

To

Dr. Manmohan Singh Ji

Honorable Prime Minister of India
South Block, Raisina Hill,
New Delhi-110011

Subject: Memorandum seeking your kind intervention and support against non-fulfillment of our legitimate dues and breach of trust by BSNL management.

Respected Sir,

We, the professionally qualified executives of BSNL, directly recruited through one of the toughest all India competitions after inception of BSNL in Oct-2000, seek your kind intervention and support to ensure our legitimate dues in respect of pay, career and retirement benefit already recommended/ordered by the Government of India and Department of Public Enterprises.

Sir, we wish to inform you that we are the professionally qualified candidates (BE/ME/B.Tech/M.Tech/CA etc.) from premier institutes of India recruited in BSNL at executive cadre through one of the toughest all India competition conducted by IITs. Among various options, we have preferred to serve the nation through the platform of the biggest schedule-A category CPSE of India, with a belief that certain minimum aspirations of pay, career and social security, as available in other similar category CPSEs in India shall also be extended to us, so that we can maintain the survival and at par social status & security of our family.

Sir, unfortunately and unknowingly, we have joined a company like BSNL where all other employees, including lower, middle and top management are either absorbed or deputed/deployed from government organizations and hence are governed by set of rules and service conditions laid down for central government officers. We are the BSNL recruited professionals who have been recruited as entry level executives after inception of BSNL in Oct-2000 and henceforth some of our benefits in respect of pay, career and retirement are governed by the guidelines and recommendations of DPE which has no relationship with other set of employees including the BSNL management. All such recommendations, guidelines and orders of DPE which pertains to the BSNL recruited executives have been completely ignored and management has not been showing any interest to take any concrete actions. BSNL management has completely undermined our qualification, talent and capability and has not us given any chance to perform; hence most of us are still waiting our first functional promotion in the hierarchy despite passage of more than 12 years and despite having all the talents and qualifications to be promoted to the next level in hierarchy.

As nobody was listening to us, we were compelled to form a separate association of executives recruited after inception of BSNL but being a minority in number, we have even not been extended any formal platform so that we can put forth our genuine grievances for an amicable resolution. Seeing no option of amicable resolution, we were forced to agitate and initiate all India protest. Under direction of CMD BSNL, many committees were formed many times since year 2009-10 to look into our very basic legitimate dues like **non-implementation of standard pay scales(E2 for JTO/JAO and equivalent and E3 for SDE/AO/Equivalent), non-removal of pay disparity, implementation of superannuation benefits, genuine career aspirations at par with CPSEs etc.** Formation of various committees turned out to be mere formalities as they have remained indecisive despite of passage of such a long time. Even committees have not given us any participation or any hearing to present our views. Due to complete isolation and ignorance, frustration level of the professionally qualified executives in BSNL reached to such an extent that executives from all parts of the country were sited on indefinite dharna at Jantar Mantar New Delhi from 29th July-13 to 8th Aug-13.

With the active intervention of Honorable M.P. and Chairman of the Committee on Public Undertaking Shri Jagdambika Pal Ji, Honorable Minister of State for Communication and IT Shri

Milind Murli Deora Ji and Secretary DOT Sh M. F. Farooqui, BSNL management under direction of CMD BSNL appreciated our concern and committed in writing to resolve all the issues in a defined time limit of 2 to 3 months followed by which we all have happily resumed our duties.

But, beyond our belief and expectation, BSNL management instead of resolving the issues and extending legitimate dues has started various vindictive actions in the field. Some of the General Managers responsible for non-compliances of order issued by DPE and the Government of India have started misleading the BSNL board with wrong data and facts to justify their wrong deeds. It is again our misfortune and apathy of management that CMD BSNL despite committing to have interactive meetings under his chairmanship for ensuring an informed decision based on merit and facts of the issues, could not spare his time till date even for an agenda meeting with the association representatives on the issues till date despite of repeated follow-ups and persuasions.

Under such circumstances, despite of continuous pursuance with management at various levels since last five months and with no options left now, we are again compelled to launch mass indefinite hunger fast from 3rd Feb-2014 at BSNL CO New Delhi against such breach of trust and non-resolution of our legitimate issues by BSNL management. Your kind intervention is solicited.

Dated:

Your's faithfully

(All direct recruits executives of **EZBC** SSA **West Bengal Telecom Circle** signed below)

Enclosure: Brief of the issues which are nothing but our legitimate dues.

Copy to:

1. **Smt. Sonia Gandhi**, Honorable Chair Person of the UPA and President of INC, 10 Janpath, New Delhi.
2. **Smt. Sushma Swaraj**, Honorable Member of Parliament & Leader of Opposition (Lok Sabha), 8, Safdarjung Lane, New Delhi – 110011.
3. **Sh. Arun Jaitley**, Honorable Member of Parliament & Leader of Opposition (Rajya Sabha) A-44, Kailash Colony, New Delhi.
4. **Sh. Rahul Gandhi**, Honorable Vice President of **Indian National Congress**, Chair Person of the Youth Congress and the NSUI, 12 Tughlak Lane New Delhi – 110011.
5. **Sh. Kapil Sibal**, Honorable Minister of communication & IT, GOI, Sanchar Bhawan, Rafi Marg, New Delhi-110001.
6. **Shri Milind Murli Deora**, Honorable MoS, GOI, Transport Bhawan, Sansad Marg, New Delhi, 110001.
7. **Dr. Kruparani Killi**, Honorable MoS, GOI, Electronics Niketan, 6, CGO Complex, Lodhi Road, New Delhi, 110003.
8. **Sh. Jagdambika Pal**, Honorable Member Of Parliament and Chairman of committee on Public Undertaking, 12 Teen Murti Marg New Delhi.
9. **Shri M F Farooqui**, Secretary DOT, GOI, Sanchar Bhawan, Rafi Marg, New Delhi-110001
10. **Shri R K Upadhyay**, CMD BSNL, Bharat Sanchar Bhavan, Harish Chandra Mathur Lane, Janpath New Delhi-110001
11. The Sr. GM(CMTS-Nodal), EZBC, Salt Lake , Kolkata-700097.
12. Circle Secretary, AIGETOA of West Bengal Telecom Circle.
13. Shri Ravi Shil Verma, General Secretary, AIGETOA.

**We hereby submit the above
memorandum**

S.N.	NAME	DESIGNATION	QUALIFICATION	RECRUITMENT YEAR	SIGNATURE
1	Ashutosh Saloo	SDE	BE+MBA	2002	
2	Siva Narayan Rout	SDE	BE+MBA	2001	
3	Puspunjali Mallick	SDE	BE+MBA	2001	
4	Subhasish Paul	SDE	BE+MBA	2001	
5	Jyoti	JTO	B.Tech.	2008	
6	Prijali Mallick	JTO	B.E.	2008	
7	Moumita Das	JTO	B.Tech	2008	
8	PARASHAKHNI SAHA	JTO	B.Tech	2008	
9	S. Pradip Kumar	JTO	B.Tech	2001	
10	CHANDAN KUMAR	JTO	B.Tech	2008	
11	Dushmantra Biswal	JAO	M.Phil (Fin)	2002	
12	NILANJAN BISWAS	JTO	B.TECH	2008	Nilayan Biswas
13	Abhishek Bandyopadhyay	JTO	B.E.	2008	Abhishek Bandyopadhyay
14	D. Venkateshwar Rao	JTO	B.E.	2001	D.V.Rao
15	SULEKHA SINHA	JTO	B.TECH	2008	sulekha sinha
16	PALASH BHOSNICH	J.T.O	M.TECH	2007	Palash
17	Harshit Agarwal	J.T.O.	B.Tech.	2005	Harshit
18	SAURAV MAZUMDAR	J.A.O.	M.COM. + M.B.A. + CAIIB + CAIIB	2010	Saurav
19	Subhankar Rane	JTO	B-Tech	2007	Subhankar Rane
20	Manoj K. Mahto	JTO	B. Tech	2007	Manoj
21	M. Koteswara Rao	JTO	BE+MBA	2001	M. Koteswara
22	KAMAL SMAIL	J.T.O	BE+MBA	2002	K. Smail
23	Ramesh Ch Saloo	J.T.O	BE+MBA	2001	R.Ch Saloo
24	Kaushik Halder	JTO	B.Tech+M.Tech	2002	Kaushik
25	Ajay Kumar Maneksha	J.T.O	B.Tech	2007	Ajay
26	ASHIM GHOSH	S.D.E.	B.E.	2001	Ashim
27	Poojanta K. Nag	JTO	B.Tech	2007	Poojanta
28	Om Prakash Sanyal	JTO	BE+MBA	2002	Om Prakash
29	GIRISH KUMAR	JTO	BE+M.Tech.	2007	Girish
30	BIPUL CHANDRA BISWAS	JTO	BE-ETCE	2005	BEB

S.N.	NAME	DESIGNATION	QUALIFICATION	RECRUITMENT YEAR	SIGNATURE
31	MASHUM AMBARI	J.T.O	BE - ECE	2007	M3
32	I. Chetti Babi	JTO	B.Ech, MBA	2001	
33	T. N. Royak	SDE	BE, MTech	2002	T.N.D.
34	Prashant Jain	SDE	B.Tech, MBA	2001	P.Jain.
35	Bishnu prasad Das	SDE	BE + MBA	2001	B.P.Das
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Brief of the issues which are nothing but our legitimate dues

1. Pay scale:

1.1 BSNL has recruited us in executive cadre with professional qualification and other eligibility criteria exactly as that of engineering service after its inception in Oct-2000 without disclosing the IDA pay scale. When IDA pay scale were finalized in the year-2004, BSNL has extended Intermediate pay scale of E1A (9850) instead of standard pay scale **E2** (10750) which other leading PSUs including MTNL were extending at that time. BSNL finalized the intermediate lower pay scale to compensate for extending the government pension under Rule-37A (special amendment for BSNL employees) of CCS pension rule which says ***BSNL shall contribute towards government pension in respect of absorbed employees and devise a pension scheme in respect of employees recruited after Oct-2000.*** BSNL started pension contribution in respect of absorbed executives with retrospective date of Oct-2000 in accordance with the Rule-37A of CCS pension rule but did not start any pension scheme to the executives recruited by BSNL. BSNL finalized the intermediate Pay-scale to compensate for the pension contribution, but same was not given in respect of direct recruit's executives, hence there is no reason of stopping higher standard pay scale of E2 instead of E1A right from the inception of BSNL i.e. Oct-2000.

1.2 In addition to above, DPE issued order to all CPSEs followed by 2nd PRC in year-2008-09 clearly stating that no CPSEs shall be allowed to go with intermediate pay scales and hence all CPSEs have to put their executives in standard pay scales finalized by DPE. Followed by the said order, all other CPSEs where intermediate pay scale existed, have upgraded their pay scale to the next higher standard pay scale but BSNL is trying to further degrade the pay scale to E1 from E1A. This unwarranted and unilateral decision of BSNL management is forcing a loss of the tune of Rs 5000 to 6000 per month after pay revision for those executives who have been recruited after 01.01.2007 which is completely against the spirit and motto of pay revision. This loss will increase many fold with time and future pay revisions.

1.3 The above said action of BSNL management is not only the degradation of cadre, is not only causing a huge financial loss to the direct recruit executives but also is creating a huge pay disparity amongst the executives just recruited before and after 01.01.2007 in the same cadre. The pay disparity amongst same cadre executives recruited just before and after 01.01.2007 is in tune of 8000 to 10000 per month which will further increase with time and in coming pay revisions.

2. Retirement benefit:

2.1 As already mentioned above that all the absorbed executives including lower, middle and top management are covered with government pension scheme under Rule-37A of CCS pension rule but the same BSNL management has failed to devise pension scheme to the executives recruited after inception of BSNL although they are hardly 10% of total strength. Hence their social and future security is completely in the dark.

2.2 Executives working in CPSEs are not allowed to do other business and will be compulsorily retired after attaining certain age hence it is the responsibility of the employer to assure their survival and social status after retirement. Considering the fact 2nd PRC has recommended 30% of Basic+DA as superannuation benefits followed by which DPE has issued order to all CPSEs to make contributory pension scheme and corpus fund to take care of post retirement survival and social status of CPSEs employees apart from the statutory contribution of Gratuity and Provident Fund.

2.3 It is really disappointing that BSNL management is continuously denying implementing of the aforesaid order of DPE on account of loss to the company. The recommendations of DPE are subjected to the affordability of the CPSEs and nothing to do with the profit and loss of the company except performance related pay (PRP). BSNL might be running into the loss due to wrong policies and tariff war in competitive era but still belongs to the schedule-A category of CPSEs with revenue of more than 25000 Cr having strong potential to turn around with fair policies, visionary approach of BSNL board and keeping high motivation of executives. Moreover, implementation of recommendations of 2nd PRC was due as on 01.01.2007 based on the financial status of year-2007-08 it is needless to state that BSNL has earned profit of around Rs 4500 Cr in year 2007-08 and Rs 574 Cr in year 2008-09.

2.4 Pay scale of Sr. Management and board of directors has been revised considering BSNL as Miniratna schedule-A category CPSE and all other recommendations of 2nd PRC and even sixth pay commission pertaining to pay and retiral benefits in respect of absorbed executives are implemented in totality without considering the loss and financial implication to the company. Even pay revision of non-executives have been finalized in the year-2011 by BSNL board in tune with 2nd PRC recommendations for executives without going into the profit and loss of the company. Perks and allowances are also extended in totality in respect of management working on deputation/deployment and extended up to a certain extent in respect of other executives. Recently BSNL has extended the benefits of 78.2% IDA neutralization and CMD BSNL has written DO letter to administrative ministry for approval of payment of arrear of the same with the reason of motivating employees. Giving unwanted justification of loss to the company for not implementing superannuation benefits in respect of direct recruits which is even less than 1% of total financial implication arises out of pay revision is nothing but targeted move of BSNL management as no one in the management cadre and absorbed executives are affected out of non-implementation of said recommendation except those who are recruited after inception of BSNL.

3. Career:

3.1 After formation of BSNL in Oct-2000, BSNL has first time notified recruitment of executives through All India open Competition in Year-2001 in the name of "**Graduate Engineer Junior Telecom Officer**" with all the qualification, eligibility, age profile and syllabus exactly as of engineering service and MT/ET of top leading PSU in India.

3.2 In the said notification, BSNL did not disclose the IDA pay scale and career progression as pay scale and promotion policy of PSU were yet to be finalized but committed in the advertisement itself that BSNL will finalize equivalent IDA pay scale.

3.3 BSNL was the biggest PSU of the country and at that time it was earning profit much more than any top leading PSU of the India. Ignoring other several options available with us, we preferred to serve the nation through the platform of biggest Miniratna schedule-A category CPSE of India with a belief that certain minimum aspirations of pay, career and social security, as available in other similar category CPSEs in India shall also be extended to us, so that we can maintain the survival and at par social status & the security of our family.

3.4 We had been working with full enthuse, commitment and motivation leaving our pay, career and retirement benefits in the hands of BSNL management. It is to our utter surprise that during finalization of pay scale, promotion policy and retiral benefits of the PSU this qualified group of executives is completely ignored. Many employees of BSNL who even did not had the minimum qualification prescribed for executives and have been promoted to executive cadre much later than our appointment but placed over and above to us in the seniority list violating all the guidelines and order issued by the concerned authority.

- 3.5 Even after passage of almost 14 years since the formation of BSNL, management has failed to formulate the contemporary performance oriented promotion policy of executives at Par with other CPSEs despite of a well defined guidelines of DPE in this regard. BSNL is still following the seniority based promotion policy with no thrust on performance, no weightage for qualifications for the reasons best known to them. All the DOP&T guidelines and constitutional provisions for maintaining the seniority of different cadres have been violated and have become the root cause of thousands of litigations. Now the promotions of executives are completely stagnated.
- 3.6 BSNL has extended the time bound financial upgradation instead of functional promotion and policy is framed in such a way that all absorbed executives irrespective of their qualification and performance got their first time bound in 4 years but we the direct recruit qualified and performing executives will get the same in six years.
- 3.7 Due to this time bound financial upgradation some of us are drawing pay scale of E3 but forced to execute the functional responsibilities of E1. Instead of giving us the functional responsibility of E3 management is trying to recruit fresh candidates in the name of MT at E3. It shall be worth to mention here that we have been recruited with professional qualification as the basic criteria and through one of the toughest all India Competition in the executive cadre as of in other top leading PSU. The entry level executives recruited with professional qualifications through all India Competition are treated as MTs in any leading PSU of India. Since, we have already been recruited as MT in BSNL as entry level executives, BSNL management shall in no way be allowed to make another lateral recruitment for freshers in the name of MTs, ignoring our legitimate career aspirations. The proposed recruitment of MT in BSNL is nothing but to cover up the wrong policies of BSNL management in the name of recruitment of fresh blood while the fresh blood already recruited in the company has been left to rot with no roadmap defined for them.
- 3.8 BSNL management has framed the recruitment rule of DGM recruitment in such a way that candidates working with any profile in any private company of Rs. 100 Cr turnover are eligible to appear in the examination of DGM but more qualified, more experienced candidates working with BSNL itself were not allowed to appear in the said examination on the pretext that we do not fulfill the criteria however the criteria was defined in such a way that no internal executive would have been eligible for this recruitment. With the intervention of the honorable court of law, we had been able to appear in the examination with private candidates at the last moment. Now, there is valid data available with BSNL management to declare the merit of the said examination and see the talent available with BSNL. We are always in favor to acquire better talent in BSNL at any level but cannot tolerate the recruitment which is just to justify the wrong policies of BSNL management and which undermines and abuses our own talent.