

**ALL INDIA BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA / MH/ 11-12

Dated 04/10/2011

To,
Director (HRD),
BSNL Corporate Office,
New Delhi.

Respected Sir,

We welcome you in Financial Capital of India . We hope you will enjoy your stay in Mumbai with fruitful discussion and solution about viability of BSNL .

BSNL viability and the Administrative Ministries are making effort to bring the BSNL in profit. BSNL was asked to pay interest for notional amount paid to BSNL on paper. Rs 8000 crores paid for the WiMAX spectrum allotment, 10,500 crores rupees paid for 3G spectrum and no tender for cable in the last four years and cancellation of GSM equipment tender more than four times are the main cause for BSNL s down fall In the recent years.

Customer delight month was an Idea mooted out by AIBSNLEA and other Unions and Associations were persuaded to follow that to express the customers we not only care for our cadres but also to customers without whom BSNL and thereby Association, Unions can not exist.

(a) Procurement of equipment and materials and developmental programmes: The issue of lack of mobile equipments, cables, modem etc. should be taken with the concerned officers in the Corporate Office for procuring the same.

(b) Effective implementation of Projects: Projects like CDR, ERP etc. are either being delayed or not effective as required. These projects should be got implemented effectively.

(c) Posting of Executive Directors: For effective supervision and implementation of developmental activities, it proposed that the Executive Directors now working in the Corporate Office should be allotted to the Zones and posted there.

(d) National Broadband Network Plan : Association demands that laying of the National Optic Fiber Network (NOFN) be got entrusted to BSNL.

(e) BSNL/ Telecom / P&T co-operative Societies as Direct Selling Agents : The suggestion of the Association to entrust the BSNL / Telecom / P&T co-operative Societies as Direct Selling Agents (DSA) of BSNL .

(f) S&D Policy: New S&D Policy 2009 should be implemented in true spirit to increase the revenue.

(g) Franchisee: Head Post Offices may be appointed as a Franchisee and Sub-post offices as a retailers so we can reach in the rural area where franchisees are not providing our services

(h) ITI merger with BSNL – Association oppose the merger, since ITI is a manufacturing company while BSNL is a service provider. Further merging two loss making companies make no sense.

(i) BSNL-MTNL Merger - Association feels that merger will help synergy and PAN India presence. But at the same time, the difference in pay of the employees and pension schemes as also that MTNL is disinvested while BSNL is not disinvested etc. should be comprehensively solved before merger takes place.

(j) All services to be prepaid: Association feels that all services to be converted in pre-paid including LL, which will minimize the outstanding amount and the customer who really trusts will take services from BSNL.

(k) Subsidy: Association demands that services provided in loss-making areas as obligatory services should be recouped by subsidy.

(l) Sanction of Estimate: Estimate should be sanctioned at earliest for operation.

(m): OFC Maintenance: Separate team should be formed at SSA Level with all required man, material and motor.

(n) Tender:- Tender may be floated and small size cables may be made available.

(o) Value Added Services on Mobile: More Value Added services to be provided on mobile to increase revenue.

Some grievances of AIBSNLEA Members needs your kind attention

(a) SDE to DE (Adhoc) and (Regular) promotion : We request to initiate DPC to fill up vacant DE (Regular) and DE (Adhoc) posts.

(b) DE to DGM promotion :

We request that some senior most DEs whose seniority is undisputed may be promoted to fill up the vacant DGM posts.

(c) DPC from AO to CAO: We request to process the case to initiate DPC from AO to CAO (Adhoc) to BSNL Management Committee for approval.

(c) VRS to BSNL Employee : The Association strongly opposes the VRS which is required in view of the heavy wage bill payment and viability of BSNL. We strongly opposed such a move of VRS to One Lakh employees without having any roadmap that in what way it is going to benefit BSNL. BSNL Management instead of realizing its failure to manage the company well is shirking its responsibility by pleading in all the forums that BSNL staff strength is the big problem of its losses is not at all justified. BSNL Management bitterly failed to extract the work from the employees and did not procure equipment, material in due time which has adversely affected the viability of BSNL. BSNL Management could not resist against the wrong policies of Govt. viz. payment of Rs. 18,500 crores as 3G of BWA spectrum charges, reimbursement of license fee and spectrum charges, withdrawal of ADC, payment of AGR and non-payment of OPEX charges etc. The ITS absorption issue continued to linger on and they are leading BSNL without owning the responsibility and commitment. These are the main reasons, which has put BSNL under losses. Hence BSNL management instead of making BSNL employees as "Victim of the situation" should concentrate procurement of equipment, stores i.e. cables, telephones instruments, GSM equipments, Broadband modems, MLLN equipments, Drop wire etc to improve the quality of service and to strengthen its Marketing & Sale Units. BSNL Management should treat its manpower as its strength instead of liability by making its best use.

(d) Tenure/request transfer of AOs: We request to consider the request transfer and show our serious resentment against delay in issuing the tenure/request transfer even after completion of more than three years. AOs/Sr. AOs due for transfer are seriously frustrated.

(e) Holding of Committee meetings on Pay anomaly case - Senior Executives are drawing less pay than their Juniors and Sr. AO/Sr. SDE & PA/PS recovery case: We request to take necessary steps to avoid abnormal delay in submitting Committee report on these issues i.e. Senior Executives are drawing less pay than their Juniors and Sr. AO/Sr. SDE & PA/PS recovery case.

(f) regularization of qualified and trained TTAs now officiating as JTOs.: These officials stand qualified as JTOs, passing the Screening Test conducted in the year 1999/2000 under JTO Recruitment Rule 1996. No protection was given in the JTO Recruitment Rules-2001, to accommodate TTAs who have already qualified in accordance with the previous RR. A good number of officials qualified as per JTO RR –1996 were given the required pre-appointment training and they are now officiating in the cadre of JTO in various parts of the country **for the past six or more years without getting regularized as JTOs, only because of the administrative lapses on the part of BSNL.**

(g) Extending the date of Option for Pay Fixation (TO SWITCH OVER TO NEW PAY STRUCTURE) for those who got promotion and upgradation from non-executive to Executive grade subsequent to 07.05.2010:

1) Revision of IDA Pay scales in respect of Executives was issued on 05.03.2009 and they have been allowed to exercise their option to switch over to the new pay structure on 01-01-2007 or on the date of promotion/financial up-gradation or on the date of accrual of increment in the existing scale (without restriction that only executives promoted/financially upgraded upto 05-03-2009 can only exercise such an option i.e. the date of issuance of office order No.1-50/2008-PAT (BSNL) notifying the revision of IDA Pay scales of Pay of Executives.)

2) Revision of IDA Pay scales in respect of Non-Executives was issued on 07.05.2010.

3) Those officials who got promoted from non-Executive to Executive cadres on or after 07-05-2010 have been denied the benefit of switching over to the new pay structure vide letter dated 18-05-2011

4) Some of these officials officiated in the pre-revised scale of 9850-250-14600 prior to appointment after qualifying in the examination before deputed for training.

5) In Central Government the officials were allowed to exercise option to switch over to the new pay structure upto 31-12-2010 even though the VI Pay Recommendations were notified in 29-august-2008. More than two years time was allowed to exercise option to switch over to the New Pay Structure.

6) In the case of non-executives the 2nd PRC was notified only on 07-05-2010.

7) Hence there is justification to extend the date of exercising the option to switch to the new pay structure upto 31-12-2012.

8) In central Government all the pay scales were notified simultaneously i.e. on 29-08-2008. In BSNL the pay scales of Executives and Non-Executives were notified on 05-03-2009 and 07-05-2010 respectively.

9) This option will be benefiting very few young officials who are drawing very less pay scales in non-executive cadres.

10) Since their pay is going to be fixed from the date of their promotion in the Executive Cadre they will continue to draw the pre-revised IDA Pay Scale Pay(no change in their (pay) there will not be any financial burden in this regard and all the arrears they have received up to the date of promotion will be adjusted/recovered since fitment will be given only on the date of exercising option to the Executive grade.

11) Further this extension of time is allowed to the officials vide BSNL CO Lr. No: 1-49/2010-PAT (BSNL) dated 23-12-2010, who are working in BSNL on deemed deputation and are drawing pay as per VI Pay Commission Recommendation.

12) Hence the benefit extended to non-absorbed officials should also be extended to the absorbed official

[h] Implementation of DPE OM dated 02.04.2009:- We request for the implementation of DPE OM dated 02.04.2009 regarding 78.2% IDA fitment benefit. And perks from the date of issue of DPE Order ie 26/11/2008.

[L]Payment of PLI for year 2010-11: PLI for the year 2010-11 may be paid . The PLI is paid to the department who are in loss and some of CPSUs ie ONGC, HPCL,IOC,BPCL are paying PLI even in loss

We hope for favorable decision
With Best Regards

Yours faithfully

(V.P. Kulkarni)
Circle Secretary
AIBSNLEA Maharashtra Circle
@ Nashik