



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

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No.AIBSNLOA/CHQ/2016/125

Dated: 26<sup>th</sup> May 2016

**Sub: Formation of Joint committees with officers representing Management as well as representatives from Executives Associations – resolving of issues of E2, E3 scales, CPSU Cadre Hierarchy etc - reg**

Sir,

We would like to draw your kind attention towards Management's efforts to resolve some HR issues by forming Joint committees comprising officers from Management side and representatives of some Executives Associations in the past and present which have proved to be futile in resolving the issues.

2. On 28.2.2012, a Joint Committee was formed to examine the introduction of CPSU Cadre Hierarchy vis-à-vis the present set up and to examine the introduction of E2 and E3 pay scales for JTOs and SDEs respectively. The committee met only twice, on 12th July 2012 and 19th February 2013. Later, another Joint Committee was formed on the same terms of reference on 12.5.2015 with representation from the same three Executive Associations. The Joint Committee, on 9.7.2015 and 5.10.2015 gave its recommendations with dissent note from both the Management side members on both the issues. On the basis of the dissent note of the two Management side members and based on the recommendations of the Deloitte Consultant, Personnel Section has come up with its own proposals.

3. Now, the associations which were part of the joint committee have launched agitation programmes separately, two of them questioning their own recommendations made through the committee. After a meeting with these associations on 11.5.2016, Director (HR) has issued an appeal, wherein it has been stated that another Joint Committee will be formed to look into the issues out of implementation of the modified structure of CPSU cadre hierarchy based on discussion with top Management.

4. We would now request you to kindly examine with all seriousness, the futility of such joint committees, which have only enabled the associations to display one-upmanship over the others. Such joint committees are new in a PSU while the normal practice is to form official committees and discuss the recommendations with all the associations. BSNL itself has been following this procedure on all other HR/organization issues in the past, viz. amendments to RRs of SDE (T), AO, JTO (T), proposal to switch to online examination mode, pension scheme for BSNL recruited employees, BSNL HR Plan, BSNL-MTNL merger, formation of subsidiary Tower company etc.

5. We would also like to point out that formally associating only a few associations with decision making process, while membership verification of Executives Associations has been notified and is pending, will be against the spirit of level playing field assured for all participating associations and will vitiate the verification process itself. SR Section of BSNL vide its letter No.BSNL/7-5/SR/2014 dated 25.11.2014 had categorically declared that "all associations are at par in the terms of this office letter dated 16<sup>th</sup> June 2014. Holding formal discussions with any association is not warranted at this stage."

6. At a time when BSNL's revenue is improving and a turn-around is in sight purely because of the bold and novel initiatives taken by you as CMD, BSNL, we look forward to you to take right and inclusive measures in resolving HR issues by taking into confidence all the associations without exception.

With kind regards,

Yours sincerely,



(Rakesh Sethi)  
General Secretary

Copy to: 1. Smt. Sujata Ray,  
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General Manager (SR), BSNL CO.