**No.:**  **SNEA/MH/2022-25/Corr/Mgmt /Admin/Letter no.:14 Dated 27 June 2023**

To,

Shri Arvind Vadnerkarji,

Director(HR),

Corporate Office,

BSNL, New Delhi

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

R/Sir,

 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.

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 have to wait for their promotions for decades together. employees 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. **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 and the recent letter issued by Central Railway,Mumbai dtd 14/06/2023 –**

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.

**Sir, here I wish to attract your attention towards a letter issued by Central Railway,Mumbai dtd 14/06/2023(attached herewith) which is written with a positive spirit and with real intention of resolving the issue. I request your goodself to go through the letter and implement similar mechanism in BSNL so that the issue of affected employees of BSNL is resolved in totality.**

 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. **Implementation of Long Stay Transfers in High Ranked/Super Class I executives –**

Sir, the Corporate Office BSNL has taken initiative of long stay transfers of

executives and transferred all the executives of rank of JTO/SDE/AGM in inter circle and intra circle transfers orders.

 However I will like to point out that there are many super class I officers in Maharashtra Circle who are working in same station/post for years together violating the norms of sensitive posts. I hereby request you to consider the transfer of such officers also to give a positive message to all executives.

1. **Land Monetisation particularly in Mumbai-Powai,Prabhadevi etc –**

Sir, you being from Maharashtra very well know that how critical it is to get

the residence in Mumbai. Now BSNL and MTNL have taken stand of monetisation of assets at Mumbai particularly Powai and Prabhadevi. In this two staff colonies more than 200 employees family stay. I wish to bring to your kind notice some of the important facts and request your good self to take up the matter with suitable higher authorities to avoid the hardship to the employees of BSNL in Mumbai.

 Here I wish to state before you the particular cases of Wireless Staff Quarters and Paach Bungalow Staff Quarters in Mumbai. W.r.t the Land monetization guidelines these two staff quarters were vacated about 6 months back. The residents of this quarters were asked to vacate the staff quarters, some were the staff of BSNL while some other have seek residence under Crop Policy. To create space for this occupants some residents of J.B. Nagar colony residing under Crop Policy were forced to leave the Quarters and in some cases Police Force was used for vacation.

 Now I wish to state some facts which makes us believe that this vacation of staff quarters has not gone in favour of BSNL rather it has gone against the interest of BSNL and even caused financial loss to the company. I request your good self to take this letter in right perspective, analyse the facts and take corrective action if you feel that the points raised here are authentic and thought worthy.

(1) As per the authentic information received the two land parcels discussed about cannot be monetized in near future as there is a need to remove reservation of this land from Land Reserved for Telecom Equipment Building/ Telecom Staff Quarter to normal category. Unless this reservation is removed it is not possible to sell this land. As per the information received it may take months together before this reservation is removed.

(2) I also wish to bring to your kind notice that the data sent to Corporate office regarding Total number of Quarters available and Total Quarters vacant may need correction. The data sent earlier may be correct in figure technically but as per the information received from various employees residing in Mumbai from many years, many of the quarters are not in a liveable condition and some buildings appears to be structurally very weak. It is thus important to verify the buildings by carrying out structural Audit of these buildings through an Independent agency such as BMC to identify the life of the Building to avert risk to the life of the residents.

(3) A slum is available near the Paanch Bungalow Staff Colony and there is quite possibility of encroachment in this colony by the slum dwellers if the space left vacant. Already we have lost lot of land in vicinity of BSNL Circle Office building at Juhu Danda Road because of the encroachment by the slum dwellers and roughly the lost land is equal to the remaining land parcel.

(4) BSNL is losing revenue every month due to vacating the staff quarters by CROP Policy Residents. This issue may attract audit objection also.

(5) There is a probability of theft if the quarters are kept vacant which may cause loss to BSNL property.

 After the above points of discussion now I wish to attract your attention towards the current notice served to the residents of Powai Staff Quarters. It is evident from above points that though Land monetization seems to be attractive model for revenue generation but its practical implementation is very tough and much preliminary work needs to be carried out before actual land monetization.

 I request your good self to consider certain points as discussed below before going for vacating the staff quarters at Powai

(1) All the necessary State formalities in regards to land reservation needs to be completed.

(2) As per the previous experience of Wireless Compound and Paanch Bungalow the total vacation of building requires maximum time frame of 3-6 months. The Vacation of Staff Quarters procedure may be initiated after preliminary formalities are completed.

(3) During the time span available the civil work for structural audit of alternate locations buildings may be carried out through independent agency. After completion of the structural audit the work of renovation/reconstruction of the buildings at alternate locations may be completed before vacating the staff quarters.

(4) Large space is available in Juhu Danda Colony and it can be utilized for construction of 2 or 3 tower buildings to accommodate the staff within the premises which will be convenient for all.

(5) The vacant staff quarters at Powai may also attract encroachment if left vacant for long time.

1. **Promotion in Electrical,Civil,Architecture and Telecom Factory –**

The JTO’s in all streams of non-recruiting wings of BSNL viz.Electrical,

Civil,Architecture and Telecom factory are waiting for their first promotion since last about 23-27 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’s have promoted to SDE’s but this JTO’s are denied chance of promotion. The SDE’s in this non-recruiting wings are also waiting for their promotions since long.It is a sincere appeal to look into the matter for early settlement of the issue.

 **(6) 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.

 **(7) Regarding qualifying date for SDE to AGM LDCE –**

Sir, it is to bring to your kind notice that the Qualifying dates for all the LDCE commenced till date was taken as 1st July of the year in which exam is to be held. But in the recent notification for SDE to AGM exams the Qualifying date is taken as 1st January due to this all the SDE’s who have passed LDCE 2015 are deprived the chance of appearing the exam. As the exam was conducted in 2015-16 and if the result would have been declared in time then all this executives would have qualified for appearing the exam. **Hence it is a humble appeal to consider the qualification date as 1st July 2023 as one time measure and give relief to affected executives.**

 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.

 With Warm Regards,

Sincerely Yours,

 **Samir Khare**

 **Circle Secretary,SNEA**

 **Maharashtra Circle**

Encl. : Central Railway letter regarding Caste Verification.