

FORUM OF ALL ASSOCIATIONS OF BSNL
(ASSAM TELECOM CIRCLE)

No : ASM/FAAB/2023-24

Dated: The 29th of May, 2023 at Guwahati

To,

Shri Arvind Vadnerkar Ji,
Director HR, BSNL,
New Delhi

Sub : Submission of Vital HR Issues affecting the executives of Assam and NE Region for your kind intervention - reg

Respected Sir,

We heartily welcome you on your visit to Guwahati City, the gateway to the North East. We take this opportunity to apprise the following critical issues being faced by the executives all over India in general and of Assam & NE region in particular :

Region Specific HR Issues:

1.1. Inter Circle & Intra Circle Longest Stay Transfer Policy is very harmful for hard tenure Circles :

The recent inter circle and currently proposed intra circle transfers of longest stay executives is going to affect the maintenance of services across the Circle and anticipated to adversely affect the revenues of BSNL in the long term.

That Sir, Assam Circle, being a Tenure Circle, is constantly faced with the scarcity of human resource across all the cadres in totality, starting from JTO/JAO to AGM/CAO. To address this perennial issue of shortage of executives in the Assam & NE Region, the Govt. of India has implemented the tenure transfer policy where officers from other parts of the country come here to serve for 2 years and go back to their home circles after completion of tenure.

Such regular change of officers at such short intervals is one of the reasons that Assam Circle is lagging behind many other circles in the telecom sector. The executives who belong to this region have lent a continuity to the services in the face of such frequent change of officers and this is the sole reason that there has been no total breakdown in telecom services of BSNL.

But the current policy of mass scale transfer being followed by BSNL Corporate Office on being applied to even those executives who belong to the hard tenure regions is likely to create rippling effects on maintenance of services soon enough.

Further Sir, many JTOs and JEs in Assam Circle who hail from different states of India have already applied for Rule 8 Transfer to their home states having completed 5

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years of service, and many more such transfer applications are in the pipeline. In the near future, Assam Circle will have to release these JTOs and JEs, which will further affect the manpower scenario as well pose serious challenge to maintain the continuity of services.

Again a substantial number of JE's (17 nos.) have already been promoted to JTO via LICE and have been transferred out of Assam. It may be acknowledged that the current position of the shortage will even be further aggravated post such transfers.

Considering these peculiar problems being faced by hard tenure circles it is requested not to implement the longest stay inter circle or intra Circle Transfer policy to hard tenure circles.

1.2. Concept of Surplus & Deficit Circles is posing hurdles in implementation of Rule Transfer policy :

The newly implemented concept of surplus and deficit circles and restrictions on request transfers based on such parameters has created multiple roadblocks in case of the JTOs/JAOs seeking Rule 8 transfer to surplus circles as well to JTOs/JAOs seeking transfer from deficit circles. As a result such JTOs , even after putting in years of service away from their homes are unable to get transferred to near their homes and take care of their parents in old age.

The concept of surplus and deficit circle may be reviewed as it is seen that field units are facing manpower shortage even in surplus circles. Also, recruitments may be done to fill up the vacancies of deficit circles.

Such restrictive conditions may be relaxed for JTOs seeking Rule 8 transfer from hard tenure circles.

Also, the surplus or deficit status of executives in various circles should be updated every 3 months as it's a dynamic parameter and keeps on changing.

1.3. Regarding extension of all benefits to executives from hard tenure circles seeking transfer to other circles at par with executives from other circles and issuing of Clear Guidelines regarding period of stay:

We are constrained to bring to your kind knowledge that our officers when goes on transfer under inter circle to any other circle (including other hard tenure circles) are debarred from getting double HRA as like officers of other circles. This measure of different yard sticks being used is highly irrational and discriminatory in nature. We request your benign self to kindly issue suitable instructions so that this indifference policy is done away with. Such a discriminative policy is also violative of Article 15 & Article 16 of Constitution of India.

We would also like to apprise your good self that there is no clarity on the inter circle transfers issued with regards to number of years that a transferee has to stay out of his circle. Earlier after serving two years out of circle an officer was entitled to apply

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for return to his parent circle, but that said provision is not reflected. The executives of hard tenure circles seeking transfer to normal/hard tenure circles are in a fix due to no clear guidelines on this issue. We request your kind intervention in the matter and suitably include it in the policy.

All India HR Issues :

2.1. E2, E3 Pay Scales to JTO/JAO and SDE/AO :

The revised pay scales of JTO/JAO and SDE/AO as per 2nd PRC are not yet implemented by BSNL. DOT has issued wrong presidential order in 2017 by degrading the scales of JTO/JAO and SDE/AOs and going against the recommendations of BSNL Borad and DPE guidelines on the matter and hence it was not implemented by BSNL. It is felt that if, if BSNL management takes a proactive stand with DOT on this matter, conditions are definitely favourable and conducive at this point of time for getting the fresh presidential order issued as E2 for JTO/JAO/Equivalent grades and E3 for SDE/AO/Equivalent grades. It will also work as conduit during the merger plan of MTNL with BSNL, where the scale of JAO/JTO equivalent is E2 else the legal and organization complication will arise.

That Sir, the youngest recruits of BSNL (JTOs/JAOs) are denied the standard pay scales of E2 citing financial crunch although these young executives are not responsible for losses caused due to policy decisions. The other way round we can say that BSNL has forced the junior most executives of BSNL to bear the burden of such losses by forcing only them to work on such meagre pay (by Industry standards). Hundreds of newly recruited JTOs/JAOs are leaving BSNL every year due to such poor and discriminatory HR policies. Mere resolution of this single issues will take the stature of BSNL very high in the hall of PSUs in India.

2.2. Increase in quantum of SAB for BSNL Recruited employees:

The revenues of BSNL witnessed increase when compared to the last financial year. Hence, we appeal and to review and increase the quantum of SAB immediatly. The SAB is one of social security provided to BSNL recruited employees.

2.3. Pay Loss Issue of JAOs JTOs Recruited/ Promoted in E1 Scale: Lots of young executives are deeply de-motivated as they were given initial basic as 16400 in the new E1 Scale only despite of the Board approval of E2 Scale for JAOs/JTOs causing huge loss to the young executives. This loss needs to be compensated and made at Par with other employees in similar grade by extending five advance increments (E1+5) at the initial basic as an interim measure till E2 is approved. Stating that, they have been recruited in E1 and hence are not eligible is a misnomer as the scales approved are E2 for them and they are well eligible for this interim compensation of E1 plus five advance increments.

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- 2.4. **Basic as Rs 22820/- for post 2007 rectts., especially 2007, 2008 Rect JTOs and 2010 direct rect JAOs who were recruited in the pre-revised scale of E1A:**
Our young executives recruited in BSNL are grappling with pay loss issue since a long time. Pay loss is a serious issue and cannot be simply ignored. We request for resolution of pay loss (Rs 22820/-) for the externally recruited JTO batches of 2007, 2008 and 2010 direct recruited JAOs.
- 2.5. **Implementation of 3rd PRC in BSNL:** In recent meetings held with associations, it was assured to send the reminder letter to DOT for implementation of 3rd PRC as per the MTNL with BSNL, where the scale of JAO/JTO equivalent is E2 else the legal and organization complication will arise.
- 2.6. **Consideration of SDEs to AGM promotions and AO to CAO promotions:** We Thank management for releasing promotion orders to the SDE grades in July and December 2021 and November 2022 in AGM grade. However, still a major chunk of executives is pending for promotions and are stagnating in the SDE cadre for more then 10 years despite availability of vacancies and strength. These executives belong to list 9 to the list 13 and have completed their prescribed residency period. We request management to consider promoting these executives immediately to AGM grade.
- 2.7. **Increase of vacancies of LDCE/SCF from JTO to SDE and SDE to AGM:** We are of the view that the sanctioned strength calculated in cadre of SDE and AGM is not commensurate with actual field requirements, where shortage of manpower is a common phenomenon in manning of services across all circles. In view of the same, the same, the vacancies for LDCE/SCF promotions both for JTO to SDE and future SDE to AGM cadres may be increased to accommodate all the eligible executives and recruitment of JTOs may be further done as per necessity.
- 2.8. **JTO to SDE Promotions:** As the new SDE (T) RRs are now released the exercise to initiate promotions through DPC for subsequent batches also needs to be done immediately.
- 2.9. **Immediate implementation of DRF scheme:** In case of sudden demise of working employee, a lump sum death relief fund should be provided to the deceased family member for immediate financial support. In various meeting with our CHQ during, your good self has assured to implement Death Relief Fund (DRF) for all BSNL employees as many families are prone to face serious social security issues in the case of death of an employee.
- 2.10. **Upward revision of Outdoor medical claim limit:** An urgent intervention is required to enhance the outdoor medial claim limit for all working employees to meet up the increased medical expenses.
- 2.11. **Extension of Laptop policy to all Executives:** Recently, BSNL CO released a reimbursement policy for purchase of Laptops for DM and above level executives of BSNL Corporate Office only. We appeal to extend the same facility to all Executives across all Circles to improve the productivity of JTO/JAO, SDE/AO and AGM/CAO cadres.

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- 2.12. **Revision for TA & DA Rules:** The executives below the rank of DGM are governed by age old TA/DA rules of the year 2002. At the living cost of present day is increased many time from last 20 years. It is not encouraging to treat the working employees with such a low level of dignity. It is humbly requested to issue the revised TA/DA rules for all executives.

That Sir, we have firm faith that with able initiative and direction you shall be able resolve some of these major HR issues affecting the executives withing your tenure and enable the BSNL employees to take pride in the HR policies of BSNL as well as their job roles at par with other leading PSUs of the nation.

Snr
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(Satyajyoti Nath)
Circle Secretary
AIGETOA – Assam

Mr
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(Barun Baruah)
Circle Secretary
SNEA – Assam

Subhendu
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(Subhendu Bhattacharjee)
Circle Secretary
AIBSNLEA– Assam

Copy for kind information and necessary action to :

1. The Chief General Manager of BSNL Assam Circle
2. The General Secretaries of AIGETOA, SNEA & AIBSNLEA.