

SNEA, AIGETOA, SEWA

Recognised Associations of BSNL

No. SNEA/AIGETOA/SEWA/Corr/2025

Dated 28th March 2025.

To,

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

Sub: Submission of the list of priority HR issues decided after the joint discussion and consensus amongst the three recognized associations with a request for its expeditious settlement in the HR Month of April 2025 for the larger interest of BSNL and its executives.

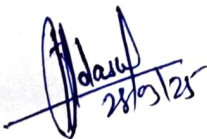
Respected Sir,

At the outset, we the General Secretaries of Recognized Associations congratulate BSNL Management in general and your good self in particular as the leader of Management for driving BSNL towards a historical achievement of a Net Profitable quarter which we have witnessed after a long gap of 17 years. We expect that from the coming FY year onwards, BSNL will be a net profitable company with the joint efforts of management and employees under the active support extended by Government of India under the leadership of our Hon'ble Prime Minister and Hon'ble Minister of Communications.

This is the result of the strong initiatives taken by management under your leadership. We also appreciate your vision and decision of celebrating February 2025 as FTTH Month, and March 2025 as Revenue Month which have added new features in overall working of BSNL. **We further convey sincere thanks and gratitude for your initiatives for settlement of pending HR Issues of executives in a focused manner by declaring April 2025 as HR Month.** We whole heartedly acknowledge your initiatives for understanding the difficulties of BSNL executives and taking proactive steps for resolution of long pending HR issues.

Further, we also appreciate your initiative of approaching the General Secretaries of the three recognized associations by calling a special meeting and asking us to list out the pending HR issues with a common minimum understanding. **Your firm assurance to settle the issues by developing consensus amongst the recognized associations and management is an initiative which will go a long way in ensuring an era of best employee-employer relationship in BSNL.**

After the meeting with your good self and directions to develop a consensus, the leaders of the three associations have discussed amongst themselves and have finalized the following HR Issues which are common to all Executives. We request


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your good self for resolution of these long pending HR issues and give justice to the affected executives in BSNL.

1. Pay and Pension Related issues:

- a. Implementation of 3rd PRC: This is prominent issue in BSNL which has directly impacted each and every executive and employee of BSNL. Though initially this issue was taken by BSNL Management with 15% fitment formula and pursued further to the final stage of Cabinet approval for relaxation of Affordability clause, but the proposal is pending at DoT since 2020 and needs active support of BSNL management for resolution.
- b. Upgraded Standard Pay Scales: BSNL has to send one reminder along with factual position with DoT and ensure its active support in realizing the E2 scales for all the affected JTOs/JAOs which is pending to be implemented by DoT since implementation of 2nd PRC in BSNL.
- c. Enhancement of SAB Contribution making it to 30% and Creation of PRMB fund for BSNL Recruits: As per the 2nd PRC, BSNL has to contribute 30 % SAB but is only contributing 21.8 percent. There is still a deficit of 8.2 percent. BSNL needs to enhance its contribution towards superannuation fund and also ensure a mandatory Post-Retirement Medical benefit (PRMB) fund for BSNL Recruits as per DPE guidelines. Even the Pension scheme envisaged at the time of formation of BSNL has not been implemented for BSNL Recruits yet.
- d. Resolution of long pending financial issues viz. Grant of E1 Plus five Increment to all JTOs/JAOs on interim basis, Pay loss of JTOs/ JE Period Pay loss/22820 case.
- e. BSNL funded GTI/GHI Polices.
- f. Constitution of Benevolent Fund/ /Death Relief Fund to support Family members of deceased employees.
- g. Replacement of SG JAG scale from E6 to E7 as per DoPT/DPE Guidelines.
- h. Extension of Old Pension Scheme for BSNL Employees whose recruitment was initiated during DoT period.

2. Perks and Allowances Related issues:

- a. Extension of modified policy with enhanced reimbursement limits for Laptop to all the executives across BSNL.
- b. Enhancement of TA/DA rates for all executives.
- c. Enhancement of Transport allowance
- d. Enhancement of Children Education allowance for executives.
- e. Restoration of all India LTC for all the BSNL absorbed /recruited Executives.
- f. Restoration of Medical reimbursement as per basic of April Month of current Year.


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- g. Restoration of Days for calculation of limit for medical reimbursement to 25 days.
- h. Enhancement in amount of Mobile handset reimbursement amount at par with other CPSUs so as to enable executives to purchase good quality smartphones.

3. Promotion and Seniority Related issues:

- a. Promotion for all eligible Executives across all the streams and cadres.
- b. Settlement of Seniority issues in different streams and Cadres.
- c. Issuance of AO to CAO Promotion orders.
- d. Issuance of AGM (LICE) Promotion orders without any further delay.
- e. Issuing SDE to AGM and AGM to DGM Promotion orders for the eligible executives in Telecom stream
- f. Speedy resolution of court case in JTO Seniority and extending promotions for all the eligible JTOs to SDE (T) cadre.
- g. Issuance of pending promotions in PA/PS/PPS cadre.
- h. Filling of all unfilled vacancies irrespective of quota in all the cadres.
- i. Resolution of 147 seniority issue.
- j. Withdrawal of order for limit on AGMs/DGMs in Looking After arrangements
- k. Restoration of JTO/SDE vacancies abolished in restructuring review.
- l. Implementation of PwBD Reservation in Promotions with retrospective effect.
- m. Publishing updated e-rosters for all streams and all cadres
- n. Filling backlog vacancies in all cadres and Streams including carry forward vacancies of JTO LICE vacancies of Punjab Circle.
- o. Provision for AGM promotions in ADOL cadre
- p. Uniform First Time Bound Promotions in Four Years for all executives.
- q. Immediate action for restructuring Review for restoration of justified posts in all Streams and cadres and creation of additional promotional posts to ensure smooth career progression for all the executives across various streams and cadres.
- r. Parity in Educational Qualification for all streams in MSRRs at Par with Telecom/Finance streams. 3
- s. Over delayed JTO to SDE Promotions in Civil and Electrical stream.

4. Transfer Policy related issues:

- a. Finalization of uniform and combined Transfer policy for Non-Tenure as well as All India Hard/Semi Hard / Soft Tenure stations Executives in BSNL as per suggestion given by recognized associations including restoration of Tenure Period and Circle Break for NCR regions etc.


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- b. Review of Rule 8 & 9 policy by removing stringent conditions for Special LICE JTOs with substitute arrangement

5. Other Important Issues:

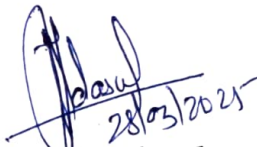
- a. One Association One PSU for Service Association
- b. Approval of Second Saturday off/C-off equally for all Executives in Field units
- c. Approval of Sabbatical leave for Executives
- d. Co-Existence of ALTTC with NCA at Ghaziabad campus and streamlining of all the training centers across India with focus on innovative and latest Telecom Technology Trainings.
- e. Proper utilization of BSNL IQs with improved mtce with facility of online booking and online payments.
- f. Restoration of CGA Appointment process in BSNL. Closure of Court Cases by settlement of grievances by discussions with applicants/Holding of BSNL Lok Adalat for aggrieved Executives and creation of Staff Grievance cell across circles to minimize the litigations.
- g. Restoration of Sanchar Awards or similar Prestigious awards for recognition of outstanding performance of BSNL Executives
- h. Review of norms of Hired vehicles/Dept Vehicles as per practical requirement in filed units

Sir, as directed by your good self these are the points we have discussed together and these are the important HR issues which are pending for long time spreading emotions of demotivation and demoralization among BSNL Executives.

We request to resolve these issues on Priority on HR Months. We are ready for details submission of all above points and discussion thereof to get fruitful results in favor of executives.

We once again convey thanks for your proactive initiative and support for resolution of these HR issues.

With Warm Regards,



M. S. Adasul,
GS SNEA



Ravi Shil Verma
GS AIGETOA



N.D. Ram
GS SEWA