



Sanchar Nigam Executives' Association

(Recognized Association of BSNL)

Indore Business area Branch, MP Telecom Circle

To,

Shri Ashwini Vaishnav

**Hon. Minister of Railways, Communication & Electronics & IT
New Delhi**

Subject: Memorandum on the issues related to HR/Wages of the Executives of BSNL.

Respected sir,

On behalf of SNEA MP Circle we welcome you whole heartedly for your presence in Indore .We extend our sincere thanks to you for the tireless efforts of transforming BSNL. The Package given by the Govt. to the BSNL will definitely turn around the BSNL. The deployment of Indigenous 4G/5G will definitely help us to sustain in the market. We appreciate your efforts regarding present HR developments but still due to some major issues present in the policy is demotivating our employees. Pay and promotion are the Key issues of HR but our employees are facing some issues. It is kindly requested to please look after these long pending issues related to pay and promotion as follows:-

Issues related to HR and Restructuring in BSNL

- 1) **Issues related to pay and pay loss in BSNL:** Replacements of non-Standard Pay Scale E1A and E2A into standard pay scale E2 and E3 respectively which are already approved by BSNL Board and are pending for approval in DOT. Due to non-implementation of standard pay scales and second PRC Left out issues, various types of pay loss issues are generated to year 2007-08 and onward DR JTOs/JAOs Batches, year 2007-08 and onward DR JEs batches now promoted as JTO/JAO are facing huge pay losses.
- 2) **3rd PRC:** Way back DPE has already given their recommendation on 3rd PRC but even after passing of 6.5 years, BSNL is in operational profit since last two year and this time we are working hard for making BSNL in net profit. Government has already declared BSNL as strategic public sector; moreover employees of BSNL has nothing to do with the profitability clause since profitability/growth of the company is fully dependent on policies of Government.
- 3) **Pending contribution on SAB and old pension issues:** Recommendation of 2nd PRC was to give full 30% SAB to the BSNL recruited employees but even after 16 years, the BSNL recruited employees are deprived of full 30% contribution which is directly affecting the superannuated life of BSNL recruited employees. Many BSNL recruited Employees took VRS and now, they are suffering huge financial losses as they are non-pensioner. Also few Employees are recruited based on DOT notification but joined in BSNL are eligible for DOT old pension scheme and we request to extend OPS benefits to such employees.

- 4) **Implementation of Board approved CPSU-CH/BEPPARR and promotion of all eligible executives:** - BSNL Board has approved CPSU-CH/BEPPARR but has not implemented and is delayed by 6.5 years yet, this is the best part of BSNL's implementation of HR plan. In restructuring also management has accepted that JTOs and SDEs are interchangeable post so if BEPPARR is implemented a newly recruited JTO will be JTO/SDE/Sr. SDE for 15 years and then he will be eligible for promotion in AGM grade and onwards Promotion in the cadre of DGMs/AGM/ CAO and SDE/ AO cadre. Also requested to ensure promotion of all eligible adhoc DGMs/AGMs to DGMs/SDEs (List 9 to 13) to AGM/JTOs (AIEL 3 to 6) to SDE,CAO to DGM(F), AO to CAO, JAO to AO, promotion of CIVIL/ELECTRICAL/PA/PS/Architect and all other eligible executives of all wings.
- 5) **Revision of TA/DA allowances of the employees-** The existing TA DA rates applicable in BSNL are since 2000 and are never revised since the formation of BSNL. The revision of these allowances are linked with the successfully completion of the 4G/5G project. It is also intimated that the rates for higher level executives have been revised in 2017 while those on deputation in BSNL are getting all benefits of 7th CPC.

Dated-06.10.2023

Yours' Sincerely



(JITENDRA SHARMA)
District Secretary, Indore (MP)