



UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

(AIBSNLEA & AIGETOA)

ANDHRA PRADESH CIRCLE, HYDERABAD



My dear comrades,

It is the duty of associations to fight for pay, pension and the career progression of its members and look for the long term effects of any action that may have for any of the decision that we take now. With that intention UNITED FORUM had been pleading for the career progression of its members so that they will be able to get motivated and work for the benefit of the company with full devotion and promotions etc benefits are to take place in a time bound manner without disturbing the serene environment prevailing in the company.

Comrades, at the time of absorption in to the BSNL, management has assured us that there will be time bound promotions up to SG JAG. As per that assurance we have been demanding for regular promotions as assured and a committee is already in place and negotiations are at the peak and likely to be completed soon. In such a situation the issue of recruitment of MT must not be there and has to be kept aside till there is logical conclusion for the committee's report.

Comrades, the MT recruitment is proposed by management to happen at the scale of E3 and as per our demand the JTO scale is E2 and E3 is the scale for SDE /AO and hence the recruitment of MT at the scale of E3 should not be there. If the recruitment of MT is going ahead at the scale of E3 means that the Sr. SDE/Sr. AO scale will be E3, SDE/AO will be E2 and naturally the scale of JTO/JAO has to come down to the level of E1 ,which means that we are compromising on the demand of E2 scale to JTO/JAO which is against our principles and against so many agitations which happened demanding E2 to JTO/JAO. Hence we cannot accept the same and hence cannot allow the recruitment of MT which seems to be sinister design of management to deprive us the standard pay scales to executives with starting pay scale of E2 to JTO/JAO.

There seems to be an argument in favor of recruitment of young talent at the level of Sr SDE/MT. Comrades, the existing JTOs/JAOs who are recruited from open market are very young and if at all the management is desiring to recruit young people at MT level ,the existing young JTOs/JAOs can be promoted to Sr SDE/Sr.AO/MT position by reducing the eligibility from 4 and 5 years to 3 and 3 years there by motivation to JTOs also will be there and very young MTs also can be there in the company with full know how of the working of company and technical knowledge also and it acts as motivation to the entry level executives also.

There seems to be some argument that MT is just replacement of ITS officer's recruitment in DOT at the level of JTS and we should allow the recruitment to happen. Comrades, you are very well aware of that it was we the staff of BSNL agitated against the continuation of ITS officers in BSNL and how we can allow another ITS (in the name of MT) officers again in BSNL with a change of nomenclature?.

Comrades, it was the experience to all of us that during the regime of ITS officers the promotions to the JTOs/JAOs were very meager and majority of the JTOs were getting retired as officiating DE/AGM or at the most adhoc DE, and it is because of the continuous fight of all of us that our people are able to go the level of regular DGM and there are instances where some of the regular DGMs are heading the SSA. Recently a letter was issued by corporate office where in it is mentioned that Addl GM/regular

DGMs may be posted as SSA head. By allowing the recruitment of MT again we will be pushed to medieval ages where in our career progression will end up at the level of Sr SDE/Sr.AO. Comrades let us be very clear that if there is no motivation in the form of promotions the efficiency level of the executives will come down and in the interest of the company we cannot allow it to happen. Even in private IT/telecom companies promotions are given at regular intervals so that motivation factor will make the people to work better, which indicates that the management of BSNL is not interested in the progress of the company but they want to bring back ITS culture in other form.

Comrades, it is also to be mentioned that after lot of persuasion the ratio of executives at the level of STS is modified from 50:25:25 to 75:12.5:12.5 and we are not prepared to lose the same just to satisfy some of the people and we cannot dig our own grave. The effort of the forum is to take care of the career progression of members of the association and not to serve the interest of the management in killing the pay, promotion and pension issues of all of us. Let us study the case of JTOs who have been waiting for their first promotion for more than two decades because of various court cases etc and let us not go to the trap of few selfish people who are out and out to spoil the progress of executives and there by the company.

Comrades, what is required now to the company is not the harming of executives by recruitment at the level of MT, but the prosperity of the company and management is simply engaging all of us on a trivial issue instead of concentrating on the turnaround of our beloved company. There is no doubt that enough talent is readily available at MT,DE,DGM/SSA head level ,but what is required now is proper management and hence let recruitment happen at the level of GM/CGM with a better qualification than the existing one at the ratio of 50:25:25 and not at the level of Sr SDE/Sr.AO/MT.

The One should recollect that, MT RR is a part of BSNL MS RR at cadre of DE and ratio of recruitment is 50:25:25. One should note that, since beginning, we are completely against recruitment of MT and must done through internal executives only as we have already screened with All India Examination with required qualification. We should also know about the background and intention of introducing concept of MT in BSNL. During the deputation period of ITS in BSNL, ITS dominated management gave all false reports like: the capable qualified executives are not available in BSNL to run its affairs and continuation of ITS in BSNL is required or else company cannot run. This feedback by ITS to DOT (Govt) was deliberately done for continuing their deputation In BSNL. And when the ITS recruitment stopped, BSNL must have made management succession plan as per the standard practices of CPSEs to avoid the gap at management positions, which we are demanding in the name of CPSU cadre hierarchy.

Why we are we opposing total MT recruitment (including internal MT)

1) Both Internal and External MT are inseparable as per the MT RR. Hence, conduction of only internal MT is NOT possible in current format and has no logic. Internal MT can happen, if and only if External MT is done, which is the most dangerous window for spoiling the career progression of internal executives. Hence the contention of one association for conducting only internal MT is false and misleading.

2) UF is demanding the total scrapping of MT RR and CPSU cadre hierarchy should be implemented, which will also address the fast track promotions for young and performing executives, which leads to availability of 100% vacancies of MT to internal candidates only and hence all young people can have MT vacancies of 300 instead of present 150 vacancies. As per MT RR, It is possible that the internal quota of MT can be diverted to external quota in case of non availability of suitable internal candidates and it is the reason for designing heavy syllabus for MT to exclude all internal candidates from getting selected.

3) As notified, If MT is recruited at E3, then the issue of standard pay scales will be ended with E1 to JTO/JAO and E2 to SDE as there cannot be two cadres at one pay scale(SDE/AO and MT), which is suicidal for young JTOs/JAOs and degradation of existing pay scale is inevitable. So, if MT exam either internal or external is conducted, there is not scope of getting E2 to JTO/JAO and E3 to SDE/AO.

4) MT Recruitment will also affect career progression of all existing executives as career progression will be blocked by MT and hence finally we may have to repent for the inaction and career will end up with a maximum cadre of DE/CAO that too for some executives only.

Comrades, there are many other HR issues which are to be settled which have been kept unaddressed by the management of BSNL since long and in spite of several assurances and lot of patience from our side to resolve the issues, BSNL could not come forward to settle the long pending genuine issues and hence we have no alternative but to launch the agitation demanding the settlement of all the issues atonce. The charter of demands by the UNITED FORUM are listed below and the program of agitation is as below.

- **Lunch Hour Demonstration on 1st July, 2015 at all SSA/Circle/Corporate Office level.**
- **Hunger Fast for three days from 10.00 Hrs. to 18.00 Hrs. on 7th, 8th and 9th July, 2015 at all SSA/Circle/Corporate Office level.**
- **"Work According to Rule" program with effect from 00.00 Hrs. of 7th July, 2015 till withdrawal of the MT Recruitment and settlement of the pending HR issues.**
- **"March to Delhi" and "Indefinite Dharna" at BSNL Corporate Office, New Delhi with effect from 22nd July, 2015 till withdrawal of the MT Recruitment and settlement of the pending HR issues.**

DEMANDS

1. Immediate withdrawal of the MT recruitment notification dated 1st May 2015, scrapping the MT RR altogether and implementation of CPSU Cadre Hierarchy in BSNL. No lateral entry of fresher's at any level above JTO/JAO/Equivalent.
 2. Implementation of standard IDA pay scales E-2 and E-3 for JTO/JAO and SDE/AO equivalent and Pay parity to the executives recruited after 1.1.2007.
 3. Superannuation benefits to Direct Recruited executives as per DPE guidelines i.e. 30% Superannuation benefits to the direct recruits' w.e.f. 01.10.2000.
 4. Implementation of CPSU Promotion Policy in BSNL: Time bound functional promotions up to NFSG grade as per absorption terms and conditions.
- First time bound promotion after 4 years' service in all the cases.
 - Time bound promotion from E-5 to E-6 to the DGMs promoted from Grp."B" Executives.
 - Date of effect of Implementation of revised upgraded IDA Pay Scales for the Executives w.e.f. 1.10.2000 on notional basis.
 - Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors and antedating of pay.
 - Amendment in BSNL MSRRs of EE (Civil/Electrical/Arch).

5. Immediate implementation of digital signature by all circles with respect to EPF cases settlement of BSNL recruited employees, resolution of all EPF Anomalies, and EPF contribution during training period.
6. Promotions through LDCE in SDE cadre:
 - LDCE from JTO/JAO to SDE(T):
 - LDCE from JTO/JAO (TF) to SDEs (TF) on regular basis.
7. To provide additional increment to all the executives promoted through 2012 SDE (T) LDCE, to compensate loss of notional increment due to delayed result on the part of BSNL.
8. Special recruitment of JTO/JAO for hard tenure Circles.
9. Implementation of Transfer Policy in its true spirit in all disciplines and consideration of Rule-8 cases by circles, spouse cases as per the prevalent guidelines.
10. E1+5 Increments benefit to JTO/JAO(SRD), JAOs 2013 batch and PAs:
11. Conduction of various CPCs on a regular basis:
 - i. JTO/JAO to SDE (T) CPC against seniority cum fitness quota
 - ii. DPC from SDE(T)/DE(Adhoc) to DE Regular
 - iii. Immediate conduction of CPC from DE to DGM (Engg.) on Adhoc/Regular basis.
 - iv. Immediate CPC from JAO to AO to fill up about 1800 AOs posts.
 - v. CPC from AO to CAO Regular to fill up about.
 - vi. CPC from DGM (F)-Adhoc to DGM(F) - Regular.
 - vii. Allowing option to departmental JAOs who joined after 07.05.2010:
 - viii. CPCs from JTO/JAO(E) to SDE (E) and from SDE(C/E) to EE(C/E).
 - ix. Promotion from Assistants to Section officers and Personal Assistant to Private Secretaries, SO to AGM and AGM to DGM in the erstwhile CSS and CSSS.
 - x. Post based promotions for PA/PS, Common Recruitment Rules & Nomenclature and Introduction of Promotion Policy for Stenos (Dying cadre).
12. Settlement of the long pending disciplinary cases.
13. Restructuring of AD (OL) Cadre.
14. Early finalization of New SDE RR-2014 & JTO/JAORRs-2014.
15. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.f. 01.01.2007 for BSNL Pensioners.

Join en masse to make the program a grand success for Executives' future

BSNL EXECUTIVES' UNITY ZINDABAD

AIBSNLEA Zindabad



B. Sreenivasulu Reddy
(Circle Secretary)
AIBSNLEA, AP Circle

AIGETOA Zindabad



G. Veerabhadra Rao
(Circle Secretary)
AIGETOA, AP Circle