

MEMORANDUM

To,

Date:17.09.2024

**Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001**

Respected Sir,

We wish to urgently draw your kind attention to a matter of critical concern and seek your intervention for appropriate action.

1) Stop implementing one more VRS.

We reliably learn that, efforts are underway to implement one more VRS in BSNL. It is worth noting that, the first VRS was implemented in 2020, under which the Management anticipated that around 30,000 employees would opt for the scheme. However, approximately 80,000 employees opted to retire under that VRS, under "compelling situation". As a follow up to the VRS, Management abolished all the 2,93,524 posts, resulting in a significant increase in the workload on the remaining employees. Under these circumstances, implementing one more VRS is nothing but a cruel joke.

It is most unfortunate that, the BSNL Management and the DoT continue to blame the employees' strength as the reason for the non-revival of BSNL. However, it is widely acknowledged that, the real reason lies elsewhere. While competitors like Jio and Airtel have already rolled out their nationwide 5G services, BSNL is still limping with 2G and 3G technologies. The undue delay caused in the launching of BSNL's 4G and 5G services is the primary reason for the company's prolonged financial challenges.

It is a writing on the wall that, the reason behind the massive exodus of customers is the extreme delay in BSNL's launching of 4G and 5G services. This has severely hit BSNL's ability to augment its revenue generation, despite implementation of three revival packages by the Government. It is obvious that, the BSNL Management is trying to take shelter behind the bogey of "employees' strength" and to make the employees as the scape-goat for all their failures. It is adding insult to the injury that, the Pay Revision of the BSNL employees is being denied by the Management and the Government, citing the "poor financial condition" of BSNL.

Following the 2020 VRS, BSNL Management outsourced several core functions, including the maintenance of Landline and Broadband connections. This outsourcing strategy has become counter-productive, as evidenced by the near-total eradication of BSNL's Landline and Broadband connections. This is a very big failure of the BSNL Management. However, the Management shielded its failure, by telling that the Landline has become an outdated technology. However, during the same period, Reliance Jio has emerged as the biggest Landline service provider in the country. The Management's outsourcing policy must be held accountable for this. Additionally, BSNL Management has outsourced the provisioning and maintenance of FTTH connections to the TIPs (Telecom Infrastructure Provider). As a result, BSNL's FTTH service, which was a big hit at one

time, is showing negative growth now. Again, BSNL's mindset that, outsourcing is the panacea, is responsible for this disaster.

The employees are shell-shocked by the news that, one more VRS is going to be implemented in BSNL. They are already demotivated by the denial of Pay Revision, which has resulted in the burning problem of Stagnation. Under these circumstances, implementation of one more VRS will further frustrate and demotivate the employees. In view of the foregoing, we earnestly urge upon you to stop implementing anymore VRS.

2) Stop implementation of People Analytic Mobile App.

BSNL Management has proposed to implement People Analytic Mobile App for the Executives in BSNL w.e.f. 18-09-2024. With this step, compulsion is being created on the Executives for writing Daily Diary in online mode, in the People Analytic Mobile App, wherein attendance is to be marked. It is most unfortunate that, this Diary Writing is linked with attendance and salary payment of the Executives. Under this system, an Executive who does not record the Diary for a day, will not be allowed to mark attendance on the next day and his salary for that day will be stopped.

This is nothing but a summary punishment to the Executives, without inquiry or understanding the side of the Executives. This type of daily Diary writing and linking it to the payment of salary, has not been implemented by any other Government organisation or PSU. Already BSNL Executives are compelled to use many online apps and online systems for reporting and addition of one more app and linking it with the salary has created mass unrest among the Executives. There is also fear among Non-Executives that similar steps will be taken against them also.

Also Management has not discussed this issue with any recognised Associations before announcement of its implementation. Earlier, such ideas of IPMS, Online Attendance were implemented at least with preliminary discussion. First it was implemented in a circle on sample basis and after understanding the issues, the same has been extended to other circles.

BSNL is not giving a reasonable amount for mobile handset reimbursement and is compelling the Executives to purchase high end Mobile handsets. Uniform policy of laptop amount reimbursement is also not extended to field units, even after repeated requests of the Associations and assurances by the Management. To the contrary, decision has been taken arbitrarily by the BSNL Management, to implement Daily Diary writing and linking it with salary payment. This biased order has created mass unrest among the already agitated Executives, who are working in the worst service conditions.

We strongly condemn this biased and one sided decision of the BSNL Management with direct attempt to stop salary payment for simple work of writing Daily Diary and neglecting all other performance parameters. It seems that, the Management is deliberately creating unrest among the Executives and disturbing industrial peace of the Organisation and provoking Executives and their Associations for protesting. We demand the immediate stopping of the implementation of People Mobile App and to hold discussion with the Associations before taking any such step related to Executives.

Under these circumstances, we request you to kindly call for a meeting with the unions and associations immediately, to be headed by your good self, to discuss both the above mentioned issues and to make clear the actual stand of the Management. The Unions and

Associations will be forced to take recourse to agitational methods, if the Management proceeds with the proposal for implementation of the second VRS and also go ahead with implementing People Analytic Mobile App.

Thanking you,
Yours sincerely



[P.ABHIMANYU]
GS, BSNLEU



[CHANDESHWAR SINGH]
GS, NFTE



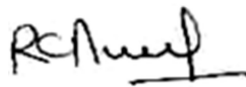
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GS, SNEA



[RAVI SHIL VERMA]
GS, AIGETOA



[N.D. RAM]
GS, SEWA BSNL



[R.C. PANDEY]
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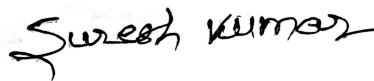
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GS, AIBSNLEA



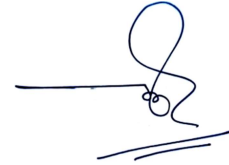
[K. JAYAPRAKASH]
GS, NUBSNLW (FNTO)



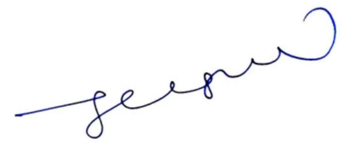
[SURESH KUMAR]
GS, BSNL MS




[SURESH KUMAR]
GS, SNATTA



[Manoj Singh]
GS, AITEEA



[J. VIJAYAKUMAR]
GS, TEPU



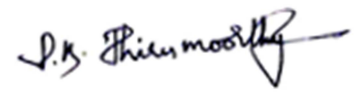
[ANIL KUMAR]
GS, BSNL ATM



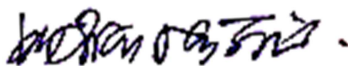
[JANARDHAN YADAV]
GS, AIBSNLOA



(R.K. GUPTA)
GS, DEWAB



(P.K. THIRU MOORTHY BABU)
GS, BSNL DEU



[M. RAMASUNDARAM]
GS, BSNLEC



[SUMIT SONI]
GS, CBOWA