

# JOINT ACTION COMMITTEE OF ASSOCIATIONS / UNIONS OF BSNL EXECUTIVES & NON-EXECUTIVES

D-7, Telegraph Place, Gole Market, New Delhi – 110 001.

## **NOTE ON THE CHARTER OF DEMANDS ON WHICH THE JAC OF ASSOCIATIONS / UNIONS OF EXECUTIVES/ NON- EXECUTIVES IN BSNL WENT ON THE ONE DAY STRIKE ON 15<sup>TH</sup> DECEMBER 2011**

### 1) No VRS

The BSNL Board sent its proposal for VRS to one lakh employees, for approval by DoT. This was done despite the fact that all the unions in BSNL opposed VRS. The loss for BSNL for the years 2009-10 and 2010-11 are wrongly depicted as resulting due to the salary bill of the employees. When the Company had more than the present 2,76,000 employees, it got profit until 2008-09. The real reasons for the losses are (a) the compensation to BSNL for maintaining the loss making, but socially necessary services, which was more than Rs. 7000 crore in the year 2004-05 was reduced drastically and finally stopped, (b) the enormous cash reserve of more than Rs 30,000 crore as on 31-3-2010 was mostly taken away by the Government towards payment for 3G/BWA spectrum, which should have been given freely to BSNL as per the New Telecom Policy 1999, (d) the failure of the management in adopting suitable business strategies, and (e) the continuation of the ITS officers as the below Board level management cadre, on deputation for more than ten years without converting them as BSNL employees etc. The cost of the VRS for one lakh employees will be more than the benefit arising to the company out of it and hence it is counterproductive. Fixing the target of sending out 1,00,000 employees indicates that it is not really VRS and will be CRS in practice. It is to be noted here that approximately 10,000 workers are retiring every year without the resultant vacancies being filled up. The DOT which was having six lakh workers have now only 2.76 lakh workers in BSNL.

When the real reason for the loss is not the number of employees, and when the cost of implementing VRS to one lakh employees is more than the benefit that will result from it, there is no ground to go ahead with the VRS, unless the real intention is to make the ground clear for privatization by retrenching large part of the workforce. Hence the VRS has to be withdrawn. In this connection, we would like to remind the management that the proposals for VRS earlier were dropped on the opposition from workers and the then Hon'ble Communications Minister assured that no VRS will be implemented without consulting the unions.

### 2) **Immediate Repatriation of ITS non-optees and handing over charges to absorbed executives**

The ITS Officers are continuing in the BSNL on deputation for the last 11 years, though the maximum period of deputation is to be for 5 years only as per government rules. Our demand is that the absorption process/repatriation to DOT should be completed without any delay.

The repatriation process has started, but is being unduly delayed. In the meanwhile the BSNL has finalised certain new recruitment rules for the senior level management in such a way as to give undue benefits and priority to those officers who have been repatriated against the interests of those who are already absorbed in BSNL, including ITS officers.

BSNL Management notified Special Lateral Direct Recruitment **Rule-2011** of BSNL MS for Sr. DGM and GM/PGM/CGM to fill up the vacancies arising in the grades of DGM & above due to repatriation of non-optee ITS Officers from BSNL. The fact remains that BSNL has sufficient absorbed Group-'A' level technically trained and experienced executives to maintain the telecom operations but the BSNL Management is not entrusting responsibilities to these committed executives and running behind the non-optee ITS Officers who has denied to opt for BSNL/MTNL. BSNL Management has framed RRs in contravention of the existing BSNL

