

SANCHAR NIGAM EXECUTIVES' ASSOCIATION
(The Only Recognized Majority Executives' Association)
KARNATAKA CIRCLE, BANGALORE.



S P Jagadale
Circle Secretary,
AGM MS Bangalore,
O/o GM Mobiles, CGMT Office Bangalore
Mobile. 9449854799
E-Mail:- spjagadale.bsnl@gmail.com

No. SNEA/Corrs /22-23/

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To,
The General Secretary.
SNEA CHQ, New Delhi.

Sub: Taking up of Issues of Executives with BSNL Management and DOT for early resolution reg

Respected Sir,

A very heartiest congratulation on marvlous victory of SNEA in 3rd MV with highest margin of votes. This is the first time in the history of BSNL that among the any Union / Assosiation only SNEA got more than 52 % of votes. This could possible only because of your untired efforts and maintaining cordial relation with other assosiations like SEWA BSNL, CBOWA, AIBSNLOA, DEWA and your quick response to each and every members of SNEA and infact to all Executives of BSNL irrespective of any assosiation. Your humblness has attracted many Executives and made them to vote for SNEA and as a result SNEA got No 1 majority status with huge margin. On my personal behalf and on behalf of entire Karntaka would like to congratulate you and entire CHQ body for the marvolous victory in 3rd MV.

SNEA Karnataka did its best effort and contributed to an extent of 58 % of votes with 2nd highest margin of votes in all over India. This could be possible because of hard work and best effort of all our Circle Office Bearers, District Secretaries, District Office bearers, all active SNEA members, SEWA BSNL Ktk and all Executives of the BSNL ktk, over and above with inspiration of your kindness and entire CHQ support. SNEA Ktk would like to thank each and every member who supported whole heartedly in making SNEA as No1 Majority Executives' assosiation.

Majority of Executives have supported SNEA with trust and faith in SNEA and especially with confidence on ***your great leasdership***. Though SNEA got 52 % mandate In 3rd MV but after MV result 100 % of the BSNL Executives are looking at only SNEA for the resolution of their HR and welfare issues. On getting the majority assosiation status it has increased our responsibilites towards welfare of members and for improving the working atmosphere for the Executives. Let us take this great responsibility shouldered by all BSNL Exexutives with confidence in SNEA. Let us work for resolution of the Issues as early as possible sincerely and honestly.

I am conveying the Expectations, concern and response that has been received from members during 3rd MV campaign which are penned down as below for kind consideration on priority for the early resolution please.

1. Medical facilities:

It is very painful to inform that none of the empanelled hospitals are accepting our BSNL staff for the indoor treatment on cashless basis and even the empanelled hospitals are not ready for the renewal with BSNL because of delay in clearing the bills and CGHS rates are very old and very lesser.

It is to request from Karnataka that the pending bills of the empanelled Hospitals should be cleared by the BSNL at the earliest and there must assurance from BSNL CO to clear their dues latest by 3 months of bill submission must be mentioned in the agreement so that Hospital gets confidence with BSNL and continue cashless treatment to our BSNL staff.

Medical facility is the minimum basic need to be provided by any employer to its employees and their family members.

2. Pay Scale Issues:

It is very sorry to say that BSNL formed during 2003 and then started recruitment but still today BSNL is unable to bring the pay parity among the Executives Especially JTO / JAOs and SDE / AOs, in the same cadre. JTOs were recruited with High Educational Qualification through toughest qualifying Examination but their pay scale is not matching to their Education / Caliber which they have and as compared to the market.

Recently during 2018 BSNL recruited JTOs with GATE qualification but poor these JTOs are getting very meager salary compared to their own friends who are working in other organisation with better facility. This is a great Injustice for these talented and highly qualified JTOs. Because of non settlement of standard pay scales many JTOs / JAOs SDE/AOs are resigning to BSNL by which BSNL is losing the trained brains who will be the assets of BSNL if properly nurtured.

It is humble request with folded hands that the pay scale issues of E2 and E3 must be taken on top priority and to be resolved at the earliest. It is sure that with your leadership it is definitely possible.

3. SAB and GTI Issues:

As it is known that the Executives recruited after formation of BSNL are covered under EPS pension scheme by which the pension what they get after their retirement is only meager amount with which it is very difficult to lead their retired life with higher family responsibilities. As per the 2nd PRC recommendation SAB has to be given upto 30% and with effort of SNEA we could achieve upto 25.1 % and for the remaining 4.9 % of SAB your kind persuasion will help not only Executives but for non Executives also.

For the BSNL recruited Executives family there is no social security in case of any untoward happens to an Executive. There are many Instances that after the untowards happening to an Executive their family without any social security are helpless and completely under dark.

BSNL has to be very compassion on such families and should support by ensuring

1. Providing GTI with sum insured upto 50 lakhs, premium should be paid by BSNL.
2. Ensuring compensatory ground appointment immediately after any unexpected untoward happens with any Executive.

4. Promotion.

For any employee promotion is the real moral boost in the society. But in BSNL we are finding there are many executives working for more than 15 to 25 years in the same post which is highly discouraging. The reasons are either no vacancy for promotion or court cases due to seniority / reservation issues.

The only method to overcome all these hurdles is that implementation of BSNL approved policy of CPSU CH.

Let us take the confidence of all associations and impress for agreeing for CPSU CH policy so that whoever completed 5 years gets promotion to next cadre till AGM. This is the only way left for us to achieve promotion in all cadre.

It is to suggest that whenever management going for DPC for promotion it should do it from top to bottom so that bottom cadres will get an equal opportunity for those cadres also.

5. 3rd Pay Revision implementation immediately as already 7 years lost.

As BSNL executives are very much eligible to get our 3rd pay revision from 01.01.2017 but today we are in October 2023 almost 7 years lost.

GOI has kept on hold for our 3rd Pay revision just by applying the affordability clause to BSNL.

We the BSNL executives have sufficient grounds to claim that affordability clause is not applicable to BSNL when,

- a. The GOI itself declared BSNL as strategic Govt PSU which has to be there for the Nation as a regulatory organisation and for national security.
- b. When the GOI is regulating BSNL to serve rural area even at the loss and to carry out all the GOI projects even with no returns.
- c. Binding on BSNL to go for indigenous 4G equipments which has delayed launch of 4G services by BSNL and lost the market when other TSPs are already establishing network with 5G. In such situation it is very difficult for BSNL to earn profit even launch of 4G in future.
- d. BSNL is service oriented GOVT PSU but not commercial organisation with huge liability of rural services how BSNL can be put under affordability clause.
- e. The BSNL employees are not the reasons for escalation of BSNL revenue but real time 4G services, getting compensation for rural services, acquiring matching technologies with other TSPs and adopting modernization in the service provision can only escalate the revenue irrespective of hard work done by employees,

Based on the above very genuine considerable points BSNL employees are very much eligible for the 3rd revision of Pay scale w.e.f 01.01.2017, which must be worked out, pursued seriously and taken to DOT / GOI for its implementation at the earliest.

6. Stopping of unjustified and unwanted long stay transfers:

Since 2022 BSNL CO has started long stay Inter Circle transfer for Executives which has created very unrest and inconvenience to all Executives.

The only criteria BSNL CO has adopted is longstay even from deficit circles. This is very illogical and not helping either BSNL or Executive. Infact it is affecting both BSNL service by losing the executive from particular area who is having great hold on network and efficiency of Executives.

It is to suggest that instead of transfer on long stay let the management can go only for need based transfers for filling the shortages based on assets.

When the Executives already got transferred many times within circle then the perception of Executive working at same place long time is not correct.

Because of both longstay Inter and Intra Circle transfer implementation many of the Executives are getting both intra and Inter circle transfers one after the other which is a great hardship.

To overcome this hardship it is to suggest that,

- a. There must be considerable gap between intra and Inter Circle transfer and it should be need base transfer.
- b. The Executive who is under both Intra and inter circle transfer option must be given to executive to opt Inter Circle transfer of their choice prior to their Intra Circle Transfer so that tenure break completes for both Inter and Intra Circle at a time and save their family disturbance.
- c. Those who have already undergone multiple transfer within circle may be excused from Inter circle Transfer.
- d. **Ladies may be exempted from Inter Circle transfer** as they are facing very hardship in managing.
- e. There are severe medical deceases for the self / dependent other than those mentioned in the BSNL policies which are also to be considered for cancellation of Transfer.

7. Shortage of Executives in Karnataka:

- a. Karnataka is having acute shortage of JTOs / SDEs compared the other neighbouring circles like AP / Telangana / Kerala. Karnataka having only 47 % where as other circles are having more than 100 to 120 %.
- b. Large waiting list of Rule 8 / 9 of JTOs / JAOs pending due to shortage of Executives in Karnataka.
- c. Karnataka Executives are over burdened and stressed due to shortage of staff.

8. Staff welfare issues:

- a. Restoration of facilities. LTC, w/o voucher O/d medical claim.
- b. Revision of existing TA DA , Mobile Handset and briefcase limit in accordance with present market and technology demand.
- c. Honaraium / Incentive / Appreciation / Awards for extraordinary achivement.
- d. Second Saturday previlage to be extended to all.
- e. Once in a year personal training to each Executive at ZTTC which will refresh the Executive and motivates for work as well as updates with latest technology.

9. Suggestions :

1. Executives are to be involved in policy making for giving feed back / suggestions so that they can feel the ownership and will be part of the success.

SNEA Karnataka is very much confident on your leadership and sure that your leadership will definitely resolve all the major issues which will bring smile in Executives.

Thanking you.

Yours faithfully



S P Jagadale
CS SNEA Karnataka

I hope this communication finds you well. Firstly, allow me to extend my heartfelt congratulations on the remarkable success of SNEA in the 3rd MV, securing the highest margin of votes. This victory is a testament to your tireless efforts, strategic leadership, and the harmonious relationships fostered with various associations, namely SEWA BSNL, CBOWA, AIBSNLOA, and DEWA.

The overwhelming support from executives, evidenced by the 52% majority vote, reflects the trust and confidence they place in SNEA, largely owing to your humility and prompt responsiveness to their concerns. On behalf of SNEA Karnataka and the entire region, I convey our sincere congratulations to you and the entire CHQ body for this historic achievement.

I am writing to highlight key issues that have been brought to our attention during the 3rd MV campaign, expressed by our members. We request your urgent attention and intervention for the early resolution of these matters:

1. **Medical Facilities:**

- Empanelled hospitals are not accepting BSNL staff for cashless indoor treatment.
- Empanelled hospitals hesitate to renew agreements due to delayed bill clearance.
- Suggestion: Timely clearance of pending bills and assurance of payment within three months in agreements.

2. **Pay Scale Issues:**

- Lack of pay parity among Executives, especially JTO/JAOs and SDE/AOs.
- Injustice in salary for JTOs recruited through GATE.
- Request: Prioritize and resolve pay scale issues of E2 and E3 at the earliest.

3. **SAB and GTI Issues:**

- Inadequate pension under EPS pension scheme for post-formation recruits.
- Lack of social security for BSNL recruited Executives' families.
- Proposal: Pursue for the remaining 4.9% of SAB and advocate for GTI with a sum insured up to 50 lakhs.

4. **Promotion:**

- Long-standing executives facing discouragement due to a lack of promotion.
- Proposal: Advocate for the implementation of CPSU CH policy to facilitate promotions.

5. **3rd Pay Revision Implementation:**

- Delay in the implementation of the 3rd Pay Revision.
- Arguments for eligibility based on BSNL's strategic role and service-oriented nature.

- Request: Pursue the 3rd Pay Revision with GOI/DOT, highlighting BSNL's unique circumstances.

6. **Stopping Unjustified Long Stay Transfers:**

- Long stay transfers since 2022 causing unrest and inconvenience.
- Suggestion: Advocate for need-based transfers rather than long-stay transfers.

7. **Restoration of Facilities:**

- Request restoration of facilities like LTC, without voucher O/D medical claim.
- Proposal: Revise existing TA DA, mobile handset, and briefcase limits in line with market demands.

8. **Honarium/Incentives/Appreciation/Awards:**

- Recognition for extraordinary achievements lacking.
- Proposal: Introduce incentives and awards for outstanding performance.

9. **Second Saturday Privilege and Personal Training:**

- Extend Second Saturday privilege to all.
- Suggestion: Provide personal training once a year at ZTTC for skill enhancement.

10. **Involvement in Policy Making:**

- Executives' exclusion from policy-making.
- Suggestion: Involve executives in policy-making for feedback and suggestions.

We trust in your leadership and are confident that you will address these concerns promptly, bringing about positive changes that will enhance the well-being and work environment for all BSNL executives.

Thank you for your attention to these critical matters.