

FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

MEMORANDUM

Dated:-12.12.2021

To

**Shri. Ramcharan Bohra,
Hon Member of Parliament,
Jaipur,Rajasthan**

Sub: Revival of BSNL hampered by Govt Policies, unprofessional approach of BSNL Management, unscientific Restructuring and post reduction, deliberate attempt to demotivate the Officers by stopping their career progression, abnormal delay in decision making etc. Humble appeal for your support and appropriate actions:

Respected Sir,

We the Forum of BSNL Executive Associations representing all the Executives/Officers in BSNL would like to bring the following issues which are hampering the Revival of BSNL to your kind notice for your support and appropriate actions.

BSNL was formed on 01.10.2000 in order to provide a Level Playing field in the Telecom Sector. Unfortunately, from the day one, BSNL was struggling to get the same level playing field in the Telecom Sector. For example, BSNL was not allowed to launch Mobile Services till 2002, Policy commitment of Access Deficit Charges (ADC) and refund of Spectrum & License Fees has been stopped gradually by Govt in 2007/2008, four tenders for Mobile expansion cancelled between 2007 to 2012 due to Govt interference, 3G Spectrum allotted to BSNL but BSNL has not been allowed to procure Mobile equipments, non allotment of 4G Spectrum till 2020 eventhough equipments were procured and installed, non-payment of dues by DoT to BSNL, BSNL Management failure to launch 4G Services after the Revival package, failure to induct a professional management in BSNL, failure of BSNL Management in bringing in reforms, delayed policy decisions, unscientific Restructuring exercise, demotivation of the officers by denying them promotions and pay scales etc. are some of the major components impacted the down fall of BSNL. **In short Government Policies and the utter failure of the BSNL Management to convert it into a full-fledged PSU with professional approach are the main reasons for its debacle.**

Roadmap for revival of BSNL and the BSNL Revival package with 4G Services:

We are indeed thankful to the Govt for coming out with a Roadmap for revival of BSNL through the Revival package approved on 23.10.2019. The revival measures were more or less supported by the Associations for the best interest of the organization and its employees. However it is a matter of concern that revival measures put forth by the Government has almost lost its steam especially due to unfavorable policy decisions and absence of strong positive attitude of Top BSNL Management.

It may kindly be noted that the confidence induced by Government in the minds of employees and Public has simply been thrown to ashes by the ineffectiveness in reviving BSNL as no appreciable actions have been taken by the authorities in BSNL to revive the Company or to inculcate professionalism and accountability in organization. **Your good self will be astonished to note that BSNL Management could not even upgrade the Mobile equipments which are already purchased by spending more than 6,000 Crores and launch 4G Services till date.** It is disheartening to note that the entire Revival effort that was supposed to take BSNL back to its pristine glory and growth trajectory, is almost nullified due to lack of serious efforts and will power to take firm decisions in-line with the current requirements of the company.

Deliberate attempt to stop promotion and career progression for BSNL Executives:

It may be noted that after a long 21 years since its inception, BSNL does not have its OWN Management. Most of the Senior Managers working in BSNL are on deputation from DoT, for 21 years, since 2000. BSNL has failed to develop its own Management succession plan in these long period. The Management is still not showing any vision to promote internal talents to man the higher managerial positions. In the newly notified restructuring proposal, a deliberate attempt

has been made to delay the career progression of these Executives and deny them the opportunity to reach and serve BSNL at higher positions.

At the time of BSNL formation, BSNL Management took a Policy decision regarding career progression of BSNL Executives as followed in other PSUs but never acted on it by the Officers on deputation. BSNL continued with the Government Structure which ended up in numerous litigations. In May 2018, BSNL Board framed the new Recruitment Rules regulating the promotion for the BSNL Executives as per the Policy announced in 2002. However, that rules are not notified by BSNL so far and it managing the affairs simply by providing temporary promotions for years together instead of Regular promotions. Prolonged deputation of Officers from the DoT and denying the opportunity to internal Executives to move higher positions costing the organisation dearly. The prolonged deputation of Senior Managers from DoT to BSNL only serves their purpose without any accountability and responsibility in BSNL. The BSNL Board of Directors seems to be totally oblivious to this fact and seems to be furthering their deputation by denying promotion to the in house talents of BSNL by creating a mess of HR functions in BSNL. Non-finalization of the Pay scales for majority of the Executives in BSNL after 2nd Pay revision from 01.01.2007, putting them in huge financial losses is another classical example of BSNL failure in motivating the available Executives.

Because of the long pending HR issues, the Executives are highly demotivated and seriously affecting their performance and in turn BSNL Revival.

Restructuring in BSNL resulting drastic cut in posts especially in field units which affecting the services:

The required manpower planning and restructuring exercise which was supposed to be an immediate requirement of BSNL after VRS from February -2020 itself has taken 22 months! That also, in the most unscientific manner. In the name of VRS, BSNL made drastic cut in the number of posts by more than 60%. This has done most unscientific manner, without conducting any work study to find out the actual requirement of the organization. As a result the number of posts in the field units, the revenue generating areas become very less severely affecting the services due to lack of supervision.

Deterioration of Network and services:

Instead of keeping thrust on development, expansion, maintenance and ruggedness of various systems, the only effort visible on the part of Management is cost cutting even on operation & maintenance of various systems which is further resulting into huge deterioration of the Network and quality of service and finally resulting into the loss of revenue due to customer dissatisfaction. Shortage of critical items like Battery & Power plant, CPAN, BNG, OTN equipments etc, neglect of Transmission media, Revenue leakage on various fronts like PRBT etc are serious issues affecting BSNL.

Adding to the woes it may also be noted that the **Management miserably failed even to provide the salary in time that too in a pandemic season**, even at a stage where the salary expenditure was almost reduced to one third in the post VRS scenario.

We, earnestly request your kind support and appropriate actions on the above issues plaguing BSNL and solicit your early intervention. Telecom has been recognised as a strategic sector by Gol and BSNL is the only PSU in Telecom sector which is ideally placed to further the strategic interests of nation. Hence it is imperative that the efforts put forth by Gol is not allowed to fritter away by an unprofessional and visionless approach and squander away tax payer's money which has been utilised while extending the much needed Revival Package for BSNL/MTNL thereby securing the future & interests of entire employees of BSNL and nation's pride as a telecom PSU.

Yours faithfully,


(Pushkar Narayan Sharma)
CS,AIGETOA(Raj.)


(Sushil Kumar Khandelwal)
CS,SNEA(Raj.)


(Abhishek Jain)
CS,AIBSNLEA(Raj.)