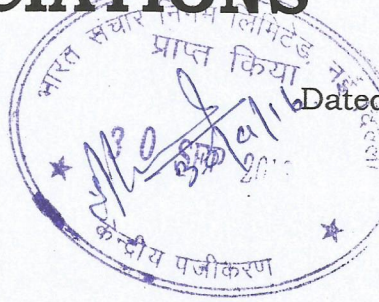


# FEDERATION OF BSNL EXECUTIVES' ASSOCIATIONS

No. FBEA/Corr/2016/2

To

Shri Anupam Shrivastava,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi.



Dated: 23<sup>rd</sup> September 2016

**Subject: Settlement of important HR issues before Membership Verification of Executive Associations – regarding**

Respected Sir,

As your esteemed self is well aware that since the duration of Second PRC is going to complete & third PRC is ahead, still some important issues are pending have not been addressed by Management. This Federation demands immediate settlement of following important HR issues to inculcate the motivation & energy among our worth Executives before Membership Verification of Executive Associations:

- (i) Addressing Pay Loss issue of JTOs/JAOs appointed after 01.01.2007 i.e. fixing Rs.22820/- as initial basic (same as that the case of Promotee JAOs) from DOA with respect to Second PRC.
- (ii) Replacement of Standard Pay Scale E1A by E2 and E2A by E3 w.e.f. 01.01.2007 with the opening of new avenue upto E7 grade ensuring five time bound promotions intact.
- (iii) Immediate redressal of CPSE Cadre Hierarchy.
- (iv) Superannuation benefit to all BSNL Executives w.e.f. 01.01.2007 as per Second PRC.

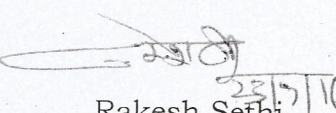
2. These issues have been pending for years although BSNL Management involved three Executive Associations, grossly leaving out the other associations, by including them in Joint Committees constituted to make recommendations on the issues. While the recommendations of the committees were unrealistic, with the representatives of the Management in the said committees themselves submitting dissent notes and therefore became non-implementable, the association representatives also took divergent stands on the issues after they had signed the reports of the committees.

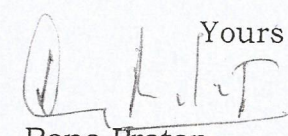
3. We feel that settlement of these issues is urgent and important before the 3<sup>rd</sup> PRC submit its report. Resolution of these issues cannot be postponed in the name of membership verification.

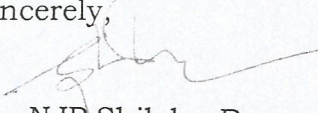
4. Therefore, we request you to kindly intervene and to ensure that these HR issues are resolved first.

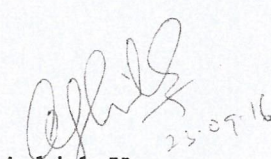
With kind regards,

Yours sincerely,

  
Rakesh Sethi  
GS, AIBSNLOA

  
Rana Pratap  
GS, BEA of BSNL

  
NJP Shilohu Rao  
GS, TSOA

  
Ashish Karn  
AIP, AITEEA

Copy to:

1. Ms. Sujata Ray, Director (HR)
2. Shri A. M. Gupta, General Manager (SR)