

FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

No: Forum/CHQ/2021/04

Dated 30.11.2021

To

**Shri P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.**

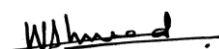
Subject: Notice for Organizational Actions demanding immediate Roll Back of the Provisions of Restructuring Proposal which are diminishing the career growth of Executives, issuance of Promotion to all Eligible Executives on Time Bound Basis, implementation of BSNL Board approved Time Bound Promotion Policy w.e.f. 01.07.2018 onwards. No more Looking After, Adhoc and Entrustment basis arrangements and ensure regular promotions only. Implementation of the standard Pay Scale E2 for JTO/JAO equivalent and E3 for SDE/AO equivalent grades as recommended by the BSNL Board Approval. Scrapping of MT and DR DGM RRs and introduction of Fast Track Promotion Channel.

**No: 1. No: Forum/CHQ/2021/01 Dated 15.09.2021.
2. No: Forum/CHQ/2021/03 Dated 18.11.2021.**

Respected Sir,

The Forum of BSNL Executives' Associations comprising of AIGETOA, SNEA and AIBSNLEA outrightly rejects the Restructuring and Manpower Planning proposal which has been announced unilaterally by management ignoring the submissions and suggestions of the Associations. The current restructuring proposal is not only detrimental to the career progression of the Executives but also a serious obstacle to fulfill the actual requirement of running the organization in a smooth and efficient manner. We have already requested to issue the Promotion orders of all Eligible Executives in a Time Bound Manner vide our above referred letters before any restructuring proposal. However, management has preferred to move ahead with the pen-paper exercise of post reduction in the name of Restructuring, ignoring all the objections and submissions by us. This has created a serious unrest amongst the Executive fraternity who were patiently waiting for their much-awaited promotions for last so many years. Our several attempts to attract the attention of the management towards the burning issue have gone totally futile without any appreciable efforts to address our genuine concerns by the management.

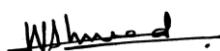
It's quite surprising that management has preferred to override its own decision taken by the BSNL Board in May 2018 which envisaged a JTO/JAO equivalent Executive reaching to AGM/CAO equivalent grade in 15 years of service. In complete contravention to the earlier decision of BSNL Board taken in May 2018, current management has decided that stagnation of the Executive in JTO/JAO/Equivalent cadre itself should be 12 years for their first promotion to the post of SDEs/AO/Equivalent, which is nothing but an attempt to instigate and push BSNL Executives to go for the extreme.



It is quite evident that management is not only disregarding the career prospects of Executives but also ignoring the interests of our beloved organization BSNL. Accordingly, the Forum of BSNL Executives' Associations has unanimously decided to immediately launch the organizational actions demanding:

1. All eligible BSNL Executives as on date should be promoted immediately without any further delay. The Time Bound Functional Promotion Policy up to AGM equivalent Grade as per the policy approved by BSNL Board on 28.05.2018, namely, "BSNL Executives Promotion Policy Amendment and Recruitment Rules, 2017" effective from 01.07.2018 should be implemented immediately and directions of the Board should be followed by incorporating Govt of India and DoP&T guidelines on Reservation and protecting the Constitutional Rights. The promotions should be extended w.e.f. 01.07.2018 onwards as and when the Executives fulfill their eligibility criteria.
2. The Restructuring order dated 17.11.2021, 23.11.2021 and subsequent orders should immediately be rolled back and immediate discussion should start with the stake holders for a HR plan which should be in line with the needs of the organization and takes care of career prospects of Executives in various grades and streams. The drastic reduction in number of Posts should immediately be done away with and inputs of Associations should be given firm consideration.

The stagnation criteria of 12 years in JTO/JAO Equivalent cadre for promotion to SDE/Equivalent cadre should be rolled back and revisited to make it in line with the earlier approved Time Bound Promotion Policy. Similarly, the stagnation criteria of 8 years should be introduced in SDE/AO/Equivalent Grade as Criteria for promotion to AGM/CAO/Equivalent Grades.
3. Take necessary steps to approve the standard pay scales of E2 and E3 by DoT, replacing the intermediary pay scales of E1A and E2A w.e.f. 01.01.2007 as recommended by BSNL Board for JTO/JAO and SDE/AO Equivalent Grades.
4. Management Trainee Recruitment and DR DGM Recruitment should be scrapped altogether and no lateral recruitment should be done in the organization at any level above JTO/JAO/Equivalent. Internal Fast-Track Promotion Policy should be introduced for the meritorious and talented Executives of the organization.
5. All Adhoc DGM (T/F) should be made regular DGM (T/F). Thereafter, all DGM(T/F) posts should be filled up on regular basis by onetime relaxation in qualifying service.
6. Suitable relaxation in the qualifying service to be extended for Time Bound Promotion to CAO Grade since eligible Executives are not available.
7. No Looking After/Adhoc/Entrustment Promotions, only Regular promotions should be provided to BSNL Executives.
8. Immediate Final settlement of long awaited SDE Reversal case as one time measure as agreed and directed by the Director HR on various occasions.



ORGANIZATIONAL ACTION PROGRAMS

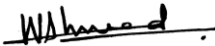
1. **Wearing Black Badges and Desk to Desk Awareness campaign among the Executives from 01.12.2021 to 15.12.2021.**
2. **Submission of Memorandum to Hon'ble Member of Parliaments highlighting the failure of BSNL Management in addressing the core issues of organization including HR practices – 07.12.2021 to 15.12.2021.**
3. **Twitter campaign on 16.12.2021.**
4. **Mass Dharna at BA, Circle and BSNL HQs on 22.12.2021**
5. **Relay Hunger Fast at BA, Circle, BSNL HQs on 28-30 December 2021.**
6. **Mass Casual Leave on 03.01.2022.**
7. **Leaving Official WhatsApp Group and non-cooperation from 03.01.2022 onwards.**
8. **Mass Indefinite Dharna at BSNLCO: 10.01.2022 onwards till settlement of the issues.**

We still feel that management will siege this opportunity and take immediate corrective action through discussion with various take holders to avoid industrial unrest.

With kind regards,

Dated: 30.11.2021

**(Sebastin K.)
GS/SNEA**


**(Wasi Ahmad)
GS/AIGETOA**

**(S. Sivakumar)
GS/AIBSNLEA**

Copy to:

1. Shri. Arvind Vadnerkar, Director (HR), BSNL Board for info and n/a pl.
2. Shri. Vivek Banzal, Director (CFA), BSNL Board for info and n/a pl.
3. Smt. Yojana Das, Director (Fin), BSNL Board for info and n/a pl.
4. Shri. S. K. Mishra, Director (CM), BSNL Board for info and n/a pl.
5. Shri. V. Ramesh, Director (EB), BSNL Board for info and n/a pl.
6. Shri. R. K. Goyal, PGM(Pers), BSNLCO for information and n/a pl.
7. Shri. Saurabh Tyagi, Sr GM (Estt) for information and n/a pl.
8. Smt. Anita Jauhari, Sr GM (SR), BSNL CO for information and n/a pl.
9. Shri Manish Kumar, GM (Restg), BSNL CO for information and n/a pl.