



## **SANCHAR NIGAM EXECUTIVES' ASSOCIATION (INDIA)**

(Recognised Executives' Association in BSNL)

(Punjab Telecom Circle)

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To  
**Sh. Neeraj Mittal Ji**  
**Secretary DOT,**  
**Govt. of India, New Delhi**

**Subject: Our sincere thanks for the support extended by the Govt. of India for the revival of BSNL and for your kind intervention in resolving the long pending genuine issues of BSNL Executives.**

**Respected Sir,**

We heartily welcome you on your visit to Chandigarh, the City Beautiful. We take this opportunity to thank the Govt. of India, through your good self, for the third revival package which has generated a ray of hope for all the employees and brought BSNL out of the precarious condition it was in just a few years ago. We are also very hopeful that under your able direction, BSNL will be successful in faster roll out of the indigenous 4G/ 5G technologies across the length and breadth of India to fulfil the Govt. vision of ' **Atma Nirbhar Bharat**'.

Sir, we also like to take this great opportunity to convey our apprehension that no amount of initiatives taken for revival may succeed if the manpower that is to implement those initiatives are being subjected to HR policies which are not in sync with the vision and mission of the Govt. as well as the organisation itself. Even after, 22 years of its formation, in spite of being a leading PSU in size, BSNL is yet to implement HR policies which are at par with top PSUs of the nation.

**We, hereby, would like to apprise you the following critical HR issues being faced by the BSNL Executives all over India:**

1. **Implementation of 3<sup>rd</sup> PRC.**
2. **Implementation of Standard Pay Scales- E2 / E3.**
3. **Resolve pay loss issue of Post 2007 JEs/ JTOs /JAOs.**
4. **Implementation of 30% SAB contribution from 01.01.2007.**
5. **Stop unnecessary inter/ intra Circle transfers in the name of longest stay.**
6. **Realistic targets in IPMS.**
7. **5 Days working pattern in BSNL like in DoT, Corporate Office Delhi, State/Central Govt Depts.**
8. **Expedite JAO to AO, AO to CAO, JTO to SDE, SDE to AGM and AGM to DGM promotions.**
9. **Amend MSSR 2023 as Diploma holders SDE's in Electrical and Civil wing are not eligible for AGM promotion and in telecom wing also same disparity for Diploma Holder JTO's.**

**10. Resolve issue of TTAs recruited as per DoT Advt./Notifications but appointed in BSNL. As per DoPT letter they are eligible for the old pension scheme & the consequential benefits thereof.**

BSNL as a National Telecom carrier has been involved in fulfilling the social responsibilities towards the nation and its people by extending the services even in non-viable and non-profitable areas where no other private operator lends its service. BSNL and its employees have further dedicated themselves to the cause of the nation by involving themselves in the divine exercise of bridging the technology gap between rural and urban India and also of developing the Swadeshi 4G/5G homegrown technology of India. BSNL has also been extended the prestigious but extremely tough project of 4G saturation and the task of covering the uncovered villages. Employees have been wholeheartedly supporting these ambitious projects of the Government of India like last mile connectivity of Fibre of all villages of our great nation and will always stand firmly in support of these objectives.

However, we wish to submit that due to the non-availability of level playing field for BSNL especially the non-availability of 4G services, organisation has been facing losses due to factors which are not under control of the employees. Due to these losses, 3rd PRC in BSNL has not been implemented. However, now when, deployment of Homegrown Swadeshi 4G technology has begun with BSNL placing the order for 200 sites and things appear to be positively poised towards achieving this much awaited breakthrough which will place India in the top league of nations providing 4G/5G technologies to other part of world, we humbly and most respectfully request your good self for implementation of 3rd PRC recommendations in BSNL which will act as catalyst of growth of BSNL by virtue of a renewed energy, renewed motivation and renewed vigour which in turn will increase the efficiency manifold which ultimately will result into huge growth for BSNL.

We request for your kind intervention in getting 3rd PRC implemented in BSNL by waiving off the affordability clause as BSNL is engaged in a much larger and divine objective for our mother nation which is miles above the concept of profit and loss and resolve other genuine HR issues as early as possible.

In view of the foregoing, we earnestly implore upon you Sir, to kindly take up this matter with the Government and help in the settlement of our 3rd Pay Revision/ Wage Revision and also the key HR issues as listed above.

**Thanking you**



With Regards  
Gurpreet Singh  
Circle Secretary