



## **ALL INDIA BHARAT SANCHAR NIGAM LIMITED OFFICERS' ASSOCIATION**

### **Central Headquarters**

37 Laxmibai Nagar, New Delhi 110 023.

[Registered under Societies Registration Act, 1860]

No. Circular/2008/01

Dated 12.02.2008

Dear Comrades,

I take this opportunity to intimate you the formation and launching of a **new Association** to represent the Executives working in Bharat Sanchar Nigam Limited. This Association is named as "**All India Bharat Sanchar Nigam Limited Officers' Association**" and is registered under the Societies Registration Act XXI, 1860 of Government of NCT of Delhi. Clearance for this name under the Emblem & names (PIU) Acts 1950 has also been issued by the Competent Authority vide letter No.F 23/142/2007-IT dated 07.08.2007.

**This Association is exclusively of the Executives, by the Executives and for the Executives working in Bharat Sanchar Nigam Limited.** The Association has duly informed Bharat Sanchar Nigam Limited about the formation of this Association and its intention to participate in the process of verification of the membership of the Associations of the Executives of BSNL as and when the said process takes place.

**The Association has launched its website.** Its website address is "**<http://aibsnloa.brinkster.net>**". You need not type "www" to get access to this website. We shall have another website address shortly for the convenience of the users. We also propose to bring out a monthly journal in due course of time.

**We now request the Executives of all disciplines in BSNL to join this Association and strengthen it.** There will be no discrimination among the Executives based on their source of recruitment or discipline. The Association shall work democratically and treat every one as equal.

BSNL, when launched, was having a great future. It had its own advantages of having a solid infrastructure base, deep experience of over 100 years to run telecom in India and a well spread network from which it coined the words "connecting India". It also had huge subscriber base. **It was the number one telecom company in India and within the first ten in the World. But today, its very existence is under challenge.** The Management seems to be in the mood of only passing the buck on the employees. **The unprofessional approach of the Management and**

**absence of their loyalty, integrity and commitment towards the Organisation has created serious erosion of confidence** even in the employees. The Management bungles with the tendering process to procure Equipments and fails to expand its GSM in time. The users having waited for long for BSNL's service finally move to the other service providers. BSNL slips from number Two position in mobile services to distant fourth and even lower. But there is no change in the attitude of the Management and the blame game continues.

The revenue collection drops and so also its surplus for investment for future expansion and modernisation. The Management instead of tightening its belt and taking corrective action, again targets the employees on this count. **It has no answer as to why no serious effort is being made to recover several thousand crores of unpaid bills which goes on increasing from year to year.** The bills even do not reach the customers for months and amount of unpaid bills mounts. A section of such customers prefer to get their services disconnected and then happily switch over to other service providers.

There is also no proper marketing of the services or initiative to attract the customers even though capacity remains unutilised. **To hide its failure to generate required surplus funds for BSNL's expansion and modernisation program, now the Management proposes to float IPOs - a move closely linked with future disinvestment.**

**The Management overlooks the decision of the UPA Government that the profit making PSUs will not be disinvested.** In one hand it is being stated that available fund for the expansion/modernisation program is inadequate, **but on the other hand unproductive expenditure goes on increasing.** There is no let up in holding meetings/conferences in the five star hotels despite having own halls/accommodation. The senior Officers prefer to stay in 5 star hotels during their visits rather than utilising the departmental Inspection Quarters. Number of foreign trips on one pretext or the other has increased manifold compared to what was there during DoT-days. Now poms and shows without any return are the orders of the day.

**The situation would have changed for the better had BSNL been led by professional Managers.** There is certainly a need to induct professionals by 'lateral induction' in the Managerial positions. More importantly the absorption process of the Group A Officers should have been long back declared as over and those who did not exercise their option should have been sent back to DoT. After all, these Officers along with other employees of DoT were sent on deemed deputation basis to BSNL only for a period of five years. The Cabinet had even rejected an earlier proposal from DoT to extend the deemed deputation period of the Group A Officers. **As on today, only a section of the ITS Group A Officers**

are resisting their absorption and yet enjoying more benefits than their counterparts in DoT and their other former colleagues who have since got absorbed in BSNL.

Since these Officers are holding the important policy making positions, efforts continue to linger on with the present fluid situation and simultaneously try to extract as much as possible for them and send further proposals to the Government through fresh Cabinet Note. They further wait for the outcome of the sixth Central Pay Commission to have more option for themselves. In the process, it is the BSNL and its employees who continue to suffer since the BSNL's destiny is being decided by a group of people who are not having any commitment and concern towards BSNL.

The Unions and Associations in BSNL also cannot absolve themselves of the responsibility for this episode. In October 2005, DoT took the extreme step and terminated the deputation status of those Group A Officers who declined to exercise their option for absorption. They were ordered to report back to DoT for further duty. Plans were made to replace them in BSNL/MTNL by the absorbed Executives and even by temporary induction of retired Officers. But most strangely, even the Associations of the Executives joined the chorus to term the steps taken by DoT as "aggressive". They passed a joint resolution (given in last page) and supported those Group A Officers who did not exercise option. Thus when there was a strong need to be with DoT, the Unions/Associations opted to let down the then Secretary, DoT who decided to put an end to the uncertainty in BSNL's interest. Now when one finds "Absorption of ITS Officers" as one of the demands in the latest Joint charter of Demands of the Unions/Associations, the very authenticity and seriousness of this demand comes under doubt.

The Group B Officers of DoT were offered promotion between 4 to 6 years subject to certain attendant condition on their absorption in BSNL. Offer was actually made for promotion on time bound basis between 4 to 6 years upto SG JAG Grade without any linkage with the availability of posts. Post based promotion was offered only beyond SG JAG Grade. But when implementation of the promotion policy was taken up, the offer made in the option document has been grossly ignored. Post based promotion has been introduced in all Grades and time bound upgradation of scales from one to another has been introduced with stringent attendant conditions. Thanks to the over enthusiasm and wisdom of one particular Executives' Association, the proposed attendant condition on marks-basis has been changed into gradings in CR basis which debar the Executives with 'average' entries in CR to lose the benefit for years even though they might be having other entries as "outstanding/very good".

Even to earn second annual increment under this scheme one has not only to undergo a special training but also to pass an examination. This is nothing but introduction of "Efficiency Bar" concept which the Government has abolished long back.

Though the Promotion Policy which was offered before absorption never said that there would be recruitment of Management Trainees at the level of JTS who are to be integrated at the STS level, BSNL has since framed the Recruitment Rules for Management Trainees. The Associations of the Executives say that they are now protesting against this decision, but all along they had been claiming that the BSNL Management has reduced the proposed percentage of intake for 'external' candidates and increased the percentage of intake for 'internal' candidates of Management Trainees by accepting their demand. If it is true how they say that were against recruitment of Management Trainees? Now have they really got any moral right to say that they are fighting against recruitment of Management Trainees? One executive association which had demanded that the adhoc DEs should be absorbed in BSNL as regular DEs now does not utter a word about regularising the adhoc DEs. In the garb of protesting against the MT these executive associations had refused to take part and discuss the safeguards to be provided to the absorbed executives. It is now abundantly clear that these executive associations are neither capable of stopping the MT induction nor able to negotiate for the safeguards to be provided to absorbed executives while the Group 'A' RRs are framed. This shows their utter bankruptcy in protecting the vital interests of the executives. Though it is going to be 8 years on 1.10.2008 that the optee Executives will complete in BSNL, so far not a single Executive has been promoted beyond SDE/equivalent cadre on regular basis. What happens to them when they were assured to be promoted within 4 to 6 years on absorption?

The Pay Revision Committee for PSU Employees is in session. It will submit its recommendation in due course of time. Apart from other things, it shall recommend replacement pay scales against the standard existing IDA Pay Scales. But ultimately, the different PSUs will adopt different policies to implement the recommended IDA pay scales. It will then be left to the concerned Unions/Associations to use their negotiating skill and bargaining power to extract the best possible deal. The Unions/Associations which knows only to flex muscle and then surrender meekly will never be able to deliver goods. The Associations in BSNL claim that they have made power-point presentations to the Pay Revision Committee. But they have not made their approach towards payscales and other issues public in clear terms. One of the Associations was however found to be more focused on higher IDA Pay Scales for CMD and Board Directors. This Association has always been seen to be more concerned for the people at the top

levels unmindful of the plight of those whom they claim to represent.

BSNL needs a transfer policy which is truly transparent, practically simple and fairly humane. There cannot be different yardsticks for different disciplines and different regions. This Association shall take all efforts to ensure that the present new transfer policy is modified to that extent.

There are lot of other issues, pertaining to various disciplines, which has resulted in frustration and resentment among the Executives. We shall take up those issues with real intent and settle them.

In the given circumstances, we are having our tasks and targets clearly defined. We are to ensure that BSNL is not allowed to sink. That it gains its due position as a service provider and becomes the most preferred service provider to all users. We shall cooperate with the Management for the right steps taken in these directions, but shall oppose any decision which might go against BSNL's interest. As the employees of BSNL, we would like to be treated with respect. We are not to digest any insult from any corner. It still hurts us to recall that only a couple of years back, a group of persons gave a call to treat all the Group B officers as 'Street dogs', to spoil their CRs and to implicate them in false vigilance cases. But they went scot-free as none of the Associations were ready to follow up the matter with the administration strongly. We must protect our dignity at any cost. We also want our service conditions to be improved. Management shall not be allowed to deprive us of the dues on one pretext or the other. Our approach on issues shall be constructive and genuine. We will not make empty noises and we assure you that we mean business. Our activities will go to prove that this is not merely 'another' Association.

We assure you that we shall seek and obtain the advice and guidance of elders and utilize their experience in settling important issues.

Finally, I call upon you to unite under the banner of AIBSNLOA and be a part of a new struggle to protect BSNL and consequently our own interests.

With best wishes,

Yours sincerely,



(V P Arya)

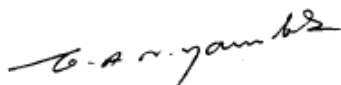
General Secretary

To: All Executives of BSNL.

## RESOLUTION

This meeting of the unions & Associations of executives and non executives in BSNL/MTNL held on 27.10.05 unanimously resolves that

- 1) The BSNL/MTNL should be managed by officials/officers belonging to the respective organizations and end existing di- hierarchy.
- 2) Urges the Hon'ble Communication Minister to resolve the issues raised by ITS officers and pave way for smooth and expeditious absorption in BSNL/MTNL, instead of taking an aggressive position, to safeguard the interest of BSNL/MTNL.



(VAN Namboodiri)

General Secretary, BSNLEU



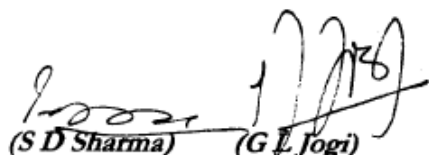
(O P Gupta)

General Secretary, NFTE



(K Vallinayagam)

General Secretary, FNTD



(S D Sharma)

BSNLWRU



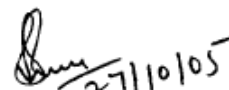
(G L Jogi)

General Secretary, SNEA



(K Satyanarayana)

President, AIBSNLEA



(Suresh Kumar)

Secretary General, BTEF