

## **ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)**

**No: UA/2017/30**

**02.08.2018**

To,

**Shri Anupam Shrivastava,  
CMD BSNL,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001**

Sir,

Sub: - ***Implementation of austerity measures at the top management level- req.***

We wish to draw your kind attention to the subject mentioned above.

The BSNL Management is continuously curtailing the limited facilities extended to the employees, under the pretext that the Company's financial position is worsening. From September, 2011, onwards, Medical Allowance of the employees has been withdrawn. Except for those who are retiring, the facility of LTC has been withheld for the rest of the employees. PLI is not being paid for the past 8 years.

Revision of the allowances of the employees has been frozen since 2007. The arrears for 78.2% IDA merger is also yet to be paid to the employees. Very recently, the ceiling for the reimbursement of Out Door treatment, has been reduced from 25 days to 23 days. In fact, the Management wanted to reduce it to 15 days, which was given up amidst severe protest from the unions and associations. The quantum of Medical Allowance being paid to the retirees (without voucher) has also been recently reduced from 50% to 25% of the last pay. On 18.06.2018, the Corporate Office has issued letter for deferring dates of the salary payment of the employees.

When the facilities of the employees are being bulldozed as mentioned above, it is very bizarre to note that, the top officers of the Company continue to enjoy all the facilities, as well as luxuries, without any curtailment. In fact, the top officers of the Company have started enjoying more luxuries now. A case in point is the BSNL Corporate Office letter no.2-5/2018-Protocol dated 20.07.2018, vide which the Management has extended the luxury of flying in Business Class, to the HAG and SAG level officers.

Further, it is also observed that the number of officers going on foreign tour is increasing day by day. An analysis of these travels reveal that, a good number of these foreign tours are unproductive and are totally useless for the Company and its employees. It is also a matter of serious concern that, most of these foreign tours are being carried out in the most opaque manner. A huge amount of the Company is going into the drain, by way of these foreign tours, which has to be stopped immediately.

It is also very pertinent to mention here that, the top officers are staying in star hotels, instead of using the Inspection Quarters of the Company, which are available in all the cities and towns. Other luxuries like elite Club Membership, Executive Health Check-up, luxury cars, etc., are being extended to the top officers in an unabated manner. The cars, furniture, computers, laptops, etc., provided to the top officers, are being taken home by them at the time of their retirement, by paying only 30% of the price of these items. This decision of the Management needs to be reviewed, in view of the worsening financial condition of the Company.

The top officers of the company are travelling in business class in the flight when the company is deferring the disbursement of salary.

An important question that is arising in the mind of each and every employee is that, why the top officers of the Company continue to enjoy all the luxuries, even when the financial position of the Company is worsening day by day? The mindset of the top officers of the Company, reminds the employees of King Nero, who played fiddle, when Rome was burning.

In view of the foregoing, we, the unions and associations of BSNL, unanimously demand that austerity measures should immediately be implemented for the top officers of the Company. In fact all such measures should start for the top and the top management should set an example for the rest of the employees. It is also informed that, in the absence of any such initiative by the Management, the AUAB will be forced to place it as one of the demands for it's future struggles. We hope that needful action in this regard would be taken promptly to percolate the right message down the level.

Thanking you,  
Yours sincerely,

(P. ABHIMANYU)  
GS, BSNLEO.

(CHANDER SINGH)  
Genl Secy  
WFTB (BNL)

(K. SEBASTIAN)  
GS (SNEA)

(Suresh Kumar)  
GS BSNLMS

(R. S. VERMA)  
AS/ATM

(H. P. Singh)  
Dy. GS BSNLOA

(S. D. Shana)  
GS. BSNL ATM

(J. Vijayakumar)  
AS GS. TEPU

- Copy to: (1) Shri Nripendra Mishra ji, Principal Secretary to the Prime Minister, PM Office, South Block, New Delhi - 01  
(2) Shri Pradeep Kumar Sinha, Cabinet Secretary, Government of India, PM Office, South Block, New Delhi-01  
(3) The Private Secretary and OSD of the Hon'ble Minister of State for Communications (I/C), New Delhi.  
(4) Ms. Aruna Sundararajan, Secretary, Telecom Commission, Sanchar Bhawan, 20, Ashoka Road, New Delhi-01  
(5) Shri N. Sivasailam, Special Secretary, Telecom Commission, Sanchar Bhawan, New Delhi - 01  
(6) Ms. Anuradha Mitra, Member (Finance), Telecom Commission, Sanchar Bhawan, New Delhi - 01  
(7)-(8) The All Directors of BSNL Board, Bharat Sanchar Bhawan, Janpath, New Delhi - 01