

Circle President

K.Uma Mahendra
9490244222

Circle Secretary

M.V.Satyanarayana
9490179300

Circle Finance Secretary

K.Ravi Kumar
9490177700

All Communication at E-mail - "aigetoacsap@gmail.com"

No. **CS/AIGETOA/AP Circle/2023-24/13**

Dated at VJW the 27.01.2024

To,
The Chief General Manager Telecom,
AP Circle, Vijayawada.

**Sub: Request for Agenda-Based Meeting - Discussion on Crucial Issues Faced by
BSNL Executives and Development-related Points-regarding.**

Respected Sir,

It's indeed a positive stride that CEC AIGETOA, AP Circle, has begun an important journey with the successful mandate from the executives during the recently held circle conference in Vijayawada. On the other side, the initiation of a new journey for BSNL Andhra Pradesh circle under your dynamic and valuable leadership is promising. A collaborative approach is instrumental in achieving milestones and driving positive change.

I am writing to formally request an agenda meeting for the All-India Graduate Engineers & Telecom Officers Association (AIGETOA). There are several pressing issues that our members are facing in their day-to-day service activities, and we believe that seeking the immediate attention of the management is crucial for their resolution. We sincerely hope that you will appreciate our concerns and grant a convenient time for an agenda meeting. This platform will provide an opportunity to discuss and address the challenges faced by our members and work collaboratively towards their resolution.

As a recognized support association of BSNL Executives, we are committed to the betterment of service activities and the discharge of our responsibilities. I am enclosing herewith agenda points that we would like to discuss in the proposed meeting.

With warm regards,

(M V SATYANARAYANA)
Circle Secretary
AIGETOA- AP Circle

Agenda points with respect to the day-to-day issues being faced by executives of BSNL

1. Discussion on OTP Transfers Policy:

- a) Intra-circle transfers of SDEs and above-level executives having circle stay of more than 20 Years shall be avoided as their inter-circle transfers are being taken up by the Corporate office vide Lr.No.BSNLCO-PETS/11(11)/4/2020-PERS1 Dated 27.12.2023.
- b) A waiting list should be maintained at all levels in Telecom and Finance streams.
- c) Consideration of inter-BA transfer requests registered at the circle office in various cadres including engineering as well as finance:

Many transfer requests are registered for inter-BA transfers across the Andhra Pradesh circle, and many of them have already completed their stay tenure, such requests can be considered either in inter balancing manner or by giving longest stay intra-circle transfers. In this regard, it is requested to devise a proper methodology to consider all such pending requests in a defined time frame.

- 2. Discussion on the rotation of officers from the sensitive posts as per the CVC guidelines.**
- 3. Discussion on display of the status of verification and forwarding of the options exercised by executives for the higher pension to the EPFO.**
- 4. Rationalization of executive staff strength working in various cadres of all streams in all BA/OAs of Andhra Pradesh circle according to revenue, geographic size and business prospectus in BAs.**
- 5. The role of executives was not properly defined in the attendance system needs corrective measures in duty hours counting in the online attendance management system and incorporating the changes to take care of the problems associated with filed units:**

According to standard service rules executive's duty is associated with the responsibility assigned for the post, executives' duties can't be defined in terms of the number of hours concept like non-executive cadres. In a practical scenario, executives are working day and night to perform the responsibility assigned to them. Since an online attendance system through a mobile APP has been implemented in BSNL, the role of executives has somewhat vanished because of dealing with executive cadres in the same manner as non-executive cadres, which can never be productive for the organization in achieving the goals because it is only possible by owing complete responsibility.

Executives are working beyond office hours even at night times and weekly offs to restore the services and monitor the network for seamless connectivity to the customers, but no arrangement has been provided to them in the online attendance system. Due to this morale of executives is affected and this system discourages them from performing duties beyond office hours. For measurement of performance of the responsibility beyond office hours as in the role of executive, special provisions have to be made in the online attendance system.

6. Streamlining the IPMS card and incorporating the changes to take care of the problems associated with field units:

IPMS card has been implemented in BSNL for performance evaluation of individual officers. It has been observed that the target assigned in the IPMS card in many cases is not SMART (Specific, measurable, achievable, Relevant, Time-bound). In some cases, the IPMS card of individual officers is affected due to the non-availability of resources to meet the targets.

7. The seniority list should be followed strictly during the issuance of any looking-after arrangements for all eligible executives.

8. Facilities to be extended to the AIGETOA, recognized support association as per BSNL Recognition of Executives' Association Rules, 2014 in all Business Areas of AP Circle.

9. Requirement of executives in CNTX SOUTH, AP Circle:

At many stations in AP Circle, CNTX South wing is facing a shortage of executives. Based on the requirement of CNTX South, AP Circle, Volunteers may also be asked from AP Circle.

10. Extension of laptop policy to AP Circle for provision of Laptops to all Executives:

BSNL CO has released a reimbursement policy for the purchase of Laptops to executives of BSNL at the Corporate office only. It is requested to write a letter to the corporate office to extend the laptop policy to AP circle to motivate executives and also save the working hours of BSNL as most of is being wasted working on life expired desktop computers without UPS.

11. Implementation of one network is not clearly defined by the circle for monitoring it on 24 x 7. One network team should be exclusive and uniform procedure is being followed in all BAs for giving seamless connectivity to the customers and support to TIP partners for 24 x 7 with existing network resources.

12. E office should be implemented in all offices (Up to SDCA level) in BA/OAs.

13. In the 4G saturation project at Visakhapatnam BA, OFC was planned up to the nearest BBNL cable. It is learnt that there are so many fiber breaks in the BBNL optical fiber cable and those should be attended to for smooth running of radiation in scheduled time.

14. As per the Corporate office guidelines, all exchanges working with copper cable access network are going to be closed within 6 months. Hence it is requested to scrap outdoor DP posts in as is where is basis before closing of the exchanges. It will give revenue to the BSNL.

15. Strengthening of the transmission network in BAs as well as core links from Vijayawada to Chennai for giving seamless connectivity to the customers in CFA, CM and EB verticals and getting more business from the new customers.