**No.:**  **SNEA/MH/2022-25/Corr/Mgmt /Admin/Letter no.:6 Dated 3 Feb 2023**

To,

Shri Arvind Vadnerkarji,

Director(HR),

Corporate Office,

BSNL, New Delhi

Sub : Various HR issues of Executives in BSNL for your kind consideration.

R/Sir,

 At the onset I will like to welcome you to the Orange City of India for 19th All India BSNL Kabaddi Tournament. It is a great pleasure to have a informal meeting with such a noble and honorable dignitary. I will like to take this opportunity to interact and put forth various HR issues which needs your kind consideration and intervention.

 I am thankful to you for issuing long pending promotion orders for SDE to AGM Telecom, JTO to SDE Civil etc. We are hopeful that during your regime more promotion orders will be issued for employees working in various streams of BSNL such as Electrical accounts etc.

Sir, I wish to bring to your kind notice that when majority of the Central PSU’s are having Time Bound Functional Promotions/Upgradations, BSNL is missing such mechanism and lot of employees have to wait for their promotions for decades together. Our organisation BSNL is like our Country India ,having large demographic diversities but still its unity is admirable. Similarly in BSNL we have various streams such as Telecom,Civil,Electrical,Architecture and Accounts and Finance. The issues of all streams are different and it needs to be taken care differently.

I will like to thank you for taking efforts to resolve the long pending issues. We are aware that the issues cannot be resolved at one stroke but a continuous and dedicated efforts to form a sustainable framework is needed to get rid of these long pending issues. It is said that a satisfied employee is himself a goodwill brand ambassador of the company. Multinational and Corporate firms are taking efforts to retain their skilled manpower by way of granting them regular promotions and suitable hike in salary. It is the need of the hour to have similar strategy to retain our talented manpower.

Sir, I wish to put forth various HR and welfare issues which are of utmost importance for the executives of BSNL

1. **3rd PRC –** BSNL has been declared as a strategic PSU in Telecom by Government of India. As a Semi Government Body,BSNL has to depend on Government for most of its strategic decisions. **BSNL has to provide services in Backward and underdeveloped Rural areas, Naxal hit areas and Border areas**. This services are provided as national Telecom carrier and is a non profit business. BSNL employees have worked wholeheartedly in dynamically changing Telecom market,initially from non-competitive monopolistic market to highly competitive market, from comparatively stable Landline market to continuous technological changes in Mobile Business emerging from voice oriented 2G to High speed Data oriented technology. Major challenges also faced by the employees because of mass retirement in January 2020 by way of Voluntary Retirement scheme 2019. Being a Government PSU,BSNL has to work for social enhancement instead of core commercial business,it is thus **necessary to advocate for the removal of affordability clause which is essential for implementation of 3rd PRC.**

3rd PRC is implemented from January 2017 thus a period of 6 years already gone and till date no concrete assurance in this matter hence we request your goodself to take up the issue of 3rd PRC with Department of Telecom and Government of India. This issue is affecting all the employees of BSNL and will act as a moral booster to BSNL workforce if resolved.

1. **Implemetation of Standard Pay Scale in a right spirit –** Sir, the issue of

Standard pay scale come to forefront after implementation of 2nd PRC. Before 2nd PRC two non standard pay scale exist in BSNL one for JTO/JAO equivalent and another for SDE/AO equivalent posts. The JTO’s/JAO’s appointed before 2007 have got there first time bound promotion before implementation of 2nd PRC but the JTO’s/JAO’s who were appointed after 2nd PRC were not in standard payscale and thus they are facing huge financial losses, to the tune of, Rs 10,000 to Rs 20000 per month.

 The JTO’s/JAO’s appointed before year 2014 were appointed in E1A scale and after notification of JTO RR 2014, the payscale degraded to E1. Similarly vide latest JAO RR notified in December 2022 the payscale of JAO also degraded to E1 having retrospective effect. **This degradation of payscale to E1 is against Article 14 of the Indian Constitution and also is in contravention of the principle of natural justice as for recruitment on same post executives are fixed in different pay scale in same organisation.**

It is established principle by Supreme Court in many cases that the payscale of existing employees cannot be reduced, hence JTO’s/JAO’s appointed before notification of RR’s have not suffered the pay loss but those recruited after the notification are suffering major losses due to degradation of pay scale.

 It is a humble request to reconsider the decision of reduction of pay scale to E1 and implement E2 as pay scale for JTO’s/JAO’s which will resolve pay loss issue to a greater extent and will also be helpful for motivation and retention of the skilled young work force. **Till the issue of standard pay scale is settled E1+5 increments shall be granted to all the affected executives as a one time measure.**

1. **Issue of Fake Caste Certificate in case of ST Candidates –**

In BSNL the actions initiated against the ST candidates on basis of a complaint by MLA Udaysingh Padavi needs to be re-looked upon. **In Indian Judiciary system no accused is adjudged/defined criminal unless it is undoubtedly proved so.** But here from very first letter issued by BSNL Management the word “Fake Caste” is used which is against the principle of justice and implies the biased view of the administration. I wish to bring to your kind notice following few facts which will be supportive in establishing the biased approach of administration in Maharashtra Telecom Circle

 (i) The complaint by the Ex-MLA is made with names of officials that means the names must have been provided by some person working in BSNL office. Have BSNL carried out any enquiry that how the names reached to the complainant?

 (ii) In most of the cases the Caste Certificate is issued by the competent authority before year 2001. The District Collector/District Magistrate had the authority to issue the caste certificate. According to BSNL Nomenclature the issue is of Fake Caste, then BSNL should have contacted the issuing authority regarding the authenticity of the certificate. The employees have even sought the verification certificate from the issuing authority but BSNL has not accepted it instead BSNL is directing the employees to get the caste certificate validated by the Scrutiny Committee.

 According to the DoPT Letter No 12-01/2022-SCT dtd 9/9/2022 addressed to CMD,BSNL and endorsed by BSNL Corporate Office vide letter no 60-04/2021-SCT(Part)/BSNL dtd 29/09/2022 further endorsed by BSNL MH Circle office vide its letter number MHCO-RECT/17(15)/6/2020-O/o GM(ESTT)-BSNL-MHCO-Part(1) dated 23/01/2023, Point 2 Clarification(i) the appointing authority should initiate the process timely for verification of Caste.

 Most of the executives have served for 20 years or more. As per the guidelines the Validity of the Caste should be checked within two years of recruitment. If the administration has done this activity in time then according to the existing rules at that time the genuineness of the certificate could have been verified easily because the issuing authority is still verifying that the caste certificate is issued by their office but after 2001 the Rule in Maharashtra for caste verification have changed and the validity is done by a scrutiny committee. If the executives who have served dedicatedly for period of about 20 years are more are required to prove their validity is a great injustice towards them. It is thus requested to look into the matter more sympathetically for solution of the issue.

1. **Land Monetisation –**

The land monetisation proposal of BSNL is undoubtedly good source of

alternate revenue generation. But there are certain flaws which needs to be addressed. **In case of land monetisation the proposal “sale the land” needs to be reviewed as the sale of land parcel will generate one time revenue.** In addition to this there are certain issues faced while selling the land parcel

(i) The land is not transferred to BSNL.

(ii) The land is lease hold.

It will be a better proposal if BSNL decides to develop the land parcel and gets regcurring revenue instead of one time revenue. This can be achieved by few alternate ways as discussed below

1. BSNL develops the land on its own and then lease out/rent out –

Here BSNL will have to invest in development of land and infrastructure either on its own or by way of loan.

1. BSNL allows to form BSNL employees society with specific purpose –

If allowed this will benefit both the employees and BSNL. The Employees society will be formed with specific purpose and the employees will invest in the society via shares or FDs. BSNL will enter into agreement with such society, the society will develop the land parcel for residential/commercial purpose. Fixed part of the developed land will be leased out to the employees of BSNL/share holders of the society on nominal/minimal rates the remaining part be leased out to outsiders at market value and a revenue sharing agreement can be done with the society. In this way BSNL can develop its land parcels without investing single penny, the ownership of the land parcel remains with BSNL and also result in continuous revenue generation.

1. BSNL works on PPP model and have private partner to develop the land with

mutual revenue share agreement.

Here the proposal is similar as discussed in (b) above only instead of employees society the land will be developed by a private partner, some part of this will be used for BSNL own purpose such as Exchange etc, some other part will be used for residential use of its employees as per existing scheme or lease out and the remaining will be used for leasing out to outsiders. A revenue share agreement between private partner and BSNL may be done. Here also BSNL can develop its land parcels without investing single penny, the ownership of the land parcel remains with BSNL and also result in recurring revenue source.

1. **Business Diversification and Business expansion –**

BSNL is the only telecom company in India which provides all types of Telecom

services be it landline,ftth,lease circuit or mobile services. BSNL has gone through peak and downfall in terms of revenue.

 If we look at the business strategies of any Major Corporate Company or Multinational Companies we can see that majority of the companies are not into a single product/technology line but rather they are into different business segments. The policy adopted by this companies is that every product has its own business cycle thus having peak and down points. At the down cycle of one product they earn from other product which may be at the peak on similar time line.

 BSNL shall try to diversify and expand its business, here are some areas we can look into

1. **Business expansion –**
2. BSNL has successfully implemented many USO projects also it has

successfully done the prestigious and ambitious Digital India project connecting GPs on Fiber. **The expertise of BSNL in this field can be used for giving consultancy or even doing project planning and implementation in Under Developed or developing Countries where there is need of such Project Consultants.** BSNL should think beyond India and try to expand its business internationally. If done so, BSNL will have advantage of being a international brand and its employees will be motivated if they get a chance to serve BSNL outside India.

 **(ii)** BSNL can **expand its business into the field of DTH(Direct to the Home)** either on its own or in partnership with some private vendor through PPP model.

 **(iii)** BSNL can **expand its business in the field of IPTV and Content Service provider** as is done by private players like Reliance Jio etc.

 **(iv)** BSNL shall enter into production-some achievable products being the ONT’s and OLT’s.

1. **Business Diversification –**

There are number of fields where BSNL can diversify its business a few are

suggested below.

BSNL Team having the experience and expertise in field of Construction

 of Buildings etc. BSNL can enter into the field of **Real Estate Management Company.**

BSNL can also enter into **Banking services similar to that of Postal Bank**

 as BSNL is having its presence in even rural and interior parts of India.

1. **Promotion in Electrical Division –**

The JTO’s in Electrical Division are working for more than 25 years on the

same post and have already crossed E5 scale. This JTO’s are waiting for their first Promotion and are on verge of stagnation in pay scale. The JTO’s in Telecom sector junior to this JTO(E) have promoted to SDE’s but this JTO’s are denied chance of promotion. It is a sincere appeal to look into the matter for early settlement of the issue.

 **(7) Impractical Targets in IPMS –**

Sir, There is mass unrest amongst the executives due to assignment of

impractical targets in IPMS. On one hand target is given for increase of landline connection and on another hand target for conversion of landline to ftth is assigned. The targets assigned in every segment is very high and is practically not possible to achieve. Due to the unprobeable targets the IPMS score is affected and in turn the APAR is also badly affected. This is demoralising the executives. The practically achievable targets in IPMS is the need of the hour, hence it is requested to take appropriate steps for proper target setting.

 **(8) Relieving of Executives posted to Hard Tenure and Choice Posting –**

Sir, In 2016 after suicide of one of the executives working in NE, corporate office have issued instructions regarding relieving of Hard Tenure executives on completion of tenure and issuing their transfer order before completion of their tenure period. Till last year this instructions were followed but since last six months it is observed that the executives have completed their tenure period and waiting for relieving for last 2-3 months and are not yet relieved. The corporate office also not issued their ERP relieving order. It is requested to give justice to this executives by relieving them at the earliest.

 Sir, I will also like to point out that earlier to encourage Hard Tenure posting, the executives were allowed choice posting of Circle and SSA. But now a days there is an increasing tendency of management to not allot choice circle and even if circle allotted not willing to post the executive at choice SSA giving the reason of administrative contingency. It is requested to issue clear instructions for choice posting of executives completing Tenure Posting.

 **(9) Super Annuation Benefit(SAB) 30% -**

BSNL recruit employees are not eligible for Old Pension Scheme, thus they are devoid of post retirement social security. In present situation the BSNL recruits are having the pension through EPF-EPS which will be around 6000 Rs/- which is very less. It is thus necessary for the social security of the BSNL recruit to have Social Security Scheme such as SAB with total contribution of 30%. After more than 22 years of formation of BSNL the issue is not yet resolved in toto. The tyranny is that the existing contribution is also not paid regularly by BSNL.

 Sir, I have taken this opportunity to present before you some of the burning issues faced by BSNL executives. SNEA not only work for resolution of HR issues but also works for development of BSNL and always cooperate with management on development issues for betterment of BSNL. Hence some suggestions regarding Land monetisation and Business Expansion and diversification are put forth.

 With Warm Regards,

Sincerely Yours,

 **Samir Khare**

 **Circle Secretary,SNEA**

 **Maharashtra Circle**