

# ALL INDIA BSNL OFFICERS'S ASSOCIATION

Tamilnadu Circle

5<sup>th</sup> Circle Conference – Chennai – 12.10.2019

## RESOLUTIONS

- 1. Revival package for BSNL:** The Government appears to be slow pedaling on finalizing the proposal for revival of BSNL, while rumours about the contents of the revival package are merrily doing rounds in media and social media. It is said that the revival package includes VRS, reduction in retirement age, allotment of 4G spectrum to BSNL and monetization of land assets of BSNL. During the past one year, BSNL has been facing an unprecedented liquidity crisis, unable to pay its electricity bills, vendor bills, contract workers' wages, medical bills of the employees. BSNL employees' salary has been delayed for the fourth time since then. While very urgent measures are required to keep BSNL afloat, there appears to be lackadaisical approach by the Government. All that BSNL needs now is immediate relief in the form of cash support to overcome the crisis. This Conference urges the Government to give priority to immediate relief by way of cash support to control the liquidity crisis.
- 2. Post-VRS scenario:** This conference urges the CHQ to take up with BSNL/DoT for sharing with the stake holders, viz the employees of BSNL, its plans for the post-VRS situation with acute shortage of staff, particularly in Executive grades. The Executives not opting for VRS and the young BSNL recruited Executives should not be subjected to undue hardship.
- 3. Payment of Pension Contribution on actual pay:** BSNL has been forced to pay pension contribution in respect of its absorbed employees on the basis of maximum of the pay scale under FR 116, though the DoP&T had changed the methodology of pension contribution w.e.f. 1.1.2006 as on the basis of actual pay under FR 116. We have a strong case justifying extension of the same DoP&T instructions w.e.f. 1.1.2006 to BSNL in view of the fact that the ground on which the methodology for pension contribution was changed for Government employees applies equally to the absorbed BSNL employees. The Government should also repay the excess of thousands of crores of rupees collected from BSNL since 1.1.2006. This Conference appreciates the CHQ for its continuous efforts to get this issue resolved and requests CHQ to intensify the efforts.
- 4. Doing away with the practice of out-right purchase of equipment and following the revenue sharing model:** Outright purchase of equipment has made BSNL cough up huge money from its reserves. Large amount of money is being spent additionally towards AMC with the vendor. Upgrading the equipment and software also costs heavily every time. There is considerable delay in getting maintenance as well as upgradation done by the vendor. The equipment has their own life period and the depreciation affects our financial results. On the other hand, almost all the private telecom operators follow the practice of signing revenue sharing contract with the vendors. The initial capital expenditure in this method is comparatively less. The vendor assumes responsibility for fast resolution of issues and frequent upgradation, as he is benefitted by the efficient delivery of service. This results in a win-win situation for both.

This Conference requests CHQ to take up this issue with BSNL Management, urging BSNL to study and adopt the practice of revenue sharing model followed by private telecom operators in respect of all the future procurements of equipment, including 4G, which will reduce the CAPEX burden on BSNL and will improve the service delivery.

5. **Change in the Management set up:** The Indian Institute of Management, Ahmedabad, which was given the assignment of studying BSNL and giving its recommendations for reviving/restructuring BSNL, in its interim report, has recommended inclusion of professionals in BSNL Board, who has had experience in running businesses. It is therefore the right time to bring in professionals in BSNL Management. BSNL Management consists of officers of ITS Group A, with a few absorbed in BSNL and the remaining on deputation from the DoT, the administrative department. A decision by the then Government of India to allow ITS Group A officers to remain on deputation for more than the 5 years as stipulated by the DoP&T, has resulted in remote Management of BSNL at all levels all these years. While we do not seek to undermine the contribution of these officers, it is quite but natural, that there would have been more intent and resolve on their part to keep BSNL aloft, had they been part of BSNL. Also, those ITS Group A officers sitting in DoT had been acting as bosses – controlling and exercising authority, rather than helping BSNL to work independently. This Conference requests the CHQ to suggest constitution of a Special Group in the Ministry of Communications, excluding the present DoT officers, to monitor and guide BSNL to achieve a turnaround, in addition to the change in the setup of BSNL Management.
6. **3<sup>rd</sup> Pay Revision of BSNL Executives/Employees:** This Conference is of the considered opinion that denial of pay revision in the name of 'affordability' is quite unjustified even in the present scenario, as BSNL employees are not responsible for the present financial crisis. According to the Annual Report of BSNL for the year 2017-18, the amount recoverable from DOT is 2448 crores, from BBNL – 534 crores, from other Govt. companies – 2424 crores and Govt. companies [doubtful] – 1929 crores. Recovery of these dues must be emphasized. Settlement of the issue of pension contribution on actual pay, with refund of around Rs.5000 crores excess paid amount on this count, itself will be amply sufficient for shouldering the additional burden on implementation of pay revision. This Conference urges that this genuine issue should not be allowed to be eclipsed by the present financial crisis.
7. **This Conference** places on record its appreciation towards the meticulous functioning of CHQ, especially the General Secretary Com.Rakesh Sethi, desisting from posting any unauthenticated report on the Revival proposals for BSNL and cautioning members against forwarding unsubstantiated and negative information. This Conference reaffirms the commitment and support to the CHQ by AIBSNLOA Tamilnadu Circle.
8. **This Conference** expresses Congratulations and gratitude to the Circle Office Branch, hosting this Circle conference, for having made wonderful arrangements at short notice. This Conference also expresses its gratitude to all the members and office bearers of the Circle, who have been instrumental in the success of this Conference.
9. This Conference has taken note of the fact that our General Secretary was called for a meeting of All Unions and Associations of BSNL, where our General Secretary has conveyed our views that getting immediate cash support from the Government should be the foremost task and suggested for a delegation of all unions and association to the Secretary DoT. The General Secretary was not able to attend the next meeting on 11.10.2019, as he had come to Chennai, but AGS HQ has attended the meeting.The meeting has decided for one day fast on 18.10.2019 and to approach the unions and association which could not participate in the meeting. After

discussions on the matter, it is resolved that our CHQ/GS will take a final call on our participation in future agitations on common issues, taking into consideration all the issues involved.