



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Shri. Ashwini Vaishnav ji,
Honourable, Minister of Railways, Communications and Electronics & IT,
Government of India, Sanchar Bhavan,
Ashoka Road, New Delhi 110001.

No. SNEA CHQ/Corr/GoI/2022-23

Dated 1st January 2024.

Sub: Humble submission and Prayer for kind intervention for resolution of critical HR issues of the Executives serving in BSNL.

Respected Sir,

At the outset, we convey sincere thanks and gratitude for giving some of your valuable time from your busy schedule. We wish your Honour a Very Happy, healthy and Wealthy, Happy New Year 2024.

Sir, on behalf of thousands of the Officers in BSNL, I as General Secretary of SNEA BSNL and on personal behalf, once again convey sincere thanks and gratitude from bottom of heart to Government of India in general and your honourin particular for support being extended to BSNL as whole.

Sir, though much has been done for revival of BSNL, no steps are taken for motivation of Executives working in BSNL by quoting financial crisis. Now, with very active support of Government of India, BSNL has shown positive growth and since last three consecutive years, BSNL is in Operational profit and it is time to extend certain due benefits to Executives pending for long time.

There are many issues of the executives in BSNL which needs consideration by BSNL Management, Department of Telecommunications, but we have listed out issues which are recommended by BSNL and forwarded to Department of Telecommunications.

The following five most burning issues which are approved by BSNL Board and duly recommended to Department of Telecommunication for concurrence of administrative Ministry which is awaited for prolonged time.

- 1. Implementation of 3rd PRC from 01/01/2017 for Executives in BSNL: Details attached as Annexure-I**

2. Replacement of Intermediate Pay Scales E1/E1A & E2A by upgraded Standard Pay Scales E2 & E3: **Details attached as Annexure-II**
3. Fulfilling Assurance of GoI for Five Time Bound Functional promotions in BSNL: **Details attached as Annexure-III**
4. Applicability of Old Pension to the executives/employees recruited against Government Vacancies: **Details attached as Annexure-IV**
5. Pension Revision of Retired Executives of BSNL.

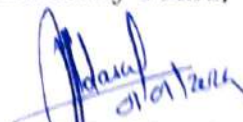
Sir, some of these issues are pending for years together between BSNL and DoT and there is need of kind intervention from your high office. We solicit your kind intervention in resolution of these pending HR issues, so that the workforce of BSNL gets motivated further and we on part of BSNL achieve the targets well within the time.

The resolutions of these issues will definitely help in motivation of executives which in turn will be supportive in achieving Digital India Targets assigned by Government of India.

Sir, your intervention as one of the very important and highly respected Cabinet Minister of Government of India will definitely play vital role in extending due benefits to executives in BSNL. On behalf of the executives of BSNL, we assure total support to your honour and Government of India in achieving great mission of revival of BSNL and Digital India initiatives.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to :

1. Secretary and Chairman Telecom Commission for Kind Information and with humble request to give justice to executives in BSNL by resolution of these long pending HR issues.
2. Joint Secretary Admn DoT for kind information and n/a please.
3. Member Services DoT for kind information and n/a please.
4. CMD BSNL for kind information and n/a please.

Subject: Implementation of 3rd PRC:

Sir, as per the guidelines issued by DPE the 3rd PRC Implementation for BSNL Executives is due w.e.f. 01.01.2017. Accordingly, negotiations were conducted with BSNL Associations and Unions in March 2017 by then Hon'ble MoC Respected Shri Manoj Sinha ji, but it could not reach to positive conclusion. **Whatever may be reasons, but we convey our apologies for failure of very important negotiations which has impacted lakhs of families of serving and retired employees of BSNL.** Thereafter, due to Corona and VRS 2019 and other issues, this dialogue is not restored and there are no discussions on implementation of 3rd PRC. As on today BSNL executives are compelled to work on the pay scales of Year 2007 i.e. old scales approved before 15 years. Non-implementation of 3rd PRC has created unrest among the executives and about each and every employee/executive of BSNL is facing stagnation and facing financial crises due to increased dearness. Recently, the IBA has signed MoU with Bank employee Unions for grant of next pay Revision @ 20% Increase and we BSNL executives are waiting for our 3rd PRC which is due since 2017 i.e. last seven years. We all executives are facing much hardship as majority of executives are victims of other pending financial issues like non-implementation of upgraded Standard Pay Scales, Reduction of pay scales to pay scales lower than the assured and declared in recruitment Rules, Pay loss issues, non-grant of five increments and so on. We are very much thankful to you, for your good gesture and appreciation of dedicated efforts by BSNL workforce in providing quality services in difficult time. We are also thankful for you for keeping on records the proactive role of BSNL in Digital India Programme. Though, we executives are working hard without giving much importance to loss profit and following your words of **Service to the Nation**, but by quoting such losses, we are denied 3rd PRC. Due to non-implementation of 3rd PRC more than 50% of BSNL workforce is facing stagnation and there is no single rupee increase in salary of many executives since last few years. We request your honour to please give relief to BSNL executives from ongoing hardship by implementation of 3rd PRC with at least 10% fitment formula. We are ready for fresh or continuation of negotiations on the fitment formula but implementation of 3rd PRC is must so that the BSNL employees gets due benefits and continue to contribute for overall growth of Telecom sector in general and BSNL in particular.

Subject: Replacement of Intermediate Pay Scales E1/E1A &E2A by upgraded Standard Pay Scales E2 & E3:

This issue started with absorption of Officers working in DoT to BSNL wherein officers in DoT were granted intermediate pay scales as settlement of our association and DoT in 2004. But later in 2007 DoPT and DoT has issued directions for stopping these intermediate pay scales and its upgradation to higher Standard Pay Scales. But unfortunately this matter was dragged in court cases and finally in 2017 DoT has reduced the E1A Pay Scales to E1 and the pay of the JTOs working in BSNL is badly affected by this decision. This decision is causing heavy loss to BSNL recruited Executives and facing salary cut of Rs 15 to 20 thousands per month. **Out of 30000 Executives working in BSNL about 14000 are affected by this decision.** The executive working in single cadre of JTO and JAO which are equivalent cadres the different pay scales are existing. Some JTOs are given E1A Scales, some are given E1 plus five increments, some are given E1 plus One increments and some are given only E1 Pay scales. As per DoPT guidelines there should not be multiple pay scales in single cadre. As per Constitution of India, the principle of Equal pay for equal work needs to implemented in any organisation, but not implemented in BSNL. Unfortunately due to prolonged and continued ambiguity, **repeated requests of BSNL were not given consideration by Department of Telecommunication** and now BSNL management has taken stand not to raise this issue with DoT again as DoT is not responding to it positively and hence deadlock continues. We are sure that this deadlock will be cleared with intervention of your high office. Hence, we request your honour to look into this genuine issue and see that the principle of Equal Work Equal Pay and one cadre one pay scale and mainly DoPT guidelines are respected by the DoT considering pending request of BSNL for withdrawal of order No. 61-2/2016-SU Dated 17/03/2017 for downgrading pay scales and for conveying approval asked by BSNL for upgradation of Intermediate pay scales E1A & E2A to E2A & E3A i.e. the immediate next higher upgraded Standard pay scales. The detail note along with supporting documents is attached for ready reference please.

Subject: Fulfilling assurance of GoI for Five Time Bound Functional promotions in BSNL:

Sir, at the time of absorption of DoT Officers to BSNL, it has been given written commitment for five time bound promotions to all Executives in BSNL. We are very happy to see that BSNL management has taken certain firm steps in meeting this written commitment and approved BEEPRR 2018 Policy in Board Meeting. But before this decision of BSNL Board is implemented, it was derailed by certain officers and now Management also has not taken any further steps and issue is undecided with projection that it is closed. On this issue, BSNL has asked clarification from DoT about applicability of reservations in Time Bound Functional Promotions and same was not responded by DoT for five years. When matter was taken by SNEA through DyCLC New Delhi, then after prolonged time of five years instead of clarifying about applicability of reservations, now DoT vide letter No. Dated 22/04/2022 has directed BSNL to review this proposal of Time Bound Functional Promotions in view of VRS 2019. Since this letter from DoT, about one and half year has passed, but neither BSNL has taken any action on Time Bound Functional Promotions nor DoT has given any reminder to BSNL. While approval of Time Bound Functional Promotions, BSNL Management has fully justified it but after approval none of this is given consideration. Due to non-implementation of written assurance of Government of India for five Time Bound Functional Promotions, there are many court cases, disputes and BSNL is spending Crores of rupees on such court cases related to promotions. It is important that for implementation of Time Bound Promotions, BSNL has not to make even single rupee expenditure as every Body has been upgraded to upper scale through Non Functional Promotion Policy EPP 2007. The implementation of Time Bound Promotions or Change of Designations along with orders for EPP 2007, will clear all these court cases, all the litigation and disputes among the executives and BSNL will save lakhs of rupees on litigations, looking after arrangements and administrative powers in issuing Temporary promotions. **It is important that in implementing this Board approved decision as per written commitment of DoT/GoI has no single rupee financial burden on BSNL/DoT.** In our opinion, initially DoT has taken time of Five years to confirm applicability of reservations but not yet issued clarification and since last one and half year, issue is pending with BSNL without any action on directions by DoT. Due to this BSNL Executives are

getting higher Pay scales, but they are denied functional promotions. Due to this thousands of JTOs are waiting form their first Promotion even after service of more than 23 Years. All such issues, different Court cases can be resolved with Implementation of Functional Time Promotions as approved by BSNL Board. As such, it is required that Functional Time Bound Promotions or change of designations along with implementation of EPP 2007 is given early consideration and we are most confident that this issue will be resolved with kind intervention by your high office.

Subject: Applicability of Old Pension to the executives/employees recruited against Government Vacancies:

This is one of the burning issues of the executives of BSNL as the guidelines issued by DoP &PW GoI are implemented in Department of Telecommunications but same are not implemented in BSNL under same Department. As per recent orders by DoP&PW, the employees recruited against Government posts sanctioned before 23/12/2003 and allotted National Pension Scheme, are eligible for Old Pension Scheme. While formation of BSNL many of the Employees in BSNL are recruited against Government Post before 23/12/2003, but as policy decision the employees recruited by DoT and transferred to BSNL were given EPF scheme in place of NPS. There is no fault on part of the employees of BSNL. There are about 2500 overall employees of BSNL who fulfils the eligibility criteria but not given any consideration for submitting options for old pension as called by DoP&PW, Government of India. This issue has been reported to DoT by BSNL and its under consideration of DoT, and call is to be taken by DoT for issuing Presidential Orders for the eligible employees and the employees/executives of BSNL who fulfils the eligibility criteria and should not be deprived only because they are covered under EPF scheme and not NPS as it was not their choice and it was decision of Government of India. The kind intervention from your high Office will definitely give positive results on this issue and the affected employees/executives will get justice.