolution please:

I. Implementation of 3rd PRC:

The esteemed leadership is well aware of BSNL's pivotal role in maintaining India's communication backbone providing services in remote, tribal, border and commercially non-viable regions purely in the national interest areas where no private operator ventures., BSNL is at the forefront of India's indigenous telecom development by actively participating in the rollout of 4G and 5G technologies, supporting the Government's **ATMA NIRBHAR BHARAT** vision.

We all witnessed the inauguration of the Swadeshi BSNL 4G in network by the Honourable Prime Minister, and we felt immense pride hearing his encouraging words about BSNL and its dedicated workforce. In this positive and motivating environment, we humbly request your kind intervention with the Hon'ble Minister of Communications to support the long pending proposal for implementing the 3rd PRC, enabling BSNL employees to finally receive their overdue pay upgrade. Such a decision will greatly motivate the entire workforce.

It was intimated that BSNL Board has recommended the implementation of revision of pay under 3rd PRC w.e.f. 01.01.2017 in respect of Board level & below Board level executives with 15% fitment and sent a proposal on 14.11.2017 to DOT i.e. the Administrative Ministry of BSNL, for approval and issue of Presidential Directives. However, so far the proposal has not been approved by DOT. Non-implementation of 3rd PRC has created unrest among the executives and about each and every employee of BSNL is facing stagnation and financial crises due to inflation.

Wage Negotiation Agreement for non-executives has also been subjected to inordinate delays. Even after 40 days since the Wage Negotiation Committee submitted its recommendations, the file has not yet been placed before the Management Committee for consideration. This prolonged delay is causing serious concern among the non-executive workforce. We earnestly request your kind intervention to place The Wage Negotiation Agreement file before the Management Committee without further delay.

II. Replacement of Intermediate Pay Scales E1/EIA E2A by upgraded Standard Pay Scales E2&E3:

This issue started with absorption of Officers working in DoT to BSNL where in officers in DoT was granted intermediate pay scales. But later in 2007, DoPT and DoT has issued directions for stopping these intermediate pay scales and further up-gradation to higher Standard Pay Scales. But unfortunately, this matter was dragged in court cases and finally in 2017 DoT has reduced the E1A Pay Scales to E1 and the pay of the JTO/JAOs working in BSNL is badly affected by this decision. This decision is causing heavy loss to BSNL recruited Executives and facing salary reduction of Rs 15 to 20 thousand per month.

Hence, AUAB AP once again request your honor to look into this genuine issue and see that the principle of equal pay for equal work and one cadre one pay scale and mainly DoPT guidelines are respected by the DoT considering pending request of BSNL for withdrawal of order No. 61-2/2016-SU Dated 17/03/2017 for downgrading pay scales and for conveying approval asked by BSNL for up gradation of Intermediate pay scales E1A & E2A to E2 & E3 respectively i.e. the immediate next higher upgraded Standard pay scales.

III. Implementation of full 30% SAB:

BSNL partially implemented a superannuation fund with LIC as fund manager with a defined contribution scheme. Thus, total defined contribution towards SAB is around 25.1% (EPF-12%, Gratuity-4.8%, PRMB-3.2% and 5% for pension) out of 30%. And thus a **shortfall of 4.9 percent still pending.**

This demand for enhancement of certain Super Annuation Contribution benefits has been raised by Associations since long by giving full justification and every time it has been assured to enhance partially but no order is issued even for partial enhancement

The percentage of increase in SAB and total expenditure for BSNL per month and per year is as follows.

Percent	Expenditure Per Month Approx(Rs)	Expenditure Per Year Approx
1%	Rs 2.76 Cr	Rs 33.12Cr
2%	Rs 5.52 Cr	Rs 66.24Cr
3%	Rs 8.28 Cr	Rs 99.36Cr
4%	Rs 11.04 Cr	Rs 132.48Cr
5%	Rs 13.8Cr	Rs 165.6Cr

We request to enhance SAB Contribution as immediate settlement so that some confidence is gained among the executives that BSNL Management has intention to resolve HR Issues. As compared to overall expenses of BSNL, the amount required for the enhancement of SAB contribution is petty amount, but will boost the morale of affected executives and it will create new wave of motivation so as to achieve target of 25% market Share of BSNL as all these youngsters are directly working in field units and are facing customers and are brand ambassadors of BSNL.

BSNL stating that they are contributing 3.3 percent towards Post-Retirement Medical Benefit (PRMB) contribution but the fact is that whatever amount BSNL is quoting in this head is that of actuarial analysis of the amount which BSNL is spending on Medical Benefits of all BSNL employees under BSNL MRS. Moreover, BSNL is not making any defined contribution in this scheme and is only assuring a benefit which may or may not continue in future. Under those circumstances, BSNL Recruits who are not covered by CGHS scheme shall be at huge loss. BSNL also needs to ensure implementation of Post-Retirement Medical Benefit fund in BSNL to secure BSNL health benefits of BSNL Recruited employee and his family or extend the CGHS facility to all BSNL recruited employees after their retirement. The delay in implementing the full 30% Superannuation Benefits (SAB) has inflicted significant harm on the retirement benefits of BSNL-recruited employees. This delay not only affects their financial security but also undermines their long-term planning and morale.

IV. Fulfilling Assurance of GoI for Five Time Bound Functional promotions in BSNL:

Sir, at the time of absorption of DoT Officers to BSNL, it has been given written commitment for five-time bound promotions to all Executives in BSNL. We are very happy to see that BSNL management has taken certain firm steps in meeting this written commitment and approved BEEPRR 2018 Policy in Board Meeting. But before this decision of BSNL Board is implemented, it was derailed by certain officers and now Management also has not taken any further steps and issue is undecided.

With respect to Promotions, there are many court cases, disputes and BSNL is spending Crores of rupees on such court cases related to promotions. It is important that for implementation of Time Bound Promotions, BSNL has not to make even single rupee expenditure as everybody has been upgraded to upper scale through Non-Functional Promotion Policy EPP 2007. The implementation of Time Bound Promotions or Change of Designations along with orders for EPP 2007, will clear all these court cases, all the litigation and disputes among the executives and BSNL will save Crores of rupees on litigations, looking after arrangements and administrative powers in issuing Temporary promotions. It is important that in implementing this Board approved decision as per written commitment of DoT/GoI has no single rupee financial burden on BSNL/DoT.

V. Urgent Issues related to Promotions:

There is mass unrest among the executives in BSNL as about each and every executive in BSNL on completion of minimum eligibility services required for promotions is waiting for his/her promotion. The issue of AGM Regular/ DGM Regular /DGM Adhoc to DGM Regular, AO to CAO has been unnecessarily dragged citing court orders. There was no court case and stay were granted at one of the initial hearings but since last seven years, this court case could not be cleared causing adverse impact on DGM, AGM, SDE and JTO Promotions in Telecom wing.

In conclusion, AUAB demanded that promotions for all wings and cadres must be immediately issued for minimum required motivation of the executives. The subsequent vacancies arising out in promotions in higher posts must also be filled on notional basis and all the vacant seats must be filled including those of SC/ST category posts by widening the zone of consideration to all the unfilled vacancies.

VI. Issues related to Long Stay Transfers:

BSNL started a new policy of mass transfers in the name of long stay, thereby rotating officers Intra/Inter Circles. This process of long stay transfers has continued for the last four years and has affected hundreds of families. The Association submitted that long stay transfers have not benefitted BSNL in any way; rather, they have created a negative impact on the workforce of BSNL and, in turn, on network performance in general.

BSNL Management has dislocated Officers from all locations, including Circles having shortages. AUAB demanded stopping long stay transfers in the name of shake-up and proposed that long stay transfers should be limited only to filling vacant posts to some extent in Circles having acute shortages of Executives on a point-to-point basis, which is being followed by the DoT.

It is also requested to restore the earlier OTP options policy for applying OTPs twice a year.

VII-A. Applicability of Old Pension to the executives/employees recruited against Government Vacancies

While formation of BSNL many of the Employees (JEs) in BSNL are recruited against Government Post before 23/12/2003, but as policy decision, the employees recruited by DoT and transferred to BSNL were given EPF scheme.

There are about 2500 employees of BSNL who fulfils the eligibility criteria but not given any consideration for submitting options for old pension as called by DoP&PW, Government of India. The Hon'ble CAT Chandigarh has also issued directions to BSNL and DoT in favour of granting OPS.

VII-B- Restoration of GPF Benefits to Employees Appointed on Compassionate Grounds in 2000-2001:

As per the Hon'ble Supreme Court's order, the applicants' fathers had worked in the Department of Telecommunications (DoT) and passed away before 30.09.2000, i.e., prior to the formation of BSNL. The applicants were subsequently granted compassionate appointments in 2000-2001, completed their training, and joined duty.

BSNL had issued clarifications in 2003 stating that:

Any employee appointed on compassionate grounds after 01.10.2000, whose parent had died while in service before 30.09.2000, must come under the GPF scheme, not EPF.

Initially, the applicants were treated as DoT-absorbed employees and granted benefits under the CCS (Pension) Rules. Later, BSNL cancelled their Presidential Orders, claiming that they were BSNL recruits and not DoT employees.

The Tribunal held that:

1. The 2003 clarification, placing such employees under the GPF scheme, has never been withdrawn.
2. The applicants clearly fall under this category.
3. Therefore, BSNL's cancellation order dated 08.08.2008 is illegal.

Final Order: The Tribunal quashed BSNL's order dated 08.08.2008 and directed BSNL to restore GPF benefits to the applicants.

It is humbly requested that the same benefits be **extended to all other eligible BSNL employees falling under this category, in order to avoid unnecessary expenditure and litigation for both employees and the employer.**

VIII. Change of Designation of Executives in BSNL

Requested change in the designation of executives dealing directly with customers to reflect managerial responsibility. The designation of the Non-Executive cadres as well as those of the higher Management are already changed on a Time bound manner while the designation of the Executives who are dealing with the customers and enterprises on the field are not given a respectable designation. Their counterparts in corporate office are designated as Managers and hence it is necessary to immediately change the designation of the field Executives.

IX Enhancement of TA/DA Rates

After formation of BSNL, the TA /DA rates were first time revised as per Letter No. 7-6/2004-EF Dated 22/10/2002 and same are applicable till today for all executives except DGM and above officer as for these senior officers TA/DA Rates are revised five times.

DoT has amended the TA DA rates in Year 2017 and same rates should have been made applicable to all officers in BSNL or BSNL should have done suitable amendment in TA/DA rates applicable for all Executives, but by creating disparity BSNL has again amended TA/DA rates only and selectively for DGM and above level officers.

There is much increase in IDA and overall expenses of the employees are increased in Multifold. AGM and below level have to move frequently for inspection of BTS sites and Transmission related works. In such odd locations where there are no proper access roads one cannot get even good quality lunch/dinner in given amount of DA. As on today, these officers are paying these extra expenses from Pocket and they should not be any more compelled to pay from the pocket and this is possible with enhancement of TA/DA Rates as per practical requirement as being implemented in other Govt Organizations/PSUs. These TA/DA rates are applicable only to those employees who are or will be on tour and not by others. Hence, the revised TA/DA rates will not be utilized by majority of employees in BSNL as majority of employees are not travelling for office works or not having tour duty jobs. But for Officers on tours have to face much hardship and financial burden as he/she is being paid at the rates approved before 22 Years which cannot be justified in today's scenario. Thus, to maintain equality and justice to all, we request that the TA/DA rates for all BSNL employees may be revised as done by DoT by endorsing the TA/DA rates by Ministry of Finance, Department of Expenditure vide OM No. 19030/1/2017-EIV dated 13/07/2017. This action to implement TA/DA Rates as per DPE/DoT guidelines for all employees will motivate BSNL employees at AGM and below level and very positive energy wave will be created among the employees working at ground level and hence needs to be given immediate and early consideration in time bound manner.

X). Request for Intervention Against Harassment and Arbitrary Decisions by Sri S. Sridhar, Principal General Manager (Telecom), Guntur BA, Andhra Pradesh, Causing Stress and Career Setbacks to Employees of Guntur and Ongole Districts:

We wish to bring to your kind attention the serious issues prevailing in Guntur and Ongole Districts under the leadership of Sri S. Sridhar, PGM, Guntur BA, Andhra Pradesh. It is our firm opinion that since his assumption of office as GM, Guntur, there has been significant unrest among employees due to his vindictive and arbitrary behaviour. Employees who raise concerns regarding his decisions are being subjected to harassment on baseless grounds, causing immense mental stress and affecting their career progression. It appears that, in an attempt to satisfy personal ego, Sri S. Sridhar has fostered a hostile work environment, disregarding BSNL CO and AP CO guidelines, and demonstrating dictatorial behavior with little regard for employee welfare.

The salient concerns are as follows:

1. Transfers of PwBD employees to rural areas and assigning movement-related duties without considering their physical conditions, in violation of GOI PwBD guidelines.
2. Reversion of PwBD employees from higher to lower grades without valid reasons.
3. Posting of a female employee, seven months pregnant, to a rural location lacking basic medical and sanitation facilities, despite her request for reconsideration.
4. Recalling of probity and efficacy reports of employees arbitrarily.
5. Issuance of "dies-non" to employees on baseless grounds.
6. De-recognition of empanelled hospitals.

7. Deliberately delaying or stopping employee medical claims.
8. Issuance of over 100 transfers and postings within the first three months of his tenure.
9. Vindictive initiation of disciplinary proceedings against employees.
10. Deliberate halting of regular promotions and financial upgradations by initiating disciplinary proceedings just before due functional or financial promotions.
11. Employees belonging to constitutionally protected categories (SC/ST/PwBD) are reportedly being subjected to actions such as withholding of salary and other vindictive measures on frivolous or baseless grounds.
12. Posting of Junior Accounts Officers under the control of DGM (operations), undermining proper reporting structures and accountability.

In April 2023, trade unions took action against these unethical practices. At that time, the then CGMT, AP Circle, Vijayawada, directed the GMTD, Guntur, to cease these actions, and his statutory powers related to employee transfers were temporarily withdrawn. Despite this, the unethical practices resumed, resulting in increasing disciplinary actions, withheld promotions and employee dissatisfaction. **As of now, more than 35 vindictive disciplinary proceedings have been initiated, and several cases are still under progress.**

Guntur HQ is a Hon'ble Minister of State Communications and Rural Development constituency. Staff grievances are increasing day by day.

It is also observed that there has been no increase in revenue, while expenditure has increased under his tenure. The productivity of individual employees has also decreased.

In view of the above points, we respectfully urge your intervention to:

- Direct the CGMT, AP Circle, to immediately stop vindictive actions against the employees of Guntur and Ongole Districts.
 - Ensure fair treatment, justice, and career progression opportunities for all employees.
 - Restore confidence among the workforce and prevent industrial unrest in the interest of BSNL.
- We trust that your timely intervention will help restore a harmonious working environment and uphold the integrity of BSNL.

XI). Provision and continuation of Departmental Customer Service Centres at BA/OA under the new restructuring norms, in order to improve customer satisfaction and enhance the public image of BSNL.

Sir, we would like to bring to your attention that some of the major points mentioned above are the longstanding HR issues between BSNL and the DOT that have been pending for years. We earnestly request your kind intervention to resolve these matters. The resolution of these issues will undoubtedly motivate the workforce of BSNL, enabling us to achieve our targets promptly. Addressing these concerns will play a crucial role in bolstering the morale of our employees, which is essential for supporting the Government of India's Digital India initiative.

The role of Employees working in BSNL is very vital for over all development of telecom network and provide the services of world class quality at an affordable prices. We are all committed, in making the BSNL stronger and stronger in all spheres of activities and striving hard to provide efficient and uninterrupted telecom services to our esteemed customers. Also we firmly believe that our concern lies in the growth of BSNL **"GROW THE BSNL TO GROW OURSELVES"**.

We know pretty well that as a middle level management, we may have to shoulder more responsibility in motivating the subordinates and channel partners and executing the works in time. This AUAB will always take the lead in all the issues concerning to the BSNL and it shall not leave any stone unturned in ensuring the better prospects for this company and only request the BSNL management to take care of HR issues. We shall not found wanting in the hour of need. Let us together build up this organization BSNL.

The employees of BSNL with huge talent and experience, demonstrated on various occasions and in adverse conditions. Let all the right thinking activists and forces ally to save BSNL. I on behalf of all members of AUAB AP assure to live up to the expectations of all and contribute immensely to BSNL, thus the Nation. We hope, all right thinking Employees across Unions and Associations will join hands to strengthen BSNL in Andhra Pradesh. Also on behalf of the employees of BSNL, we assure total support to your honour and Government of India in achieving great mission of revival of BSNL and Digital India initiatives.

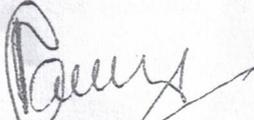
With Warm Regards,

Sincerely Yours,

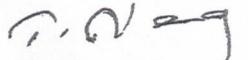
S. Krishna Babu
CS, BSNL EU AP


CS, NFTE AP

M. Prasad
CS, SEWA AP


CS, SNEA AP

~~CONFIDENTIAL~~


CS, AIBSNLEA AP