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TELEWAVE

A HOUSE JOURNAL OF
ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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NEWS FLASH

- AIBSNLEA notified its 4th All India Conference and Pre-AIC Central Working Committee meeting of All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA) to be held from 10th November, 2013 to 12th November, 2013 and on 09th November 2013 (at 14.00 Hrs) respectively in Sapkal Knowledge Hub, Kalyani Hills, Anjeneri, Trambak Road, Nasik, Maharashtra.
- BSNL issued Promotion and posting in the grade of Principal Chief Engineer (Elect.) on regular basis in Electrical Wing on 23.07.2013.
- BSNL issued Promotion and Posting order (4 Nos.) in the grade of Chief Architect on 22.07.2013.
- Posting on Promotion orders from 1587 SDEs(T) to DEs on Adhoc basis (OC=1240, SC=249, ST=98) were issued on 19.07.2013.
- BSNL has released the 50+ 34=84 Nos. Posting on Promotion of the Executives SDE [Telecom] to the Executive AGM/DE of Telecom Operation Stream in the IDA scale of ` 29100-54500/-, on purely temporary and adhoc basis on 22.07.2013 and 07.08.2013 respectively.
- BSNL issued promotion and posting order of 24 Nos. Executives of STS level of Telecom Finance to JAG level of Telecom Finance on purely temporary and ad-hoc basis on 25.07.2013.
- BSNL Corporate Office issued order regarding Confirmation case on completion of probation of JAOs appointed in BSNL from other ministries/DoP on dated 02.08.2013.
- BSNL Corporate Office issued order regarding appointment of JAOs under 40% quota on dated 06.08.2013.
- ALTTC, Ghaziabad issued letter on 16.07.2013 for conduct of Entry Level Training course for all left out JTO (Civil) from 05/08/2013 to 11/10/2013(Last Batch).
- AIBSNLEA organized its Central Office Bearers, Advisors and Circle Secretaries meeting successfully on 3rd & 4th August, 2013 at New Delhi.
- Forum of BSNL Unions and Associations organized National Convention successfully at Mavlanker Hall, New Delhi on 03.08.2014.

***AIBSNLEA wishes a very happy and Prosperous
'Independence Day' and 'Raksha Bandhan' to one and all.***

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CENTRAL HEAD QUARTERS
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Glimpses of National Convention organised by Forum of BSNL Unions and Associations at Mavlanekar Hall, New Delhi on 03.08.2014



DIAS View



Com. Gurudas Dasgupta, MP and GS AITUC addressing the National Convention



Com. VAN Numbodiri, Convener, Forum of BSNL Unions and Associations, New Delhi



Com. Prahlad Rai, GS AIBSNLEA addressing the National Convention



Audience View



Audience View

DECLARATION OF FORUM OF BSNL UNIONS & ASSOCIATIONS IN NATIONAL CONVENTION OF BSNL EMPLOYEES ON “REVIVAL OF BSNL” ON 3RD AUGUST 2013 AT MAVLANKAR HALL, NEW DELHI

National Convention of BSNL Employees held on 3rd August 2013 at Mavlankar Hall, New Delhi, participated by BSNL employees from all over India, representing the 2.5 lakh employees expresses its deep concern and anxiety about the continued loss of BSNL for the last four financial years and the reduction in its market share. The slow growth rate is mainly due to lack of expansion and developmental activities, non-procurement of required equipment etc. which continue despite sustained demands raised by the employees and their unions for improvement of the services.

Bharat Sanchar Nigam Limited (BSNL) was formed as a Public Sector Unit (PSU) on 1st October 2000 from the Department of Telecom, Department of Telecom Services and Department of Telecom Operations ignoring the protest of the employees and their unions. The Overseas Communications and the telecom services in Delhi & Mumbai were corporatized earlier as Videsh Sanchar Nigam Limited (VSNL) and Mahanagar Telephones Nigam Limited (MTNL) respectively. The entire service sector of the department, which has been serving the nation in a very efficient way for more than one century, was converted in to three Public Sector Units. All the executive and non-executive employees were compelled to exercise option for the PSUs, while the top management, ITS officers, were given 5 years on deputation to submit their option.

Five years earlier, in 1995, the telecom sector, which was completely under the government, was opened up for the private sector as per the National Telecom Policy 1995. This was part of the new economic and liberal policies of the government initiated in the early 1990s which intended to shift many activities of government to the private sector. Corporatisation is the first step towards privatisation as has already been seen in the case of VSNL, which has been handed over to Tatas and is now a private company by name Tata Telecommunications. More than 46% shares of MTNL stand disinvested.

Government goes back from its financial commitments.

At the time of corporatisation to BSNL, the government had assured it's financial viability through Reimbursement of Licence Fee, Payment of Access Deficit Charge (ADC) collected from the private telecom companies and grant from Universal Service Obligation Fund (USOF) for providing services in remote and local areas which are loss-making, but are part of the social commitment of the government for providing universal communication services, where the private companies seldom operate. While the government implemented the above decisions for a few years, it has gone back from its commitments and discontinued all these financial assistance to BSNL arbitrarily. The reimbursement of licence fee and ADC has been stopped completely and the assistance from USO Fund reduced.

Unfair and Discriminatory Treatment to BSNL.

From the time the private companies were granted licences to provide telecom services, they were favoured by the government and the DOT / MTNL / BSNL discriminated. The licences to provide mobile services were granted to private companies in 1995, while DOT (BSNL was formed later) and MTNL were denied the same till 2002, 6-7 years after, giving undue advantage to the former. The fixed amount for licence to private telcos which could have fetched around 1.25 lakh crore to the government was changed in to revenue sharing by which the government lost a very huge amount. The CAG has calculated the loss to the government at Rs. 1.76 lakh crore in the 2G spectrum auction, the beneficiaries of which were the various private companies.

BSNL was compelled to pay Rs. 18,500 crore towards 3G and BWA Spectrum for pan India without allowing it to participate in the bids. But the private companies managed to provide all India services by paying about one third of the sum paid by BSNL, by illegally sharing the spectrum between them, while each bid only for a few circles. BSNL had to pay more, but was allotted spectrum which could not meet the future requirements for new technology, and private companies paid less and got spectrum suited to next generations.

In short, on each and every occasion private companies were favoured and its own company discriminated by government. The interests of the private telecom companies became more important to the government.

Procurement of Equipment.

Despite the fact that mobile licence was granted to BSNL 6-7 years after it was granted to private companies, BSNL was gaining in the number of connections and was almost going to reach the first position by 2006-2007. A tender for 45.5 million mobile lines was floated and was going to be finalised when the government made BSNL Board to cancel the same. Another tender for 93 million lines was cancelled in the same way two years later. Had these tenders were finalized and equipment purchased, BSNL would have forged ahead in the mobile sector. BSNL is even now leading in both landlines and Broad Band connections. It was only through the one day successful strike of the employees that at least half of the first tender i.e. 22.5 million lines were purchased which saved the situation to a certain extent.

There is acute shortage of equipment like mobile lines, phone instruments, cables, drop-wire, Optical Fibre Cables, Broad Band Modem, Jointing kits etc. which are hampering the services and fault repair. Though some purchases have been made in the last year, they are too insufficient to meet the requirement.

Killing the goose which lays golden eggs...

BSNL was having an average revenue of Rs. 35,000 – 40,000 crore till 2007-2008 and a profit of about Rs. 5,000-10,000 crore per year. Due to government decision to go

back from its earlier commitment on financial assistance, lack of equipment and also cut-throat competition, the revenue came down to Rs. 30,000 – 27,000 crores and also posting loss for the last 4 financial years. The loss in 2011 – 12 was Rs. 8,851 crores and in 2012-13, it may almost be the same. BSNL was having a cash balance of about Rs. 40,000 crore, all of which was taken back by the government through charges towards spectrum, an imaginary loan of Rs. 7,500 crore and its interest calculated at a high rate of 14.5% coming to about Rs. 12,000 crore, taxes, dividend etc.

The Inefficient Management...

BSNL Management is also fully responsible for the present unfavourable and unenviable position of BSNL. The fact that most of the top management officers (ITS Officers) do not belong to BSNL, but are on deputation from government and do not have much stake in the company, has [Page no. 02]played a negative role in the growth and expansion of the company. BSNL needs committed and efficient management.

The role of the employees and unions...

The employees and their unions/associations had continuously raised issues concerning the development and expansion of the services. Much more is to be done to improve the services. The mind-set of the employees needs to be further improved to face the present challenges and for ensuring a better service to the customers. They should always remember that they are important stake-holders of the company and at the service of the nation and its people. The Forum of BSNL Unions / Associations has been mobilising the workers, approaching the BSNL Management and the government for necessary actions and decisions so that the BSNL, the telecom PSU, is strengthened and expanded and a better service is provided to the nation. Telecom is the second line of defence and concerns of national security have also to be considered.

GoM for Revival of BSNL and MTNL...

A Group of Ministers (GoM) for revival of BSNL and MTNL has now been formed by the Government with Shri P.Chidambaram, Finance Minister, as Chairman. The Forum of BSNL Unions/ Associations has submitted a detailed memorandum to the Chairman, GoM, with positive suggestions for the improvement and strengthening of BSNL with a request for personal hearing. These suggestions, if accepted, will certainly make BSNL financially viable and improve the services. This National Convention of BSNL Employees organised under the banner of the Forum of BSNL Unions and Associations which represents the more than 2.5 lakh employees places the following demands / suggestions before the government, the BSNL Management and workers for Revival of BSNL and for a Better Service to the Nation:

1. The Government should honour and implement the assurances given at the time of formation of BSNL for financial viability like Reimbursement of Licence Fee, Payment of ADC to BSNL and Liberal subsidy from the USO Fund for compensating the losses for providing

services in villages, remote / rural / naxal affected areas etc.

2. The Spectrum should be allotted free to BSNL, which is the incumbent service provider and Government Company, including the additional spectrum with BSNL.

3. The Rs. 18,500 crore charges for BWA and 3G Spectrum collected from BSNL should be refunded.

4. Orders should be issued making it mandatory for all Central/State Government departments, Central/State PSUs to take telecom services from BSNL/MTNL as have been issued for air-travel by another central PSU, Air India. This will help in dealing with security concerns also.

5. Refund BSNL the huge interest of about Rs. 12,000 crore recovered from BSNL @ 14.5% for the Notional loan of Rs. 7,500 crore.

6. Transfer the assets and land to BSNL from the government for which BSNL is paying taxes and other charges.

7. An effective and quick mechanism and immediate procurement of equipment like Mobile lines, Broadband Modem, Cables, Drop Wires, Optical Fibre, Telephone Instruments etc. so that expansion and Development could be implemented quickly.

8. The Pension Contribution to be remitted to the government should be on the basis of actual pay and not on the basis of the maximum of the pay scale, by which the company is losing huge money.

9. BSNL should be exempted from payment to USO Fund, considering the fact that the financial condition of the BSNL is weak.

10. The Management of the company should belong to the company and not to deputed officers.

11. Telecom Factories should be modernised. In addition to towers, other equipment required for telecom services should be manufactured. It should be made mandatory for the field offices to purchase the equipment from telecom factories.

12. Effective functioning of the Works Committees at the SSA level so that discussion could take place between the unions/associations and management for expanding and improving the services. This should be extended to Circle and All India levels.

13. No VRS/Retrenchment in BSNL, which will have negative impact on the services as has already been the experience wherever it has been implemented.

14. No Disinvestment / Privatisation of BSNL

15. No Increase of FDI in Telecom Sector. In addition to the security concerns, increase in FDI will affect BSNL adversely, with huge funds available with the private companies.

16. Abolition of the Telecom Advisory Committees, which have been formed when only DOT was providing services, and which has got no relevance now except unnecessary expenditure.

17. Active and committed participation of the employees in marketing and other developmental activities. Programme of Action — Organise Circle,,, SSA Conventions...

This National Convention of BSNL employees calls upon the BSNL unions/associations to organise similar conventions at Circle and SSA levels to give wide propaganda to our demands, to educate the employees, to seek the support of the people for strengthening BSNL and enabling it to provide a better service. This National Convention feels that maximum efforts should be made to understand the requirement of the customers

and provide them the same efficiently and effectively keeping very good cordial relationship. .

The Forum of BSNL Unions/Associations assures the employees that it will make all out efforts to fight against the anti-BSNL policies and action of the government and also for a better future for the employees through saving and strengthening BSNL and its services.

STATUS OF COURT CASES

• **Brief of contempt case on ITS issue in Hon'ble High Court of Delhi:** The said case was listed for hearing on dated 25.07.2013 as Item No. 3 in Court No. 7 before Hon'ble Justice S.K. Misra at the High Court of Delhi at New Delhi. Mr. Rajshekhar Rao appeared on behalf of the Petitioners. Mr. Sikri appeared on behalf of BSNL and Mr. Vaibhav Kalra appeared on behalf of DOT.

There was some defect as regards the memo of parties which will have to be rectified at our end in as much as certain Respondents mentioned in the memo of parties in the Court File did not appear to have any mention in the Prayer and relief clause. In view of the same, the Ld. Judge was pleased to grant 2 weeks time to the Petitioners to file the amended Memo of Parties. The counsel appearing on behalf of Respondent No. 3, 4 & 6 sought time to file a Reply and the Ld. Judge directed the Respondents to file a separate Affidavit for each Respondent. Further, Mr Rao made brief submissions which led to filing of the instant Contempt Petition particularly the breach of the Hon'ble High Court's Orders on three occasions. However on the issue whether the personal presence of the Respondents would be required in Court, the Ld. Judge was of the view that the same should be decided on the basis of the Reply filed and to be determined at a later stage.

Therefore in view of the above, the matter now stands adjourned to 09.12.2013 for further proceedings.

• **270 SDEs Court Case Status:** Civil appeal No 3149 of 2009 is pending in the Hon'ble Supreme Court against the judgment and order dated 2.4.2008 passed by Hon'ble High Court of Madras in a W.P.(C) No. 21961 of 2001 by which the Hon'ble High Court has dismissed the writ petition filed by BSNL and confirmed the order of CAT Madras quashing the seniority list assigned to 270 SDEs vide order dated 1.2.2001 and directed for re-drawing this seniority.

The Hon'ble Supreme Court on 12.5.2008 passed interim order for maintenance of "Status quo" inspite of the said interim order BSNL issued promotion order for the posts of DGM to 172 DE/AGM out of 270 SDEs on 8.2.2012. Contempt petition no. 403 of 2012 was filed by promotee Sh. M. Shamugam for initiating contempt proceedings against contemnor CMD BSNL and other officials of BSNL. The said contempt petition no. 403 of 2012 was listed before the Hon'ble Supreme Court on 26.7.2013 and the Hon'ble Court issued show cause notices and directed for personal appearance of contemnors CMD, BSNL, Director(HR) and AGM (Pers.) of BSNL. Order will be available within 3 days and shall be submitted. **Next date for 270 contempt case is 23rd Sept'2013.**

• The contempt petition in Hon'ble High Court of Chennai praying stay for the adhoc DE promotion came up for hearing on 22.07.2013 and posted after three weeks.

• 1966 M H GOMBI Case Came up for hearing on 23.07.2013 in Hon'ble CAT BG and posted to 26.08.2013. No stay is granted on present promotion order of DETs on Adhoc Basis.

• **Regarding regularisation of officiating JTOs:** It is reported that, the Hon'ble High Court of Punjab & Haryana at Chandigarh was pleased enough to close the Contempt of Court case COCP 1431/2008 against CMD BSNL & others filed by some petitioners in WPC 5608/2007 in the matter of diversion of DR quota JTO vacancies. The counsel for contempt petitioners has chosen to withdraw the contempt petition and the high court has been pleased to dispose of the contempt petition on his statement. No adverse observation with account to supernumerary posting of Officiating JTOs have been made by the court virtually accepting the stand of BSNL to adjust earlier test qualifying offg. JTOs. This order will pave way for adjustment/regular promotion of all other offg. JTOs as a onetime measure all over India. The BSNL Management have to proceed further in an impartial and judicious manner to settle the issues of officiating JTOs amicably. The present development shows that the suggestion already put forward by AIBSNLEA in the matter of regularisation of the remaining officiating JTOs by a onetime personal upgradation, is the correct feasible and viable solution. Now the authorities are also at liberty to settle the issue by creating sufficient number of supernumerary posts. There was no need to wait for the closure of the Contempt of Court Case. BSNL ought to have initiated the regularisation of the remaining officiating JTOs through the upgradation as demanded by all recognised trade unions and associations in BSNL. Now it is time for the BSNL authorities to act judiciously and keep word as assured in writing to AIBSNLEA in this matter in connection with the settlement of the latest Organisational Actions called by AIBSNLEA.

**BRIEF MINUTES OF THE CENTRAL OFFICE BEARERS, ADVISORS AND CIRCLE SECRETARIES MEETING
HELD ON 3rd & 4th August, 2013 AT NEW DELHI
03.08.2013**

A meeting of the Central Office Bearers, Advisors and Circle Secretaries were held on 3rd & 4th August 2013 at CTO Compound, New Delhi. President of AIBSNLEA Com. P. Venugopal, presided over the meeting. President in his opening remarks requested everyone to co-operate with the dias in completing the agenda points and various important issues. In his address he informed the circumstances for calling the meeting during this period. Most of the Central Office Bearers, Advisors and Circle Secretaries actively participated in the meeting.

The house prayed the almighty to get well the ACS of NE - II who had a heart attack during the convention and also Son of Com. Satish Kumar Delhi Circle Secretary who is seriously admitted in the Hospital. Agenda circulated was unanimously approved by the house.

Two minutes silence observed in memory of the departed comrades.

After Self introduction, the agenda items were discussed and approved.

GS welcoming all has stated that he is aware of the little difficulties and discomforts faced by the members in accommodation. But the IQ is booked in order to reduce the expenditure with the larger interest of the organization. GS also stated that the invitation to the meeting was limited to the Circle Secretaries and not extended to Circle Presidents due to the accommodation constraints. He mentioned that we have tried to utilize the presence of CHQ Office Bearers, Advisors and CSs who have come to attend the National Convention organized by Forum of BSNL Unions/Associations on 3rd August, 2013 at New Delhi. He expressed that the house will appreciate the efforts of the CHQ and the inconvenience if any, caused is regretted.

G S read out the report on the activities like organizational matters, viability of BSNL, review of organizational action programmes and status of long pending HR issues during the period.

The issues were discussed point by points in details.

Membership : GS stated that there is a huge difference in the number of membership report by the Circle Secretaries in the CWC and the quota paid to the CHQ. The quota remittance is not ensured by the Circle Secretaries which are assured in the CWC meeting. He stated that the remittance of quota should be cleared before the AIC and there should be no difference in the membership and paid

membership. GS mentioned to maintain the discipline in making the payment of CHQ quota based on the Constitution. A complete detailed circle-wise data with reference to total executives and members of AIBSNLEA and paid membership was analysed. GS informed that if we concentrate and put little more efforts, we can score more and be in a better position.

Membership Verification: Management has started the process of membership verification of majority association in Executive cadre and a committee has already formed to frame the guidelines and report of the committee is ready and will be available to the Association shortly. There will be only one executive association which will be approved and two will not be allowed as in the case of Non-Executives. He has explained the entire situation under which we are going to face the verification. He also stated that the performance of the association will be based on the status of the Districts and the actions and performance of the Circle / Branch Secretaries.

The strategy to be adopted for the membership verification was discussed in detail by circle by circle. GS informed that in many of the circles we are leading and few circles we are not due to the poor performance of the existing office bearers at circle level. Definitely we will be number one association after the verification. However, sincere efforts at base level are required to strengthen the organization.

GS informed that once the management formulates the method of membership verification of the Executive Association and it will be made available to our association which will be placed in the website. GS informed that after getting the minutes, we will respond according to the terms and conditions stipulated in the minutes.

We will face the referendum and will intimate the management that about our willingness.

ITS Absorption: GS explained the status of ITS absorption and the developments taken place in the legal process, deployment, recruitment under Rule 37, etc. and Management wants to divide the unity of Executives Associations by holding verification of executives Associations, which is a threat to their existence. GS also stated that under Rule 37A, the absorption process is over and already extended our solidarity and moral support.

Status of AIGETOA Agitation: GS informed that the agitation is going on for the E2 and E3 standard IDA

pay scale and CPSU Cadre Hierarchy and other various issues which are common issue for our members also and we have already taken up the issue with the management.

C S Kolkata Telephone pointed out that the SNEA(I) is functioning as a state body in the W B Circle and Kolkata Telephones as against the two Circle units of AIBSNLEA. GS informed that the matter was already taken up with SR cell of BSNL CO and the SR cell has assured that before the referendum SNEA(I) will have to split into to two separate circles. GS TEAM Com. A.K. Kaushik had attended the meeting as a special invitee and addressed the gathering. He has informed that the Govt. pension to the MTNL employees are getting settled at par with that of BSNL that is getting Govt. pension for the employees of MTNL. The difference of pay scale between BSNL and MTNL will be equalized in the pay commission of 2017. This could happen only because of the joint efforts and struggle. He also stated that in the Joint Forum of BSNL and MTNL Unions / Associations Com. Prahlad Rai is the spokesperson for MTNL and he also mentioned that this will pay the way for merger of MTNL and BSNL in the future. He informed that it will be better if the membership verification is done after merger. At any cost TEAM will be merged with AIBSNLEA once the MTNL and BSNL is merged. He also extended his fullest support at his personal level and from the TEAM for the success of AIBSNLEA in the membership verification as much as possible.

GS AIBSNLEA briefed about the contribution of Com. Kaushik wherein the revision of pay scale of 1986-87 for JTOs was achieved under the leadership of Com. M.K. Bagchi. Com. A.K. Kaushik was the victim of the administrative action against the trade union movement and he was bold enough to come out of it. Com. Bagchi and Com. Kaushik were instrumental in stopping the formation of MTNL pension trust formula. Even though, all other non executives and other associations were in favour of forming the trust to get the pension. The reluctance of DoT was very much which was totally against the Govt. Pension to the MTNL employees and the untired struggle of Com. Kaushik has resulted in getting the issue resolved. He also expressed that this Govt. Pension to MTNL will pave the way to merger of both the PSUs for the larger interest of the organization with PAN India presence.

GS AIBSNLEA informed that there was joint forum of BSNL and MTNL with the Executives and non executives which was also instrumental to help the MTNL employees to get settled the issue of Govt. pension which otherwise the DoT was of the opinion

that BSNL unions and Associations are not in favour of paying Govt. Pension to the MTNL employees. The joint struggle has resulted in the favorable decision and definitely TEAM will extend its' full support for the membership verification of BSNL at 01.30 AM on 04.08.2013.

04.08.2013

GS briefed about the working of UP (West), J&K, Jharkhand, Bihar and Uttarakhand and the need of holding the Circle conferences which is due. J&K has already fixed the date of Circle Conference. Com. G R Sharma will pursue with C.S. Bihar to hold the Circle Conference within 15 days. At UP (W) Com. Deveshkumar and Com. G R Sharma will co-ordinate with the circle representatives and form the New Circle Body within 15 days.

Legal Fund : Towards legal fund A P circle has paid ' 25000/- and Kolkata Telephones has paid ' 1,00,000/-. The legal fund received from Circles was analyzed circle by circle. All the Circle Secretaries were requested to remit the amount assured by them towards the legal fund which is very much essential to continue the battle of various court cases.

Journal/Circular/Websites: The new design of CHQ website was re-designed by Com. M.K. Morodia, Circle Secretary of Rajasthan Circle and the efforts taken by both Com. Morodia for new design and Com. Bhagwan Singh, AGS(HQ) for timely updation of all the relevant details, news items and orders.

Printing of Telewave: The continuance of hard copy of the TELEWAVE was discussed in detail and decided to continue with minimum required copies till next AIC.

Printing of Diary: Printing of diary will be decided after the management takes a decision regarding supply of diaries to the Executives.

Welfare Fund: The committee constituted for studying and proposing the scheme will submit its report in the AIC and based on the recommendation of AIC, a decision will be taken.

HR issues: CPSU Cadre Hierarchy: The proposal given by the BSNL management was discussed in detail. It was decided that all the Circle Secretaries will submit the detailed report within one week based on which CHQ will submit its suggestions to BSNL Management.

Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE: GS briefed the status of the case with complete details and also about the discussions taken place with the management and views of the management in this regard. He also stated that decision on CPC in Civil and Electrical Wing is pending with management and a decision is awaited very shortly.

MTRR: It was decided to request the management that Hon'ble PB CAT New Delhi judgment should be implemented in true sense in case the MT recruitment takes place inspite of our objections to allow the internal candidates from Accounts discipline to appear the exam if the candidate is having the qualification which is required for the outside candidates without any minimum service condition.

CPC to fill up the vacant posts in various grades on regular / adhoc basis: In the LDCE quota for the JTO to SDE Diploma and Degree holders are allowed to appear for the exam but at the same time B Tech (Mechanical) degree holders are not allowed. The matter is thoroughly discussed and will be taken up with management.

Cancellation of transfer orders based on the spouse category should be uniformly applied to all the executives irrespective of their transfer to nearby circle or tenure circle, as the family is equal for everybody at the same time the spouse cases are to be considered at Circle level. The same will be taken up with management.

As regards the outstation transfer of JTO to SDE promotion and SDE to DE promotion, as per the policy decision the posting is done based on marks acquired based on the pro-rata basis. The spouse cases from one circle to another circle, except tenure station the request to retain has already considered by the management.

SDE to DE promotion cases, GS informed that Management decided even the spouse cases are also not considered by the management. The number of lady officers is more in number and any concession to female officer will largely suffer the male officers. However, as the lady officers were transferred to far of circles like Orissa, Kolkata, Punjab, etc. the matter was taken up and the lady officers were re-allotted to nearby circles as much as possible.

Other issues like delay in VC of CAO/SDE regular CPC, Transfer of A.Os, Delay in AO CPCs to filling up of vacant posts in various cadres, posting substitute for relieving the transferred officers, filling the vacant posts to by recruitment to cover up the shortage rather than transferring officers from one place to other, as the transfer and filling the vacancy is not a permanent solution to fill up the shortage, etc. were discussed in details, adoption of uniform policy in transferring the officers after the age of 57 years.

GS explained about the court case of JAO to AO DPC.

4th AIC AT NASIK: Circle Secretary, Maharashtra Circle informed that, the AIC will be held during 9.11.2013 to 12.11.2013 at NASIK. Pre-AIC CWC

will be held in the afternoon of 9.11.2013. Open Session will be held accordingly on the availability of the officers and invitees during 10.11.2013 to 12.11.2013. He also explained about the venue, its facilities nearby locations for site seeing, temples, etc and assured all the members to provide better facilities and comfort for which he has solicited from everyone by way of supporting in getting the advertisement for the souvenir.

Com. K.P. Nair, AGS (GD) who is the Chairman of the Souvenir Committee solicited the co-operation and help in getting the advertisement for souvenir. He informed that 20% commission is extended to the individual member or Circles against the collection of advertisement amount to meet the expenditure towards the conveyance in collecting the advertisement for Souvenir.

An amount of Rs.1200/- per delegate was fixed as delegation fee per delegate for the AIC.

Status of Accounts: The accounts for the year 1.1.2011 to 31.12.2011 and 1.1.2012 to 31.12.2012 along with Diary Accounts were distributed for information. Com. Keshava Rao, Advisor who was authorized to completely check the Accounts have presented his report and the mistakes in the accounting method and requested the house that while passing the accounts sufficient time should be given to the members and members should thoroughly check the accounts before it is passed by the house. The house has put on record the appreciation for the efforts put by Com. Keshava Rao in checking and comprising the accounts and presenting it in the house.

It was decided to nominate Com. R.B. Athani, AGS (Engg) to check and set right the accounts along with Com. Ravindranath, F.S. and thereafter the account will be audited by Com. Jairam Auditor. The accounts will be subsequently get audited by the Chartered Account before it is submitted in the AIC at Nasik. If required Com. Athani can take the help of any expert from the Accounts wing.

Withdrawal of the system / practice of local officiating arrangement or local officiating promotion: The item was discussed in detail and the views of the BSNL CO were intimated to the house by the GS.

Implementation of E-2 and E-3 standard pay scales to JTO and SDE equivalent executives in BSNL: GS informed that the issue is under already in the agenda for Joint Forum and is under persuasion.

Restructuring of AD (OL) cadre: GS informed that Committee has already finalized it's report and the same is being submitted to management for its approval. The committee has recommended the

revised pay scale from ' 9850-250-14500 to ' 11875-300-17275. It is expected to get clearance within 2 months from the management.

Regularization of officiating JTOs: GS informed that upon receipt of the certified copy of the judgment from the Chandigarh court, action will be initiated to regularize these JTOs and same will be pursued by the Association.

Regularization of Postal JAOs: GS informed that the matter is finalized by the management and necessary orders are issued.

Allowing to exercise option to Deptt. JTOs/JAOs on their promotion: Internal candidates recruited through DR JTO quota their option for pay fixation case is not yet settled. They have been promoted along with DR JTOs of 2007 & 2008 batch. 2007 batch was appointed on or before 7.5.2010, but they have been refused option. The case is being taken up by our association and is being pursued.

Promotee stream of JAOs appointed on or after 7.5.2010, their option case not yet considered. Whereas junior JAOs of promote stream got 5 advance increments. Hence option to be extended to those JAOs who have crossed ' 19020/- and drawing less than ' 22820/- as on the date of promotion.

JAOs who are drawing more ' 21620/- has not been benefited either by grant of 5 increments or by exercising option. Their pay anomaly cases comparing to their juniors who are continue to work as non-executives to be settled. The matter will be taken up with management.

Promotee stream of JAOs who are at present on training should be granted ' 19020/- as their minimum scale. Case will be taken up.

Implementation of DPE order for payment of 78.2% IDA fitment for the pensioners: It is decided that AIBSNLEA will request the convener Forum of BSNL Unions/Associations to take up the issue for pre-2007 pensioners with DoT and Post – 2007 pensioners with BSNL. A resolution to this effect will be sent to the Convener JAC. AIBSNLEA on its own also pursue both the issues with respective departments.

Grievances of PA/ Stenographers' cadre: Creation of PPS post: In the case of creation of PPS post for the field units the required documents have already been given to the management and the case is under process.

Introduction of Promotion Policy for the Stenos (Dying Cadre): The case of promotion policy for the stenographers' who are drawing pay scales of ' 9850-250-14500 & 11875-300-17275 under the ACP scheme, as these stenographers' are either covered

by non - executive promotion policy or executive promotion policy. The case is under process by the committee.

Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1.10.2000: BSNL management has granted benefit of residency period w.e.f. 1.10.2000 to the Executives i.e. JTO/SDE (Civil/ Electrical/Arch./TF) Engineering wings, CSSs, PAs/ PSs, JAOs etc. for whom the RRs were notified after 1.10.2000 and accordingly the pay scales were upgraded. Now BSNL Corporate Office has issued order of notional pay fixation for JAOs w.e.f. 01.10.2000, we should immediately demand similar benefit to other upgraded cadres also.

Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors: BSNL CO, Pers. Cell has filed SLP against Hon'ble High Court, Kerala judgment in The Hon'ble Supreme Court of India, wherein AIBSNLEA has been impleaded.

DGM Recruitment: It is decided to oppose lateral entry at DGM level from outside.

Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives: Association should continue its effort for withdrawal of looking after arrangement and allow Local Officiating Arrangement or Local Officiating Promotion in BSNL w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles.

Serious anomalies in the TES Gr. 'B' officers' seniority lists: Association demanded that there should be one rule for recasting of TES Group - 'B' officers seniority i.e. one on rule-1966 and another on para rule-206 basis. Also associations will continue to oppose retrospective seniority in TES Group-'B'.

Antedating of pay - anomaly due to accrual of increment of Junior earlier than the senior after fixation of pay in revised pay scale implementation of 2nd PRC: Association will continue its demand to restore the original order dated 23.09.2009 wherein provision for ante-dating the increment of the senior to that of the junior was envisaged.

Two weeks of training to executives whose pay is upgraded and on every promotion under EPP: AIBSNLEA's consistent efforts yielded result in getting released for relaxation in mandatory Training under Executive Promotion Policy for officers, who are of 55 years and above age on the date of their respective upgradation order, these officers will have the option of undergoing one week Refresher Course as a part of the mandatory training under

EPP followed by appearing in online exam at the respective Training Centre but our efforts will continue to withdraw the Mandatory Training.

EPF Statement of BSNL recruited Employees: Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter and we should continue our effort to resolve EPF issue for BSNL recruited JTOs.

Superannuation benefits to directly recruited employees as per DPE guidelines: We should impress upon BSNL to contribute 12% as Superannuation Benefits in respect of Direct Recruits, to fulfill the limit of 30% contribution and the effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.01.2007. We suggest that the employee contribution in this respect should not be taken mandatory.

Meetings of Staff welfare Board / Sports & Cultural Board BSNL: BSNL Corporate Office issued instructions to Circles to nominate representative from AIBSNLEA at Circle level also.

Payment of pension contribution of the IDA pay scales: Pension contribution in respect of absorbed BSNL employees are to be recovered as per the previous methodology as stipulated vide DoT letter no. 7-45/2008/TA-I/409-433 dated 25.02.2010.

Establishment of Association office and permanent assets: At present the Association Office is being run from BSNL's accommodation. We should continue with the present arrangement till the time assets are transferred from constituents associations.

Winding-up of all constituent Associations: All the General Secretaries of constituent Associations have been requested again and again to take necessary steps to wind-up the constituent Associations and transferring their movable/ immovable properties/assets to AIBSNLEA. But no constituent Association has taken necessary steps in this regard. As per the decision of 3rd AIC Kolkata a Committee has been constituted headed by Sh. P. Venugopal, President, Sh. Amit Gupta, OS(East), Sh. Jogi Ram, CWC Member Haryana, Sh. C. M. Saste, OS(W) and Sh. Sai Baba CS AP Circle to suggest the mean and manner to resolve the issue.

Committee Members contacted further the General Secretaries of constituent Associations for immediate transferring the movable/immovable assets to AIBSNLEA but no breakthrough took place. and in case they do not transfer it is decided that AIBSNLEA should start legal course of actions.

Organisational Action programmes: The Organizational Action programmes deferred on 30th

April,2013 and status of long pending HR issues were discussed in detail and decided that Association should continue its efforts for the settlement of HR issues on the basis of assurances given in the Formal meeting held on 29th and 30th April,2013 for that the minutes were issued. In case the issues are not settled within two months time Association may resume deferred organizational actions programmes.

The Organizational Action programmes being organized under the banner of United Forum of BSNL Executives' Associations and Forum of BSNL Unions/Associations with the consent of our CHQ should be implemented successfully.

Functioning of United Forum of BSNL Executives Associations: AIBSNLEA, SNEA(I) and AIGETOA under the banner of United Forum of BSNL Executives Associations are taking up the common issues mainly holding of CPCs to fill up vacant JAG / STS grade posts on regular and adhoc basis, CPSU Cadre hierarchy, Implementation of E-2, E-3 standard IDA Pay scales, transfer policy, amendment in EPP, MTRR, BSNL MSRRs, DGM RR etc similarly on the issues related to viability of BSNL. Association should continue its efforts for the settlement of the above issues and should try to strengthen the United Forum.

Forum of BSNL Unions & Associations organized National Convention of BSNL Employees on 3rd August 2013 at New Delhi on Viability of BSNL: National Convention of BSNL Employees held on 3rd August 2013 at Mavlankar Hall, New Delhi successfully conducted by the active participation of more than 1000 BSNL employees throughout the country. About 150 delegates of AIBSNLEA throughout the country participated.

All the resolutions passed in the National Convention on Viability of BSNL were discussed in detail and all the Circle Secretaries were requested to make sincere efforts for providing the quality service to our Comrades to retain them and to grow the revenue for BSNL. BSNL's survival is the survival of all employees.

A resolution proposed by Com. R.B. Athani, AGS(Engg.) and which is seconded by Com. B S Reddy, OS(S) that this meeting appreciated the Circle body of Delhi for excellent arrangement of boarding and lodging etc.

The house extended vote of thanks to the Delhi Circle for hosting the meeting and arrangements. Com. Devesh Kumar, OS (N), CHQ extended vote of thanks to one and all.

Com. P. Venugopal, President CHQ declared closer of the meeting at 19.30 hours.

AIBSNLEA WRITES

1.Implementation of the 78.2% IDA merger order for the retired persons who were in service on 1-1-2007 and retired subsequently before 09-06-2013-reg.

Ref:1) BSNL Memos no 1-16/2010-PAT(BSNL) and 1-50/2008-PAT(BSNL) Dt 10-06-2013

We would like to draw your kind attention that BSNL vide its memos nos under reference has allowed 78.2% IDA fixation from 01-01-2007 for the employees who were in service as on date. The date of effect of this order is 10-06-2013, but no arrears will be paid for such fixation. Which means that pay of the employees will be re-fixed considering 78.2% IDA merger from 1-1-2007 instead of 68.8% IDA merger as was done earlier, and then their pay will be drawn actually as per the new fixation from 10-06-2013. From 1-1-07 to 9-6-2013 calculation for re-fixation for every month will be done but difference of payment will not be paid. This order extends benefit of 78.2% IDA merger from 1-1-2007 to the serving employees and also to the retirees who will retire after 10-06-2013.

But this orders dated 10-06-2013, will not extend the benefit to the BSNL employees retired after 1-1-2007 and before 10-06-2013. For them to extend the benefit, "the last pay drawn" has to be modified, as par 78.2% IDA merger from 1-1-2007, and subsequent pay fixations till his date of retirement. You are aware that pension of an employee as par pension rules is calculated as 50% of the last emolument drawn by him. Emolument is the basic pay drawn and any amount which is not actually paid cannot be part of emolument. As per the order issued by DOT/BSNL no arrears will be paid till 09-06-2013 out of the fixation benefit of 78.2% IDA merger. Therefore for this group of retirees the last pay drawn although could be revised but cannot be paid. Hence the last pay drawn shall remain unchanged resulting in no revision of the pension being paid. For extending the benefit of 78.2% IDA merger in their pension, a minimum amount of arrears have to be paid to them prior to their retirement by BSNL in concurrence with DOT, resulting in changing of their last pay drawn and consequent issue of revised LPC and sanction memo for revised pension to concerned CCAs. This process should be initiated by BSNL as they are the employer and sanctioning of the pension and pensionary benefit as per the pay fixation is their responsibility. Pension is paid by the CCAs according to the sanction memo issued by BSNL. For any revision of pension also, BSNL has to issue the revised sanction memo. BSNL is also committed to extend the benefit of 78.2% merger to pensioners as per the agreement signed by it with Forum of BSNL Unions and Associations on 12-06-2012

Therefore, for extending the benefit to post 2007 pensioners, we request you to kindly take necessary action for issuance of order, so that post 2007 pensioners are paid a minimum amount of arrears which results in modifying their last pay drawn as per 78.2% IDA fixation. Further for pre 2007 pensioners, extension of this benefit depends on suitable modification of the pension revision order issued by DOT vide 40-17/2008-Pen(T)-Vol III dated 15-03-2011. Suitable action may be taken to get this order modified also. We also request to send the reply of DoT letter dated 28.06.2013 asking certain clarifications for settlement of this issue. The reply is pending for more than a month.

Copy endorsed to Shri M.F. Farooqui, Secretary, DoT, Govt. of India, New Delhi-110001, Shri S.C. Mishra, Member(S), DoT, Govt. of India, New Delhi-110001, Smt. Rita Teatota, Addl. Secretary, DoT, Govt. of India, New Delhi-110001, Shri A.N. Rai DIR (EB & HR), BSNL Board, New Delhi-110001, Shri K.C.G.K. Pillai, DIR (Fin), BSNL Board, New Delhi-110001 and Shri R.K. Goyal, GM(Estt.), BSNL C.O., New Delhi-110001.

No. AIBSNLEA/CHQ/CMD/2013 Dated 07.08.2013

(Addressed to Shri R.K. Upadhyay, CMD BSNL, New Delhi-110001.)

2. Implementation of 78.2% IDA merger order for Post 2007 & Pre 2007 Retirees and revision of their pension accordingly.

CHQ Office Bearers and Circle Secretaries of AIBSNLEA met on 3rd & 4th August,2013, at New Delhi and discussed various issues including implementation of 78.2% IDA merger. They congratulated the constituents and convener of Forum of BSNL Unions and Associations for this historic achievement. It is a matter of great rejoices that the order has already been implemented for the serving employees and almost all of them got the increased pay for July'13. Although the implementation of IDA merger of 78.2% is over for serving employees but the fate of the pensioners who retired before 1-1-2007 and after 1-1-2007 till 09-06-2013 is uncertain. The orders so far issued by DOT and BSNL do not cater for their pension revision merging 78.2% IDA from 1-1-2007. It is an irony of fate that an employee who superannuated on 31-05-2013 is uncertain about the 78.2% merger benefit while other employee who retired just one month later on 30-6-2013 will get the benefit of merger in his pension and pensionary benefits.

For the Pre-2007 Retirees, DoT has to issue an revised/ amendment to the order issued by them vide 40-17/2008-Pen(T)-Vol III dated 15-03-2011 dated 15-03-2011 revising

the fixation formula from 68.8% IDA merger to 78.2% IDA merger for extending the benefit. We are not certain whether any activity to modify the said order is in progress at DOT or not!

For the employees retired between 1-1-2007 to 09-06-2013, this Association feels that the process of extending the 78.2% IDA merger benefit is little complicated. For them to extend the benefit, "the last pay drawn" has to be modified as par 78.2% IDA merger from 1-1-2007 and subsequent pay fixations till his date of retirement. You are aware that pension of an employee as par pension rules is calculated as 50% of the last emolument drawn by him. Emolument is the basic pay drawn and any amount which is not actually paid cannot be part of emolument. As per the order issued by DOT/BSNL no arrears will be paid till 09-06-2013. Therefore for this group of retirees the last pay drawn although could be revised but cannot be paid. Hence the last pay drawn shall remain unchanged resulting in no revision of the pension being paid. For extending the benefit of 78.2% IDA merger in their pension, a minimum amount of arrears have to be paid to them prior to their retirement by BSNL in concurrence with DOT, resulting in changing of their last pay drawn and issue of revised LPC and sanction memo for revised pension to concerned CCAs. This process should be initiated by BSNL as they are the employer and extension of the pension and pensionary benefit as par the pay fixation is their responsibility. Pension is paid by the CCAs are according to the sanction memo issued by BSNL. For any revision of pension also, BSNL has to issue the revised sanction memo. BSNL is also committed to extend the benefit of 78.2% merger to pensioners as per the agreement signed by it with Joint Forum on 12-06-2012.

Central Office Bearers and Circle Secretaries of AIBSNLEA, therefore, unanimously resolved that the Forum of BSNL Unions and Associations should discuss the issue immediately and take up with DOT and BSNL for extension of the benefit of 78.2% IDA merger to Pre 2007 % Post 2007 pensioners. They strongly feel that without the collective effort of the Forum this issue will continued to be dragged indefinitely.

I therefore request you to convene a meeting of the forum early to discuss and decide the strategy to resolve the issue mentioned above.

*No. AIBSNLEA/CHQ/Conv. Forum/2013 Dtd 7.8.13
(Addressed to Com. VAN Numbodiri, Convener Forum of BSNL Unions and Associations, New Delhi)*

3. Departmental Competitive Exam JAO Part II (40%) – request for grant of grace marks – reg;

Ref: Examination held on 17 to 19th December 2012

At the outset we take this opportunity to extend our sincere thanks and gratitude to the BSNL Management to adhere to

our request for conducting the Departmental Competitive Exam JAO Part II (40%) under old syllabus to fill up 1500 posts which were lying vacant for many years under 40% quota.

The results have been declared by all the circles and the successful candidates are under going first phase of 4 weeks training in various training centers.

It is understood that the passing percentage of the candidates as compared to the number of vacancies in many circles are much less to fill up the vacant posts. Due to the less percentage of passing, the very purpose of conducting the exam to fill up the vacant posts is getting defeated. In addition to the above 50% under direct recruitment quota and 10% under junior accountant and senior accountant posts were also lying vacant. The entire shortage leads to heavy workload to the existing Accounts Personnel. Many major circles like Maharashtra, West Bengal, Kolkata Telecom, Chennai Telephones, etc. are facing acute shortage of JAOs

It is also learnt that many of the candidates have failed either for one or two marks. The Circles like Maharashtra and West Bengal / Kolkata Telecom have already represented to the BSNL CO for considering the candidates failed with one or two marks by granting grace marks.

In this connection, we would like to state that the exam was conducted under old syllabus as per DoT syllabus and rules. As per DoT letter No.10-1/2001-DE dated 23.7.2002 (copy enclosed) grace marks are permitted as below:

General Candidates: 1. 33% in each subject and 35 % in aggregate and 2. 6 grace marks in any one subject.

SC / ST candidates: 1. 25% in each subject and 27% in aggregate and 2. 6 graces marks in any one subject.

The above procedure was followed by BSNL in the exam held in December 2000 vide letter No.10-1/2001-DE dated 8.2.2006 (Copy enclosed) declaring 87 candidates as qualified with grace marks.

It is also pertinent to mention here that this was the last examination conducted with old syllabus and no further examination is expected to be held with the old syllabus.

It is understood that grant of grace marks to the reserved category is already under consideration with the BSNL management. In such a case granting of grace marks to all the candidates will remove the disparity between the general candidates and reserved category as far as the granting of grace marks is concerned.

Considering points like, shortage, granting the grace marks with candidates of reserved category, huge number of vacant posts, no further exam in old syllabus, etc. it is requested that the grace marks up to 6 in any subject, may kindly be granted to all the candidates OR ELSE allow the relaxation in this qualifying the candidates by way of dispensing marks obtained by the candidates in all papers

as done in the case of Departmental JTO examination held in September 2000 vide order No.12-15/2002-de DT. 10.3.2003 of Joint Dy. Director (General), BSNL Corporate Office in which the required aggregate marks was relaxed by the competent authority by dispensed with marks of all papers obtained by them.

Copy endorsed to The GM(FP), BSNL CO, N D-110001.
No. AIBSNLEA/CHQ/Dir(Fin)/2013 Dtd:02.08.2013
(Addressed to Sh. K.C.G.K. Pillai, Director(Finance), BSNL Board, New Delhi-110001.)

4. Retention of SDEs on their promotion as DETs on adhoc basis in Karnataka Circle-Reg.

Ref.: No. 412-12/2013-Pers.I dated July 19th, 2013.

With reference the above subject, In continuation of our ltr dated 17/08/2010 wherein we have requested to retain these promoted 200 Executives in the circle by creating/ diverting/ upgrading 200 posts of DEs so that Karnataka Circle will continue to give more and more .profit in future.But unfortunately our proposal not considered, around 200 SDEs of Karnataka promoted as DETs have been declined promotion as they could not be posted in Karnataka circle.

In the recently issued posting order on promotion of SDEs to DEs on adhoc basis,In Karnataka around 260 SDEs have promoted as DET(Adhoc). 90 STSs have been retained as against vacancies 140.there by retaining only 30% of the promoted stream and and shunting out around 160 (70%) to other remote Circles. This is the similar situavation of promotion order issued during 2010 where the purpose of promotion order was defeated since more than 70% of stream where posted outside the Circle and hence declined.

KTK circle is 2nd highest profit made Circle in India during 2008-09.No. of Land lines, WLL, BB and MBL as well as profit in KTK circle are very much high when compared with AP ,TN and other Circles. But 324 Sanctioned strength of DEs in KTK is less than that of AP Circle (437) and TN circle (336). It is very clearly indicates that Justification of DEs of KTK circle was wrongly done but should be at least 470. Details are given below

Telecom services and profit and loss account as on 31/03/2010

Circle	LL	WLL	BB	GSM	Profit /Loss 2008-09 in Crores	Profit/Loss 2009 10 in Crores	-No. of DET posts Sanctioned
AP	2051994	283540	398593	4245500	-210.84	-846.41	437
KTK	2045367	454600	687309	3512741	288.24	-277.63	324
TN	1873695	412426	471999	4302489	-56.22	-524.16	336

Already around 40% to 50% of posts of JTOs are unfilled. If 160 SDEs have gone out of the Circle .there will be lot of manpower shortage in the Circle. This is nothing but adding insult to injury. So it is very much difficult even to maintain existing telecom System in Circle..And It is impossible to take up developmental activates of the Circle in future.

Further to bring following some more few lines for consideration, During the year 2004-05 ROE for sanctioning of 87 posts of DETs was sent to Corporate office by Karnataka Circle. But It was not sanctioned by BSNL CO. .In the mean time, The CGM KTK has sent proposal for sanctioning of additional 67 posts of DET based on justification during 2010.This clearly indicates the sanctioned streangth of Karnataka Circle should have been more than what it is now but due Administrative delay / mistake the sanctioned is less than that of AP/TN. Therefore managing of 15% shortage to Karnataka Circle is not fair and justified.

There is lot of potential to grow in Telecom sector in Karnataka state especially in Bangalore which is number one in IT & BT Sector in the world. In the meantime lot of projects like, Rural Broad Band penetration project of USO, Ministry of Human resource and development (MHRD) Project, Gram Panchayat Project and DIT Project are going to come in near future.

In view of the above constraints and positive points prevailing in Karnataka Circle We request your good self that ,these 160 remaining DEs promoted and posted outside the circle may be retained in the circle only. otherwise , at least promoted DEs may be retained in the Circle to the extent vacancies available (i.e another 50) and posting of remaining DEs to adjoining Circles to avoid more declination, so that Karnataka Circle will continue to give more and more .profit in future and oblige.

Copy endorsed to Shri A K Jain, Sr GM(Pers), BSNL CO, New Delhi-110001 and Shri R K Goyal, GM(Estt), BSNL CO, New Delhi-1

No. AIBSNLEA/CHQ/Dir(HR)/2013 Dtd 02.08.2013
(Addressed to Shri A N Rai, Director (EB/HR), BSNL, NEW DELHI_110001.)

5.Issues related to provisions of Superannuation Benefits to directly recruited employees-Reg

Ref:- Your letter no. 1-23-2012-PAT (BSNL) Dated 12.07.2013

As per your above referred letter, BSNL has formed a committee as per the agreement reached with unions, to examine the issue related to provisions of superannuation benefits to Direct Recruited Employees. The Officers Committee has recommended that at the initial stage, the company may contribute at the rate of 2 % (Basic plus DA) on monthly basis and the Employees may be allowed to contribute even higher rate subject to the minimum 2%.

As per DPE OM 26-11-08 CPSEs would be allowed 30% of Basic Pay as Superannuation benefits, which may include CPF, Gratuity, pension and Post Retirement Medical Benefits. Whereas DPE OM 2-4-09 corrected the OM dated 26-11-08 by adding DA also with Basic for the ceiling of 30%, which one is more beneficial than the earlier OM.

As per DPE OM dated 24-1-2013, it has been clarified that DPE OMs do not provide for mandatory contribution on the part of employees and suggested that employees' contribution to their post retirement benefit would enhance their social security and therefore CPSEs can frame scheme as per their requirement.

As per above we can conclude that "PSU have to contribute 30% of Basic+DA for Superannuation Benefits". But at present BSNL is only making contribution towards EPF (12%), Gratuity (4.5%) and Post Retirement Medical Benefits(1.5%), which is total 18%. Hence, BSNL has to contribute remaining 12% as Superannuation Benefits in respect of Direct Recruits.

We are providing the examples of some PSUs proposals in this regard, based on above said guidelines.

1. Bharat Heavy Electricals Limited: The allocation Ratios for the said 30 % of Basic plus DA are CPF: 12 % Gratuity: 4.81 %, PRMB: 4.50% and contribution for pension 8.69 %. Effective date is 01.01.2007.

2. NLC: PF 12 % Gratuity 4.16 % PRMB 3.84 % and for Pension 10%

3. COAL India Limited: PF 12 % PRMB 4% Gratuity 4.16% and for Pension 9.84 %. Effective date is 01.01.2007.

4. Power Grid: PGCIL has accepted 30% scheme.

We are hereby submitting the following suggestions/views:-

1. BSNL should contribute 12% as Superannuation Benefits in respect of Direct Recruits, to fulfill the limit of 30% contribution.

2. The effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.01.2007.

3. As per DPE OM 26-11-08, CPSEs would be allowed 30% of Basic Pay as Superannuation benefits. So, BSNL should contribute at the rate of 12 % (Basic plus DA) on monthly basis.

4. 8.33% Contribution of BSNL and 1.16 % of Government to EPS Fund should be continued.

5. As per DPE OM dated 24-1-2013, it has clarified that DPE OMs do not provide for mandatory contribution on the part of employees and suggested that employees' contribution to their post retiral benefit would enhance their social security and therefore CPSEs can frame scheme as per their requirement We suggests that the employee contribution in this respect should not be taken mandatory. Copy endorsed to Sh. A.N. Rai, Director(EB/HR), BSNL Board, New Delhi-110001

No.AIBSNLEA/CHQ/Sr.GM (Adm.)/2013 Dtd: 31.7.13

(Addressed to Sh. R.K. Goyal, Sr. GM (Estt.), BSNL CO, NEW DELHI-110001.)

6. AIGETOA Organisational Action Programmes – our solidarity and moral support-reg.

Ref.: CHQ/AIGETOA/434 Dated 23rd July,2013.

As you know that All India Graduate Engineers & Telecom Officer Association has served a notice of Organisational action programmes commenced w.e.f. 15th July,2013 against the non settlement of long pending demands i.e.

(1) Finalization of standard IDA Pay Scales E-2 & E-3 to JTO/JAO and SDE/AO equivalent executives.

(2) Implementation of 30% superannuation benefits w.r.t. BSNL recruited employees.

(3) Stoppage of external DGM/MT recruitment & implementation of CPSU cadre hierarchy.

(4) Resolution of EPF anomalies.

(5) Immediate cancellation of mass displacement of SDEs on promotion on promotion against LDCE (33%) quota.

(6) First time bound upgradation after 4 years service in respect of all executives.

(7) At par trade Union facilities to AIGETOA as of AIBSNLEA/SNEA (I) etc.

Most of the issues have already been raised by this association independently and under the banner of United Forum of BSNL Executives Associations and Forum of BSNL Unions/Associations but remains unresolved due to lack of concern of the BSNL Management. In response to the Notice for Organisational Action Programmes w.e.f. 29th April,2013 by All India BSNL Executives' Association and the meetings held between the representatives of AIBSNLEA and the BSNL Management on 29th and 30th April,2013, the following assurances were given on some of the above issues:-

(i) Implementation of CPSU cadre hierarchy-change of designations on each Time Bound upgradation and functional basis: Management's response - Detailed discussions have already taken place in this regard in the two meetings of the Committee. The management side proposes to hold an internal meeting and thereafter shall have another meeting with the Associations within a month's time.

(ii) Amendment in Management Trainees Recruitment Rules 2009 and

DGM Recruitment: AIBSNLEA against the provisions of age and qualification in the MTRR-2009 for internal candidates immediately challenged in the Hon'ble CAT Ernakulam and got the direction to allow existing executives provisionally as internal candidates in MT examination. Against this BSNL Management made an appeal in the Hon'ble Kerala High Court and the appeal was dismissed. Similarly, some more cases were filed in different courts

throughout the country; hence BSNL Management filed case in the PB CAT New Delhi to get transferred all the cases in PB CAT, New Delhi. Hon'ble PB CAT, New Delhi allowed transferring the cases and AIBSNLEA further impleaded in the case at PB CAT, New Delhi.

Recently OA no. 777/2010 between BSNL V/s AIBSNLEA in Hon'ble PB CAT, New Delhi delivered final judgment wherein Hon'ble PB CAT directed that the ongoing MT recruitment process should be completed as per the interim direction given by the Hon'ble CAT Ernakulam (i.e.) without age and qualification restriction as per the prayer filed by AIBSNLEA.

Consequent upon BSNL Management has issued a revised MTRR -2009 allowing B.Sc. Ist Class and 50 years age for internal candidates. Now, our considered opinion is that since the CPSU Cadre hierarchy for non- post based promotions upto JAG selection grade is under discussion in Committee, the MTRRs has no relevance.

DGM Recruitment BSNL Management has arbitrarily notified the Recruitment of 162 DGMs (Telecom Operations and Finance Wings) ignoring the existing experience and qualification of executives of BSNL. Earlier, also BSNL Management started the recruitment process of DGMs in Telecom Operation and Finance Wing to fill up 210 DGM posts but very few numbers of DGMs could be recruited. And again the same exercise has been re-initiated, ignoring the existing qualified & experienced BSNL executives. The fact remains that BSNL Management with indifferent attitude is not allowing the existing qualified and experienced executives to be promoted or recruited to the higher level posts.

The qualified and experienced Executives in BSNL having 10 to 20 years of service should also get an opportunity to compete with others for the DGM posts by making appropriate, justified and rational changes in the eligibility conditions. This would mark the beginning of allowing BSNL to have a management structure of its own at DGM level which by virtue of age profile will be groomed into senior management in due course of time. This strategic move will not only meet the career growth of aspiring talented executives in BSNL but will immensely contribute towards growth and viability of BSNL. The management side informed that this matter is under consideration. Modified MT RRs have been submitted to BSNL Board for consideration, which was opposed by this Association.

(iii) Implementation of E-2, E-3 standard IDA pay scales to JTO and SDE equivalent executives in BSNL: No intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with it corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote

its executives within the same grade". Ignoring the DPE OMs (as mentioned above) on implementation of 2nd PRC recommendation for standard pay scales E-2 & E-3 for JTO/SDE equivalent executives, BSNL Management is continuing efforts to implement E1A & E2A intermediate IDA pay scales in BSNL for JTO/SDE equivalent executives, which is not at all justified.

In view of the above, standard IDA pay scales E-2 & E-3 as recommended by 2nd PRC are to be implemented in BSNL for JTO and SDE equivalent executives to provide justice. The management side mentioned that in the absence of revised E1A pay scale, the JTOs have been granted five advance increments on minimum of E1 pay scale to bring their initial Basic Pay at Rs.19,020/-, which is about Rs.170/- more than the minimum of the revised E1A pay scale. Further, it was informed that the issue relating to revised E1A, E2A and E9A pay scales has again been taken up with DOT for reconsideration vide CMD BSNL DO letter dated 9.11.2012 to Secretary (T) and a reminder is being sent shortly.

(iv) Stream lining of EPF Statement of BSNL recruited employees: Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter and we are continuously monitoring the same. We requested Director (HR/EB) to resolve EPF issue for BSNL recruited JTOs. Director (HR/EB) informed that the said issue will be discussed in the Committee Meeting on 15th March'2013 and assured for early settlement of the issue. Issue needs immediate settlement. It was informed that (i) centralization of EPF accounts will be worked out in consultation with EPFO to avoid any problem in EPF account transfer when employees get transferred, (ii) EPF contribution for training period will be considered and examined in terms of decision of Hon'ble Chennai High Court; and (iii) EPF contribution on the pay exceeding Rs.6500/- will be extended as per the option of employees subject to applicable provisions of EPF Rules.

(v) Superannuation benefits to directly recruited employees as per DPE guidelines: We requested Director (HR/EB) to resolve superannuation benefits to directly recruited employees as per DPE guidelines. We requested that BSNL has to deposit only 2% share and rest 8% share will be deposited by BSNL employees and this will help the directly recruited employees on superannuation. The management side informed that as per the agreement dated 12.6.2012, the matter has again been referred to a committee to re-examine the issue. Presently, the issue is being deliberated by the committee. Further, the Committee will be requested to submit its report within a month's time.

Accordingly, Committee has submitted its report for 2% contribution from BSNL but it should be minimum of 12% contribution from BSNL.

This Association also has been demanding since beginning prior to implementation of EPP issued in 2007 i.e.

(i) No parallel post based promotion: The promotion policy has to be based entirely on the concept of non-post based information up to JAG Selection Grade as envisaged in the Policy that was offered in the 'Terms and conditions of Service' while calling of option from Group B Officers for their absorption in BSNL.

(ii) No recruitment of Management Trainees at STS Level: There should not be any recruitment of Management Trainees at STS Level, since the promotion Policy that was offered did not provide for the same. However, the recruitment of Management Trainees may be done at the level of JTOs / JAOs as being done in MTNL.

(iv) First upgradation to the next higher scale: The first upgradation to the next higher grade should be allowed on completion of 4 years of service in all cases instead of proposed 4 to 6 years of service.

(v) Grant of designations and duties/responsibilities associated with the respective grade: On each upgradation to the next higher grade, the designation and the duties/responsibilities associated with the grade should also be allowed.

Moreover, this association protested Mass transfer in posting on promotion from JTO to SDE(T) against 33% LDCE quota vide letter no. AIBSNLEA/CHQ/Dir(HR)/2013 Dated:05.07.2013 and suggested to review the postings on promotion to SDE(T) cadre by equalizing the shortage in all the Circles to minimize the transfers as it will help the newly promoted SDEs as well as BSNL.

The Committee constituted to discuss on implementation of CPSU Cadre hierarchy and standard E-2 and E-3 IDA pay scales in BSNL, wherein the official side members never remained serious to address these very important issues. Despite our repeated requests in the formal or informal meetings the above issues remains unresolved which has caused serious frustration amongst the executives. Hence, it needs immediate settlement.

However, AIGETOA has recently served notice of agitation programmes against the non-settlement of the above mentioned issues.

AIBSNLEA extends its full solidarity and moral support to the agitation call given by AIGETOA.

We would, therefore, request you to kindly intervene in the matter so that the above issues are settled at the earliest. Copy endorsed to Sh. A.N. Rai, Director(HR/EB), BSNL Board, New Delhi-110001, Sh. A.K. Jain, Sr. GM(Pers.), BSNL C.O., New Delhi-110001 and Sh. Neeraj Verma, GM(SR), BSNL C.O., New Delhi-110001)

No. AIBSNLEA/CHQ/CMD/2013 Dated:26.07.2013

(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)

7. Regularization of all qualified officiating JTOs-reg,

Ref:- This association letters (1) No.AIBSNLEA/CHQ/CMD/2011-12 dt.7-4-2012 (2) No.AIBSNLEA/CHQ/CMD/2012-13 dt.15-5-2012 and (3) No.AIBSNLEA/CHQ/CMD/2012 dt.29-11-2012 (4) No.AIBSNLEA/CHQ/CMD/2013 dt.25-02-2013 (5)AIBSNLEA notice for organizational action No. AIBSNLEA / CHQ/ CMD/ 2013 dt.11- 04-2013. (6) Record of discussions with Management (No.BSNL/7-4/SR/2013 dt.2-5-2013). and (7) AIBSNLEA Ir. No.AIBSNLEA/CHQ/Dir (HR)/2013 dt.31-05-2013

A kind reference is invited to our letters cited above on the matter of regularization of all qualified officiating JTOs by personal up-gradation as a one-time measure.

As you are aware, this association has been constantly pursuing this matter for the past several years and it was one of the prime demands placed by this association in the notice for the nation-wide organizational action issued on 11-4-2013. In response to the written commitment in this regard from the Management side recorded as item No.3 in the record of discussions held between this association and BSNL management, (vide No. BSNL/7-4/SR/2013 dated 2-5-2013), we have already filed our version vide letter No.AIBSNLEA/CHQ/Dir (HR)/2013 dt.31-05-2013 addressed to the Director (HR) cited at SI No. (7) above along with copies of all relevant documents and legal opinions given by eminent lawyers.

BSNL authorities often raised a question of subjudice, referring to a Contempt of Court Petition COCP No.1431 of 2008 against the then CMD and others which was pending before the Hon. High Court of Haryana at Chadigarh , in connection with WPC 5608/2007 disposed by the same court. The fact is that there was no element of contempt or subjudice in regularizing all the remaining officiating JTOs by upgrading their substantive posts as suggested by us and several other recognized service organizations in BSNL. However, the management took a stand to consider the matter and re-start the regularization process only after the settlement of the said COCP and we were informed accordingly.

Now after waiting for a long period of 5 (five) years, the COCP, which now became infructuous, has been finally disposed of by the Hon'ble High Court on 16th July 2013. The officiating JTOs in BSNL all over the country, lost more than five fruitful years from their prime service as regular incumbents in the JTO cadre for no fault from their part. Eventually, it was a loss to the Company also. Majority of the affected group (officiating JTOs) are now left with a short span of remaining service and it will be a cruel and vindictive action amounting to denial of natural justice and violation of human rights, if the regularization of the remaining Officiating JTOs is not completed in a legally valid manner immediately.

Now it is the time for the BSNL Management to act quickly and judiciously. We would like to urge that, any of the vested interest- groups should not be allowed to play behind the screens further to delay the process and damage the career prospects of 1500 plus innocent qualified and hardworking officials.

It is to be noted that, all the remaining officiating JTOs (qualified and trained TTAs) are at par with the 3500 persons already regularized, initially by diversion of DR quota and subsequently by supernumerary posts in 2007.

Every time when we approached the Management your good office we got the typical answer that the contempt of court case pending at HC of Haryana is an obstruction for proceeding with the regularization process. Now it is over and the suggestions put forward by us became more valid in the new context. The petitioners in the COCP belong to Haryana Circle and are not eligible for 35% quota vacancies in other circles. Hence the filling up of 35% quota vacancies pursuant to the examination held on 2nd June 2013 in Haryana is the only stipulation in the order on COCP. Here what we have opined in our earlier letters dated 25-2-2013 and 31-5-2013 stands relevant. At this juncture, We place the following requests before you to impart justice to the affected group of officiating JTOs working in various field units for the betterment of the company:-

1. Please initiate process of regularization of all the remaining officiating JTOs in the wait list either by one-time personal up gradation or by creating required number of supernumerary posts to accommodate them, immediately. The company has got full powers for both.
2. Some of the officiating JTOs also attended in the LICE held recently. Those who come successful in this examination may be given chance to opt either this or the up gradation as stated above for their regularization.
3. No body can challenge the proceeding cited above as it does not curtail the due entitlement of others. Moreover, the others get more chances to upgrade their career.
4. The personal up gradation or creation of supernumerary posts can be done with retrospective effect so that they may get their due seniority as per eligibility based on position in the combined wait list. However, the seniority issue should not be highlighted as a hindrance to settle the matter. We would therefore, request you to kindly intervene in the matter so that, the order of regularization of officiating JTOs may be released prior to, or along with, the release of the result of LICE conducted recently. A very early and favorable decision on the above is solicited, in the true interest of the company and its hard-working employees. Assuring our best co-operation always,

Copy endorsed to Shri A.N. Rai, Director(EB/HR), BSNL Board, New Delhi-110001, Shri Neeraj Verma, GM(SR), BSNL C.O., New Delhi-110001 and Shri R.K. Goyal, GM(Estt.), BSNL C.O., New Delhi-110001
*No. AIBSNLEA/CHQ/CMD/2013 Dated:24.07.2013
(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)*

8. Treatment of deployed ITS (Gr. 'A') officers of DOT-clarification reg. admissibility of allowances- our concern thereof.

Ref.:- 1. BSNL C.O. No.-15-01/2012-PAT (BSNL) dated 21st May 2013. 2. BSNL C.O. No. 15-01/2012-PAT (BSNL) dated 17th July 2013.

In continuation to our earlier letter dated 27.05.2013, wherein we have drawn your kind attention in the above cited references and subject matter that BSNL management has issued orders in favour of ITS officers, on deputation in BSNL, that "During the period of their deployment in BSNL/ MTNL, they will continue to be Government servants and will draw pay and allowances as are admissible to the Government officers of the equivalent grade and further the clarification has been issued on 17th July,2013 as under:-

(i) All Government allowances like Transport Allowance, Family Planning Allowance, Children Education Assistance, Training Allowance and House Rent Allowance may be paid to ITS Officers deployed in BSNL w.e.f. 11.03.2013 at Central Govt. rates. Transport allowance shall not be admissible to those officers who are otherwise entitled for staff car.

The details of various OMs I guidelines regarding various Central Govt. Allowances are available on Department of Expenditure / DOP&T websites. The same may be obtained from these websites.

The payment of BSNL specific allowances like Professional Upgradation Allowance, Furnishing Allowance, Re-imbursment of Electricity and Entertainment charges at residence, etc. shall be discontinued to the ITS Officers deployed in BSNL w.e.f. 11.03.2013.

Accordingly, circles are requested to make recoveries or payment of allowance to such deployed ITS officers w.e.f. 11.03.2013

(ii) With regard to medical facilities in CGHS areas, deployed ITS Group A officers may be requested to apply / arrange/ obtain CGHS Card within two months from the date of issue of these orders and till such time they may be allowed to avail medical facility as per BSNL MRS.

In non-CGHS areas, deployed ITS Group A officers may be allowed to get re-imbursment of expenditure incurred on outdoor treatment as per CS (MA) Rules, 1944.

For indoor treatment, they may take treatment from any of the Hospitals recognised by State Govt./ CGHS Rules as per provisions of CS (MA) Rules, 1944.

(iii) ITS officers deployed in BSNL are entitled to avail All India LTC / Home Town LTC and upto 10 days Earned Leave encashment while availing LTC w.e.f. 11.3.2013, as admissible to Govt. officers.

Whereas, as per DOP&T OM No.-6/8/2009-Estt. (Pay-II) New Delhi the 17th June,2010 regarding "Transfer on deputation/ foreign service of Central Government Employees to ex-cadre posts under the Central Government/ State Governments/Public Sector undertakings/Autonomous Bodies, Universities/ UT Administration, Local Bodies etc. and vice-versa- Regulation of pay, Deputation (duty) Allowance, tenure of deputation/foreign service and other terms and conditions", para 7.6 admissibility of allowances and benefits while on deputation/foreign service i.e. "such allowances as are not admissible to regular employees of corresponding status in the borrowing organization shall not be admissible to the officer on deputation/ foreign service, even if they were admissible in the parent organization." (Copies enclosed as ready reference)

Hence, the above referred orders have been issued in violation of the DOP&T OM as well as ignoring the viability of BSNL. Earlier, BSNL management on the pretext of continuous losses in BSNL has stopped the allowances of BSNL employees i.e. LTC, encashment of leave and cash payment of medical claims etc. So these are arbitrary, unjust and discriminatory orders of BSNL management. It has caused serious frustration, unrest and resentment amongst the BSNL employees.

Moreover, MTNL Corporate office vide letter no. MTNL/CO/ Pers./6147/2012/PA-19/168 dated 16.06.2012 (Copy enclosed) has kept the above order in abeyance.

We would, therefore, request you to kindly intervene in the matter so that all the allowances given to deputationist are also given to BSNL absorbed employees or the above referred illegal orders are immediately withdrawn.

Enclosed: As above.

Copy endorsed to Shri M.A.Frooqui, Chairman TC & Secy (T) DOT, Govt. of India, New Delhi-110001, Smt. Rita Teatota, Addl. Secy (T), DOT, Govt. of India, New Delhi-110001, Shri A.N.Rai, Director (EB/HR) BSNL Board, New Delhi-110001, Shri K.C.G.K. Pillai, Director (Fin.), BSNL Board, New Delhi-110001 and Shri R.K. Goyal, GM (Estt.), BSNL C.O., New Delhi-110001

No. AIBSNLEA/CHQ/CMD/2013-14 Dtd-18.07.2013
(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)

9. Reminder for Extension of Concessional Broad Band facility to retired BSNL Employees residing

under MTNL Area as given by BSNL and MTNL to their serving and retired Employees residing in their respective service areas/ jurisdictions

Ref:- (1) BSNL Circular No.21/2008-PHA dated at New Delhi the 24/9/2008 (2) BSNL Circular No.2-06/2005-PHA dated at New Delhi the 3/6/2011 (3) BSNL Circular No.2-06/2005-PHA(PT) dated at New Delhi the 27/6/2012 (4) BSNL Circular No.2-06/2005-PHA(PT) dated at New Delhi the 22/3/2013 (5) MTNL Circular No. GM(OP)/SDE(CP-II)/BB/2012-13 dated 5/6/2013

Kindly refer to our letter dated 21/06/2013 addressed to you to end the discrimination in extension of Concessional Broad Band facility to retired BSNL Employees residing under MTNL Area, as provided by BSNL and MTNL to their serving and retired Employees residing in their respective service areas/ jurisdictions. The details of this case are reiterated as under:-

1. BSNL has extended Concessional Broad Band facility to all its serving and retired employees residing in BSNL covered areas respectively vide orders dated 24/9/2008 and orders dated 27/6/2012 / 22/3/2013 quoted above. All the BSNL Employees residing in MTNL serviced areas were covered vide order dated 3/6/2011. MTNL Extended similar facility to its serving and retired Employees vide orders dated 5/6/2013 quoted above. But the retired employees of BSNL residing under MTNL serviced areas have not yet been extended this facility. The full details of the case are as under:-
2. Concessional Broad Band facility was provided by BSNL Corporate Office to all the BSNL Employees residing in BSNL covered areas all over India vide Circular No.21/2008-PHA dated at New Delhi the 24/9/2008 providing 60% discount on rentals limiting it to a maximum amount of Rs.300/- per month.
3. Later in June 2011, Concessional Broad Band facility was extended to remaining BSNL Employees residing in MTNL Areas vide BSNL C.O. Circular No. 2-06/2005-PHA dated at New Delhi the 3/6/2011 restricting the benefit to a maximum amount of Rs.150/- per month.
4. Further Concessional Broad Band facility was provided to all below JAG level retired BSNL Employees residing in BSNL covered areas all over India vide Circular No. 2-06/2005-PHA(PT) dated at New Delhi the 27/6/2012 providing 60% discount on rentals limiting it to a maximum amount of Rs.300/- per month as sanctioned vide BSNL Circular No.21/2008-PHA dated at New Delhi the 24/9/2008.
5. Again Concessional Broad Band facility under similar terms and conditions was extended to all JAG level and above retired BSNL Employees residing in BSNL covered areas.

6. Concessional Broad Band facility has also been provided by MTNL Corporate Office to all the serving and retired Employees of MTNL vide Circular No.GM(OP)/SDE(CP-II)/BB/2012-13 dated 5/6/2013 providing rebate of Rs.200/- or 30% whichever is higher in the service charges of all the Broad band Schemes.

7. Serving BSNL Employees residing in MTNL Areas have been provided Concessional Broad Band facility vide BSNL C.O. Circular No. 2-06/2005-PHA dated at New Delhi the 3/6/2011 restricting the benefit to a maximum amount of Rs.150/- per month. This limit is quite discriminatory and needs to be upgraded to Rs.300/- per month to put them at par with other BSNL Employees residing in BSNL covered areas.

Retired BSNL Employees residing under MTNL Areas have not yet been covered under the concessional Broad Band Scheme so far and you are therefore requested to look into the matter and extend them the Concessional Broad Band facility as given to all the retired BSNL Employees under Circular No. 2-06/2005-PHA dated at New Delhi the 27/6/2012 and vide Circular No. 2-06/2005-PHA (PT) dated at New Delhi the 22/3/2013.

Copy for kind information and necessary action in the matter to The Director(HR), BSNL Board, New Delhi-110001 and The G.M.(Admin), BSNL CO. New Delhi-110001.

(No. AIBSNLEA/CHQ/CMD/2013 Dtd:11.07.2013
Addressed to Sh. R.K. Upadhyay, CMD BSNL, Bharat Sanchar Nigam Limited, New Delhi-110001.)

10. Order issued on 78.2 % IDA fixation from 1-1-2007 for BSNL employees – implementation of the order for the retired persons retired before 09-06-2013 is requested.

Ref: 1) DoT Memo No 61-01/2012-SU dated 10-06-2013. 2) Minutes of the 22nd SCOVA meeting held on 19-02-2013 circulated vide F.No 42/1/2013- P& PW (G) dated 04/03/2013. 3) DOT Memo No. 40-17/2008-Pen(T)-Vol III Dated 15.3.2013.

DOT vide its memo no. 61-01/2012-SU dated 10-06-2013, has allowed 78.2% IDA fixation from 01-01-2007. The date of effect of this order is 10-06-2013, but no arrears will be paid for such fixation. Which means that pay of the employees will be re-fixed considering 78.2% IDA merger from 1-1-2007 instead of 68.8% IDA merger as was done, and then their pay will be drawn actually as per the new fixation from 10-06-2013. From 1-1-07 to 9-6-2013 calculation for re-fixation for every month will be done but difference of payment will not be paid. This order solves the problems of serving employees and also of the retirees who will retire after 10-06-2013.

But this order dated 10-06-2013, will not help the employees retired before 10-06-2013. This group of retirees are mainly divided into two groups. One who retired before 1-1-2007 i.e. upto 31-12-2006 and other who retired after 1-1-2007 but before 10-06-2013. As per the minutes of the 22nd SCOVA meeting, DOT is committed to extend the benefit of 78.2% merger to pensioners also if it is given to serving employees. Further during informal discussions with this Association also, you have informed that the benefit of 78% IDA merger will be extended to pensioners also and DOT is in the process of issuing necessary orders. In this respect we would like to suggest the following for your kind consideration.

For extending the benefit to pre 2007 pensioners, the position is not much complicated. One pension revision order was already issued vide 40-17/2008-Pen(T)-Vol III dated 15-03-2011 where pension of the pre 2007 retirees were revised by merging 68.8% IDA and necessary fitment formulae. Now this order is to be amended replacing 68.8% IDA merger by 78.2% IDA merger and necessary re-fixation of the pension from 1-1-2007 and payment of revised pension with pension arrears. But for post 2007 pensioners the situation is different. Before suggesting the solution we like to point out the existing pension fixation rule.

Pension

5.1 A Government servant retiring in accordance with the provisions of the CCS(Pension) Rules, 1972 before completing qualifying service of ten years shall not be entitled to pension but he shall continue to be entitled to service gratuity in terms of rule 49(1) of the CCS (Pension) Rules, 1972.

5.2 Linkage of full pension with 33 years of qualifying service shall be dispensed with. Once the government servant has rendered the minimum qualifying service of twenty years, pension shall be paid at 50% of the emolument or average emoluments received during the last 10 months, whichever is more beneficial to him.

Emoluments

4.1 The term 'Emoluments' for the purposes of calculating various pensionary benefits other than various kinds of Gratuity shall have same meaning as in Rule 33 of the CCS(Pension) rules 1972.

And the definition of emoluments is as below as per CCS(Pension) rules 1972, 33.

Emoluments

1.The expression 'emoluments' means basic pay as defined in Rule 9 (21) (a) (i) of the Fundamental Rules which a Government servant was receiving immediately before his retirement or on the date of his death ; and will also include

non-practising allowance granted to medical officer in lieu of private practice.]

Footnote: 1. Substituted by G.I., Dept. of P. & P.W., Notification No. 2/18/87-P. & P.W., (PIC), dated the 20th July, 1988. Published as S.O. No. 2388 in the Gazette of India, dated the 6th August, 1988. Takes effect from 1st January, 1986. 2 [EXPLANATION. - Stagnation increment shall be treated as emoluments for calculation of retirement benefits.]

Footnote : 2. Inserted by G.I., Dept. of P. & P.W., Notification No. 38/52/90-P. & P.W./A, dated the 5th March, 1991, published as S.O. No. 1294 in the Gazette of India, dated the 11th May, 1991. Takes effect from 1st January, 1986, vide O.M. No. 38/52/90-P. & P.W./A, dated the 31st October, 1990.

NOTE 1. If a Government servant immediately before his retirement or death while in service had been absent from duty on leave for which leave salary is payable or having been suspended had been reinstated without forfeiture of service, the emoluments which he would have drawn had he not been absent from duty or suspended shall be the emoluments for the purposes of this rule :

2. Provided that any increase in pay (other than the increment referred to in Note 4) which is not actually drawn shall not form part of his emoluments.

Hence it is clear that vide order no 61-01/2012-SU dated 10-06-2013, the increased pay due to 78.2% IDA fixation, for the employees including those who retired before 10-06-2013 will not be actually drawn till 10-06-2013 as 'no arrears to be paid'. Naturally the last emoluments of the post 2007 pensioners will not change (as pay which is not actually drawn cannot be part of emoluments) resulting in no change of their pension. The solution of this problem can be as below:

1) DOT can issue an order allowing payment of the revised pay due to 78.2% fixation only for the month of retirement or one day salary arrears for those who retired between 1-1-2007 and 9-6-2013. In that case their last emoluments drawn will change and accordingly revised LPC could be issued and then pension can also be revised as per the revised LPC. Arrears on other retirement benefits will automatically be there as per existing rules.

2) DOT can process for changing the provisions of note-1 below rule 33 of CCS (Pension) rules, 1972 allowing the pay which is revised but not paid also to be part of emoluments. But this process needs approval of many external government departments.

3) Any other order from DOT, which allows modification of pension and other pensionary benefits straightway as per 78.2% IDA merger to the pensioners retired between 1-1-2007 to 9-6-2013.

We feel that solution number one is quick logical solution for extending the benefit to post 2007 pensioners and request you to issue necessary order along with the order revising the pension of pre 2007 pensioners as mentioned above.

Copy endorsed to Sh. S.C. Mishra, Member(Services), DoT, New Delhi-110001, Smt. Sadhna Dixit, Member(Finance), DoT, New Delhi-110001 and Smt. Rita Teotia, Addl. Secy(T), DoT, New Delhi-110001.

*No.AIBSNLEA/CHQ/Secy(T)/2013 Dtd:11.7.2013
(Addressed to Shri M.F. Farooqui, Chairman TC & Secy(Telecom), Deptt. Of Telecom, Govt. of India New Delhi-110001.)*

11. Regularization of Officiating Jr Accounts Officers – Reg.

The undersigned is submitting following few lines for your information and further necessary action for regularization of Offg. JAOs case which was already submitted to the competent authority by our association for approval earlier also. 110 candidates are officiating as JAOs for the past 9 to 17 years and also having working experience in this cadre and discharging their duties to the best satisfaction of our Superiors. They have passed JAO Part-I examination of descriptive nature long back and could not succeed in Part II examination for various reasons. They have already crossed minimum scale of JAO in their substantive cadre; hence there will not be any financial burden for BSNL even after their regularization.

Also please be informed that there will not be any seniority issue problem, as they will become regular JAO's only after completion of JAO training as per departmental rules and will become junior to all JAO's who are already working in the cadre.

It is understood that all the circles have declared JAO Part II Results for which the examination was conducted during December 2012 and, it is best time to regularize the left over JAO's who are on officiating basis and to fill up the vacancies in the circle.

If the regularization has been implemented, these offg. JAOs have expressed their willingness to work in the circles where the vacancies exist.

We would therefore request you to kindly consider regularization of the above Offg. JAOs as one time measure considering the above points.

Copy endorsed to Shri S.K. Bhardwaj, GM(FP), BSNL C.O., new Delhi-110001

*No.AIBSNLEA/CHQ/Dir(Fin.)/2013 Dtd:11.07.2013
(Addressed to Shri K.C.G.K. Pillai, Director (Finance), BSNL Board, New Delhi – 110 001.)*

BSNL /DOT ORDERS

1. Confirmation case on completion of probation of Junior Accounts Officers appointed in Bharat Sanchar Nigam Limited from other Ministries/ Deptt. Of Posts – reg.

Competent Authority in BSNL is pleased to convey its approval for issuing confirmation orders to the Junior Accounts Officers appointed vide BSNL CO ND letter No.4-85/2003- SEA BSNL dated 18-01-2005, even number dated 02-02-2005, 09-02-2005 & 22-03-2005 from the date of completion of 2 year probation period after their joining in BSNL and on successful completion of all the three phases of induction training as stipulated in the terms and conditions contained in BSNL CO ND letter No.4-85/2003-SEA BSNL dated 05-11-

2004. All the circles are requested to take immediate necessary action for issuing of confirmation orders to the Junior Accounts Officers appointed vide above mentioned orders after observing usual formalities from the date of their becoming eligible for the same. Necessary compliance may be reported to the BSNL Corporate Office.

This issues with the approval of the Competent Authority.

Copy endorsed to All Circle IFAs, Telecom Territorial Circles/ Supporting Circles, Bharat Sanchar Nigam Ltd. For information and necessary action.

No.4-85/2003-SEA-BSNL (Pt-I) dated 02-08-2013. (Addressed to All Chief General Managers, Telecom Territorial Circles/ Supporting Circles, Bharat Sanchar Nigam Ltd.)

2. Limited Internal Competitive Examination (LICE) for promotion from JTO(Elect) to the Grade of SDE(Elect) under 33% quota.

It has been decided to hold the LICE for promotion from JTO(Elect) to the post of SDE(E) under 33% quota for vacancy years 2011-12 & 201 2-13 on 24-11-2013(Sunday) as per the scheme & syllabus circulated vide letter No.1-23/2/EW~2004 dated 20.08.2010. The eligibility, service conditions and other details for appearing in the said examination will be as prescribed in Recruitment Rules of SDE(Elect) circulated by Pers.II Section vide No.20-24/2001-Pers.II dated 28.2.2002 and as amended from time to time.

2. (a)The detailed time-table of the examination is given below:-

Paper	Subject	Marks	Day & Date of Exam.	Duration	Timings (IST)
Paper-I (OMR Pattern)	Electrical Engineering-I (Objective Type)	100	24-11-2013 (Sunday)	3 hours	10:00AM to 01:00 PM
Paper-II (OMR Pattern)	Electrical Engineering-II (Objective Type)	100	24-11-2013 (Sunday)	3 hours	02:00 PM to 05:00 PM

(b) Eligibility to appear in the above examination shall be strictly in accordance with the Pers-II Branch circulars stated in Para 1 above. In case of any doubt regarding eligibility for appearing to the examination. Scheme & Syllabus it may kindly be addressed to ACM (A & E), BSNL Corporate Office, Room No.8. IR Hall, Eastern Court, Janpath, New Delhi-10001.

(C) The question papers for Paper-I & II would be arranged centrally by Recruitment Cell, BSNL Corporate Office. The evaluation will be OMR(Optical Mark Reader) based and as such each question will have multiple choices for answer. Only one answer which is the most appropriate has to be selected by the candidate who should darken the relevant bubble with black ball point pen accordingly. In case of wrong answer, 25% marks of that question will be deducted and as such the candidates are advised not to resort to arbitrary selection of answer. In case the candidate darkens more than one bubble, it will be treated as wrong answer and 25% marks of that question will be deducted and as such, the candidates should darken only the relevant bubble.

3. The examination will be conducted by the Heads of Recruiting Circles including NTR. New Delhi.. Chennai Telephone Distt. and Kolkata Telephone Distt. and will be held at such Centres as may be fixed by them on the said date. contd....2...

4.Heads of Circle (including CGM, NTR. CGM, Kolkata/Chennai Telephones) will be responsible for actual conduct of examination strictly in accordance with Rules laid down in Appendix 37 of P&T Manual Volume -IV (5th Edition) and instructions issued in this regard from time to time, Eligible officials on deputation to other organization either in India or abroad shall be informed of the said examination by the Circles etc. on whose strength they were working prior to deputation to their present organization. The examination will be conducted in India only.

5. Officials who are eligible in accordance with the eligibility conditions as referred above and who desire to appear in the examination should submit the application in the prescribed pro-forma (Annexure) through proper channel to DGM (A) of the respective recruiting circle positively by 09.09.2013 (Monday). Application received from the eligible candidates after the last date i.e.09.09.2013 should not be entertained.

6. The Heads of Circles are requested to intimate to the AGM(DE-II), BSNL CO., Room No.223, Eastern Court, IInd Floor, Janpath, New Delhi the following information positively by 23.09.2013

- Name of examination Centre.
- Name, designation & complete Postal Address/ Fax/Telephone Number/Mobile Number of Exam. Coordinators and Supervising Officers.
- List of eligible candidates taking the examination and
- A 'Nil' report may be furnished in case there is no eligible candidate in the circle.

7. If the information sought for in para 6 (c) above is not furnished to this office by any Circle within the stipulated period, the information in respect of said circle shall be treated as NIL and no question paper shall be supplied to the said Circle.

8. No electronic gadget or mobile phone etc. will be permitted to be taken inside the examination premises by the candidates.

9. This letter may please be given wide publicity and receipt of this letter may please be acknowledged.

10. Hindi version will follow.

Copy endorsed to Sr.PPS to Director(HR), BSNL Board, New Delhi, PGM (Electrical), BSNL CO New Delhi, AGM (A&E), BSNL, CLO (SOT). BSNL CO., General Secretary, SNEA/AIBSNLEA,OL Section. BSNLCO for Hindi version, Notice Board and Guard file.

*No30-3/2013-DE Dated: 01st August, 2013.
(Addressed to All Heads of Telecom Circles, BSNL Heads of Telephones Distt., BSNL, Chennai/Kolkata, Chief General Manager, Maintenance, NTR, BSNL, New Delhi.)*

Annexure

APPLICATION FOR LDCE FOR PROMOTION TO THE GRADE OF SDE (Elect.) To BE HELD ON 24th Nov., 2013.

Affix recent Pass-port size Self-attested photo

- Registration No.(for office use) :
- HRMS No. :
- Name of Candidate :

- Date of Birth (dd/mm/yyyy) :
- Category (OC/SC/ST) :
- Mobile No. :
- E-mail address :
- Year of Recruitment as JTO (as allotted on appointment) :
- Date of joining in the JTO grade on regular basis :
- Details of pre-appointment Training From _____ to _____ :
- Recruiting Circle :
- Circle of Present posting :
- Write vacancy year(S) eligible :
- If working as regular SDE. Fill details below

Promotion Order No. & Date :
Certified that I am eligible to appear thr the said Exam. and my candidature is liable to be cancel led at any stage if I am thund ineligible as per the extant rules.

Applicant's Signature _____

3. Missing names of DEs(Adhoc/regular) in recently issued posting on promotion to DGM-Reg.

In reference to your office letter No. AIBSNLEA/CHQ/ Sr. GM(Pers.)/2013 dated 23.07.2013, it is intimated that as per seniority wise eligibility list, Sh. Kishore Kumar Ray (St. No.- 15859), Sh.Tarit kumar Das (St. No.-18205) & Sh. Chandi Charan Pal (St. No.-15502) are not eligible.

*No. 451-15/2013 -Pers (DPC)/pt /37 Dtd31.7.2013
(Addressed to Sh. Prahiad Rai, General Secretary, AIBSNLEA, Central Headquarters New Delhi.)*

4.Missing names in DGM (Adhoc) promotion order issued on 02.07.2013.

In reference to your office letter No. AIBSNLEA/CHQ/ Sr.GM(Pers.)/2013 dated 03.07.20 13, it is intimated that as per seniority wise eligibility list, Sh. Ch Palla reddy (St. No.-15666) is not eligible.

In case of Sh. R.N. Malbargaonkar (St. No.-13766), VC has not been received as (Current VC+ VC status as on dt. of DPC i.e 26.09.12).

*No.451-15/2013 -Pers (DPC)/P/35 Dtd 30.07.2013
(Addressed to Sh. Prahlad Rai, General Secretary, AIBSNLEA, Central Headquarters New Delhi.)*

5.Holding of Limited Internal Competitive Examination (LICE) for promotion of PA to the grade of PS in BSNL Corporate Office.

It has been decided to hold a Limited Internal Competitive Examination (LICE) to fill up the vacant

posts of PS against LICE quota of Private Secretary of BSNL Corporate Office for the recruitment years 2011-12 to 2012-13 in the grade of PS of BSNL C.O. as per the provisions of the Recruitment Rules notified vide BSNL C.O. letter No. 27-1/2001-CSS dated 4th July, 2003 & modification vide letter No.27-1/2001-CSS dated 19th September, 2012.

2. The scheme and syllabus of the examination has been as circulated vide BSNL C.O.'s O.M. No.104-1/2007 CSS dated 31.08.2010 & amendment vide letter No. 104-1 / 2007-CSS dated 5th March, 2013. The details of paper and time – table of the examination (LICE) will be as under:

Paper	Subject	Marks	Date of Exam.	Duration
Paper-I (Objective, multiple Choice)	i) General Awareness	75	Sunday the 20 th Oct.,2013	2 Hours (10.00 A.M To 12.00 Noon)
	ii) General English	75		
	iii) Computer Fundamentals	50		
Paper-II Skill Test**	Skill Test in shorthand (English or Hindi Medium)@100 w.p.m. for 10 (ten) minutes	300	Sunday, the 20 th Oct., 2013	Reading-10 Minutes Transcription (English)-60 Minutes Transcription (Hindi)-70 Minutes

** Only 5% errors will be allowed for Skill Test (Shorthand and typewriting). The Skill Test is not envisaged to be of a qualifying nature and the time for skill test will be intimated at the venue.

3. Eligibility to appear in the above examination shall be strictly in accordance with the CSS Branch circular stated in Para 1 and 2 above. Any doubt regarding eligibility for admission to the examination may kindly be addressed to AGM (CSS), BSNL Corporate Office, 4th floor, Bharat Sanchar Bhavan, New Delhi. Officials who are eligible in accordance with the eligibility conditions and who desire to appear in this examination should submit their application in the enclosed Proforma to DGM (Pers.-II), BSNL Corporate Office. Closing date for receipt of application by DGM (Pers-II) BSNL Corporate Office is 19-08-2013. Application received after the due date, i.e., 19-08-2013 will not be entertained in any circumstances. AGM (CSS) BSNL Corporate Office will, in turn, forward the application of eligible candidates to CGM, ALTTC, Ghaziabad, after determining their eligibility, latest by 31-08-2013 under intimation to DE Section, BSNL CO.

4. The minimum qualifying marks will be 40% in paper-I, 50% in Paper-II and 45% in aggregate for OC Candidates. In case of SC/ST candidates, the minimum qualifying marks will be 35% in Paper-I, 50% in Paper-II and 45% in aggregate. The result/merit is to be determined on the basis of aggregate

marks obtained in both the Written Test and Skill Test taken together.

5. The skill test in shorthand and typing will be conducted through computer. CGMALTTC Ghaziabad will arrange for computers. APS corporate 2000+++ software may be used for conducting the skill test in Hindi.

6. Shorthand Note Book for dictation and good quality Typing Sheets, with perforation for Secret Code (as given in answer books), shall be supplied for Paper-II by ALTTC. Each such sheet should be signed with rubber stamp by Centre Supervisor. Pencil (for paper-II) is to be brought by candidate.

7. Examination shall be conducted strictly in accordance with the rules laid down in Appendix No. 37 of P&T Manual Vol. IV (Fifth Edition) and instructions issued in this regard from time to time. The examination shall be held in a centralized manner at ALTTC, Ghaziabad. The Chief General Manager, ALTTC, Ghaziabad, will be responsible for actual conduct of the examination.

8. Examination (Paper -I) will be OMR (Optical Mark Reader) answer sheet based. Each question will have four options for answer. Only one answer which is the most appropriate has to be selected by the candidate. Candidate is required to darken the relevant bubble by a black ball point pen only in the OMR answer sheet accordingly. It may be noted that negative marking entailing deduction of 25% marks of the question for each incorrect answer will be invoked.

9. The ALTTC, Ghaziabad may issue the admit cards to the eligible candidates through CSS Section, BSNL Corporate Office and may also communicate the information as detailed below to AGM (DE-I), Eastern Court, 2nd floor, Room No.222, New Delhi -110 001, latest by 11-09-2013 positively.

(i) Name/Address/Telephone Nos.(Office, Residence and Mobile)/E-mail Address of the exam Co-ordinator,

(ii) Name of the Centre,

(iii) Name, Designation and Address of the Supervising Officer, and

(iv) List of candidates appearing in the examination along with Roll No. allotted.

10. No electronic gadget or mobile phone will be permitted to be taken inside the examination premises by the candidate.

11. Receipt of this letter may please be acknowledged. Hindi version will follow.

Copy endorsed to PPS to Director (HR), BSNL Board, New Delhi, Sr. GM (Pers.)/DGM (Pers.), BSNL CO. w.r.t. O.M. No. 104-1/2007-CSS dt. 5th March, 2013. It is requested that this circular may please be given wide publicity and also be brought to the notice of the those eligible officials who are presently on deputation or working in field units, Sr. GM (Estt), BSNL CO, General Secretary, BSNL Employees Union, OL Section, BSNL CO for Hindi version, All Notice

Boards in Bharat Sanchar Bhavan, Statesman House, JR Hall for wide publicity amongst the officials of CSSS cadre and Guard file.

No. 70-1/20 13-DE Dated :29th July, 2013.
(Addressed to The CGM, ALTTC, Ghaziabad, All Pr. CEs/ CEs (Civil/Elect), All Chief Architect.)

APPLICATION FORM FOR ADMISSION TO THE LIMITED INTERNAL COMPETITIVE EXAMINATION (LICE) FOR PROMOTION OF P.A. TO THE GRADE OF P.S. IN BSNL CORPORATE OFFICE TO BE HELD ON – 20.10.2013 as per DE. Section Circular no. 70-1/2013-DE dated 29.07.2013

1. Name
2. Designation of the Official
3. Date of Birth
4. Educational Qualification
5. Date of initial appointment in service
6. Date of appointment in the present grade (PA)
7. Years of regular service rendered in grade (PA).....
8. Whether belongs to SC/ST
9. Section/Office where posted along with Telephone no.
10. Whether wants skill test in shorthand in English/Hindi
11. Official where posted and Telephone No.....

I do hereby declare that the information furnished by me in this application is true and complete to the best of my knowledge & belief and in case any part of the said information is found incorrect or false, my result of the exam, if announced, will be treated as NULL and VOID. In addition, I shall be liable for such action as may be deemed fit by the Company.

Dated
Signature of the applicant

VERIFICATION

Certified that the particulars furnished above have been checked with records and found correct. The official is eligible to appear in the Limited Internal Competitive Examination (LICE) as per the circular of the examination and his/her candidature is recommended for admission to the examination.

Dated:
(Signature of the forwarding authority with Rubber Stamp)
Note:

i) Candidates posted in BSNL CO should submit their application to DGM (Pers-II), BSNL C.O, I3harat Sanchar Bhavan, New Delhi.

ii) Candidates posted outside the BSNL C.O. should send their application through their controlling offices.

6. Non-rotation of officers working in sensitive posts- compliance thereof

This is with reference to this office letter of even number dated 02.02.2012 followed by reminders dated 20.03.2012, 23.07.2012 and 03.09.2012 (available on BSNL Intranet site) on the subject seeking compliance in respect of rotational transfer of official posted on sensitive posts in BSNL, for onward submission to the Central Vigilance Commission.

2. In this regard, Central Vigilance Commission has taken a serious view and asked to submit the compliance report regarding rotation of officers on sensitive posts. A certificate that no officials is overstayed in a sensitive post as per CVC guidelines is required to be submitted for onward submission to DOT/CVC.

In view of the above, all Heads of Circles are enjoined upon to submit compliance report to this effect positively by 31.07.2013 on Fax No : 011- 23734153/011-23734254 and/or emailed to adgp1@bsnl.co.in to enable to make compliance to the DOT/CVC. Circles which have sent their report earlier need to send it afresh.

Copy endorsed PPS to CMD, BSNL, PPS to All Directors, BSNL Board, All EDS BSNL CO, New Delhi, CVO, BSNL New Delhi, PGMs(FP/BWI, BSNL CO, New Delhi, Sr. GMs (Pers) / GM (Estt) / Addl. GM (pers) / AGM(pers. I/II / CSS), BSNL CO. and Spare copy/Order Bundle

No. 400-25 / 2012-pers.I Dated 26-07-2013.
(Addressed to All Heads of Telecom Circles & Administrative Units of BSNL.)

7. Limited Departmental Competitive Examination for promotion to the grade of SDE(T) under 33% quota held on 04.03.2012- Regarding names of SDEs appearing in the promotion order.

I am directed to refer to Para 10 of the promotion order dated 02.07.2012 wherein it has been mentioned that "The seniority revision/promotions of officers already working as SDEs(T) under 67% Promotion Quota are being decided and their promotions will be issued separately provided their seniority gets improved under Competitive Quota on the basis of the results declared vide letter No. 5-412012-DE dated 28.06.2012, Accordingly, it is intimated that such officers if included in the list inadvertently, should not be considered for promotion as they are already working as SDE(T) and accordingly should not be relieved. Their names may be forwarded to this office along with their present staff no./HR No. Their promotion order may be issued separately as stipulated in Para 10 above.

No. 2-16/LDCE / 2012-pers.II. Dated 24.07.2013
(Addressed to All the chief General Managers of Telecom circles, BSNL Chief General Managers Kolkata Telephones/Chennai Telephones, BSNL chief General Managers, Regions/Projects/Training Centers/QA/IN/NCES/NETF/BNW.)

8. Extending the benefit of ACP on upgraded scale to the Executive cadres of Civil/Architect/Electrical/ Telecom Factory and CSS/CSSS etc. who had earlier opted for EPP and could not exercise option i.r.t. Order No.15-70/2007-Pers.II dated 20.05.2010 & 24.05.2010 - regarding.

Your kind attention is invited to the letter of even no. dated 01.04.2013 of the undersigned, whereby details with regard to the number of executives who had earlier opted for EPP and not ACP due to non grant of ACP on upgraded scale along with consolidated financial implication involved in each case on account of payment of revised pay allowances including arrears if such executives are given option for ACP were sought for by this office for submission of the same to the CMD, BSNL. But till date, due to non submission of relevant data by some of the Circles/field units to PGM(BW)/PGM(Elect)/PGM(Arch)/GM(TF) at Corporate Office with respect to their letter No. ACP/AD(BW-II)/2007(Pt) dated 05.07.2012, 31.07.2012, 12.10.2012 & 19.11.2012, this office is unable to settle this long pending issues.

As the matter has already got delayed, Circle Heads are requested to look into the matter personally and get the requisite information furnished in the prescribed proforma immediately to the concerned GM/PGM of Civil/Electrical/ staff branch/cadre controlling authority at Corporate Office with a copy to the AGM(Pers.II), BSNL C.O., so that action in this regard is taken by this office without any further delay. If no information is available or no such executives are available, a NIL report may also be furnished.

No.20-43/2012- Pers.II Dated:- 16th July, 2013.
(Addressed to All Chief General Managers Telecom, Bharat Sanchar Nigam Limited.)

9. Inclusion of representatives of employees association of BSNL in Sports & Cultural Board! Staff Welfare Board.

As per the composition of the BSNL Sports and Cultural Board and BSNL Staff Welfare Board as well as their Regional Boards, one representative from each of recognized employees union, as recommended by the respective unions from amongst the members, will be member of the BSNL Sports and Cultural Board and BSNL Staff Welfare Board and Regional Sports and Cultural Boards/Staff Welfare Boards.

SR Branch has clarified that the following unions are recognized unions:-

- (i) BSNL employees union, and
- (ii) National Federation of Telecom Employees

2. All the Circle Heads are requested to include one representative each from BSNL Employees Union and National Federation of Telecom Employees as members in their respective Regional Sports & Cultural Board and Staff Welfare Boards.

3. SR Branch has further informed that the following Associations have been extended certain limited trade union facilities:-(i) All India BSNL Executive Association (AIBSNLEA).(ii) Sanchar Nigam Executive (SNEA).

One representative from each of the above Associations may be called in the meeting of Regional Sports and Cultural Board/Regional Staff Welfare Boards as Special Invitees.

4. One representative from SEWA (representing SC/ST employees) may be called in the meeting of Regional Sports and Cultural Board/Regional Staff Welfare Boards as special invitees.

Copy endorsed to Sh. Ram Shakal, Chief Liaison officer (SCT), BSNLCO, ND with respect to his letter No. 65-9/2012-SCT/277 dated 15.04.2013. and All General Secretary BSNLEU/NFTE/AIBSNLEA/SNEA/SEWA.

No. 26-1/2011-BSNL(Sports) Dated: 18.07.2013.
(Addressed to All Secretaries, BSNL Sports & Cultural Board and Staff Welfare Board.)

10. Proposed membership verification of executive cadres - Formation of composite State level bodies regarding

Ref: AIBSNLEA letter no. AIBSNLEA/CHQ/GM(SR)/2013 dated 2.7.2013

This has reference to AIBSNLEA letter referred to above on the subject matter. In this connection, it is brought to your notice that a Committee has been constituted to for the purpose of framing of BSNL's own rules and regulations governing conduct of membership verification of Executives' Associations in BSNL and the extant issue is also before the Committee.

No. BSNL/31-2/SR/2013 Dated, the 18th July, 2013
(Addressed to The General Secretary, AIBSNLEA, New Delhi.)

11. Categorization of JAO cadre as Group 'B' and pay scale as on 1.10.2000 in respect of JAOs absorbed in BSNL from DOT.

Reference: MOF OM no.6/82/E III (B)/91 dated 28.2.2003, DOT letter No. 1-1 (1)/03-PAT dated 15.11.2007 and CO, BSNL letter No. 4-44/2004-SEA-BSNL/2 dated 25.2.2005.

Finalization of pay scale as well as categorization of the JAO cadre in Group 'B' or 'C' in BSNL during the period 1.10.2000 to 30.8.2001 was pending since long. Now BSNL Management has decided to treat JAO as Group 'B' during the period 1.10.2000 to 30.8.2001 as well. Thus, in supersession of C.O, BSNL, orders contained in letter no. 4-44/2004- SEA-BSNL/2 dated 25.2.2005 regarding JAO's pay scale, pay of JAOs absorbed in BSNL, as on 1.10.2000 shall be fixed in the pre-revised IDA pay scale of Rs.9850-250-146001- (equivalent to upgraded CDA pay scale of JAO i.e. Rs. 6500-200-10500/- as per DOT letter No. 1-1(1)/03-PAT dated 15.11.2007), on point to point basis, classifying JAO as Group 'B' i.e. executive w.e.f. 1.10.2000. Details in this regard are tabulated below :-

Period	Pay scale in which Pay is to be fixed on actual basis	Pay scale in which Pay is to be fixed on notional basis
1.10.2000 to 30.8.2001	Rs.7830-230 -12430	Rs. 9850-250- 14600
31.8.2001 onwards	Rs. 9850-250- 14600	-

This issues with the concurrence of EF Branch vide their Diary no.439 Dated 09.7 .2013.

Copy endorsed to Sr. PPS to CMD, BSNL, Corporate Office, New Delhi, PPS to Dir.(Fin)/Dir.(HR)/Dir.(EB)/Dir.(CM)/Dir.(CFA) BSNL Board, GM (FP), CO, BSNL, New Delhi, All PGMs/GMs in Corporate Office, ACM (SEA-I), CO, BSNL, New Delhi, DDC (Estt.)/DDG (FEB), DoT, Sanchar Bhawan, New Delhi, with reference to your letter no. 34- 0 I /20 I 2(Pen-T) dated 26.7.2012, GM (Finance). Maharashtra Circle, BSNL, Mumbai, with reference to your office letter no. F/F&A/Corr/DSN/60 dated 9.10.2012, regarding case of Sh. D.S. Mulay, The General Secretary, AIBSNLEA/SNEA/ AIBSNLOA, New Delhi, Sh. D.S. Mulay Retired, Sr. Accountant, 103A, SAI DHARA, Manpada Post, Dombiwali (East) Maharashtra-421204. This disposes of your all the representations regarding revision of pay and pension, Office Copy/Spare/Guard File and BSNL Intranet Portal.

No.5-10/2013-SEA-BSNL Dated: 11.7.2013
(Addressed to / All CGMs/IFAs of BSNL Telecom Circles/ Telephone Districts/Telecom Project Circles/Telecom Maintenance Regions.)

12. Withdrawal of the system/practice of Local officiating Arrangement or Local officiating Promotion in BSNL - reg.

Ref.No. 412-13/2013-Pers.I (I) dated 22.03.2013.
Kindly refer to this office letter of even no. dated 27.05.2013 on the subject mentioned above wherein it was clarified that henceforth no officiating promotion/local officiating arrangement to the grade of JAO may be given in view of Personnel branch, CO BSNL letter under reference. However, on receipt of various references from Circles/ Unions/Associations etc. the matter has been re-examined

iii consultation with Personnel branch and it has been decided to withdraw this office letter dated 27.05.2013 and allow the officiating arrangement in the grade of JAO to be continued till the vacancy position in the grade of JAO improves.

This issues with the approval of Competent Authority Copy endorsed to The PPS to CMD, BSNL/All Directors C.O.BSNL, The AGM (Pers.-I) CO BSNL and Spare Copy/ Order Bundle.

No. 4-8/2013-SEA (Pt.) Dated:16.07.013.
(Addressed to All Heads of Telecom Circles/Metro Districts/Maintenance Regions/ Projects/Stores/NATFM/ BRBRAITT/ALTTC, All Other Administrative Units, Bharat Sanchar Nigam Limited.)

13.Issues related to provisions of Superannuation Benefits to directly recruited employees.

I am directed to state that a Committee consisting of senior officer was formed to examine the issue related to provisions of Superannuation Benefits to directly recruited employees. The Committee has, inter-alia, recommended that at the initial stage, the Company may contribute @ 2% of Basic Pay + DA on monthly basis and the employees may also be allowed to contribute monthly at a higher rate of Basic Pay + DA subject to a minimum of equal contribution given by the company w.e.f. the date of approval by the Administrative Ministry.

2. In this regard, it is . requested that comments of your Union / Association on the above issue may be provided by 22.07.2013.

No.1-23-2012-PAT (BSNL) Date: 12.07.2013
(Addressed to Sh. Prahlad Rai, GS, AIBSNLEA.)

14. Holding of LICE for promotion to the post of Rajbhasha Adhikari wherever the vacancies of Rajbhasha Adhikari exists and local officiating arrangement is continuing - regarding.

I am directed to state that the Circles which are still continuing with the local officiating arrangements of Rajbhasha Adhikari despite availability of vacancies and eligible candidates may hold LICE for regular promotion to the post of Rajbhasha Adhikari, so that the local officiating arrangements are put to an end.

LICE may be conducted only when it is notified by DE Branch of BSNL Corporate Office.

F.No. 20-04/2013-Pers.II Dated: 10July2013
(Addressed to All Heads of Telecom Circles/Metro Districts, Maintenance Regions/Project Circles etc. and Bharat Sanchar Nigam Limited.)

FORUM NEWS

Decisions taken in the Core Committee meeting of the Forum of BSNL Unions/Associations held on 25th July 2013:

A meeting of the Core Committee off Forum off BSNL Unions/Associations was held at National Council Room, C.O. at 1500 hours on 25th July. Com. V.A.N. Namboodiri, Convener, Forum reported about the action taken so far in connection with the holding off the National convention of BSNL Employees on "Revival of BSNL" on 3rd August at Mavlankar Hall. The meeting reviewed the actions taken, and also decided the following:

1. The Convention will start at 10.30 AM.
2. Presidents of all the unions will be in the Presidium. General Secretaries will speak.
3. Unions will prepare badge for their delegates and supply them before entering the hall.
4. One big banner off Forum will be in the back off the stage and another one near the gate..
5. Food packets and water pouches will be supplied to delegates after the Convention, outside Mavlankar Hall.
6. Wall poster is designed and put on websites.. The circles/SSAs can print the same as much as required.
7. Declaration off the Convention will be prepared earlier and will be presented by Convener.
8. The donation amount fixed should be paid the unions/associations at the earliest.
9. A meeting off the Forum will be held at 03.00 PM on 30th July at BSNLMS office.

• **Meeting of the Forum with the CMD on 22nd July 2013:**The Forum leaders met Shri R.K. Upadhyay, CMD, BSNL on 22nd July 2013 and discussed the following issues regarding the expansion, customer services etc:

1. **Maintenance of BTS:** The Forum leaders pointed out that a good number of BTS are not either functioning or are having difficulties of power connection / shortage of diesel etc. There is much delay in repairing fault. This is adversely affecting the services. CMD assured that action is being taken in this matter.
2. **Disposal of scraps:** The Forum pointed that despite corporate office instructions, the scrap

materials have not been disposed. BSNL will be getting Crores of rupees in each SSA if the scraps are sold, which will also keep the stores and premises clean. CMD agreed to issue suitable instructions in the matter.

3. Renting, Leasing of vacant quarters / office buildings /training institutes etc: The Unions wanted that the vacant quarters / offices be rented to Central Govt./State government/PSUs so that some revenue can be earned. In the same way, the training institutes can also be rented for training purposes government establishments etc. This is being done to a certain extent at present which can be extended to other places.

4. Telecom Factories: The Forum demanded that the Telecom Factories be modernized, new engineers recruited and new items introduced for manufacturing. Thousands of towers are manufactured and available in Telecom factories, but in some SSAs, the same are purchased from outside. It should be ensured that the towers should be purchased from TFs only.

It was also suggested that the production of drop-wire should be increased, since there is shortage at present. New products should be manufactured.

5. Marketing to be expanded: The Forum stated that putting more executives and non-executives in the Marketing section will be necessary.

6. Procurement of equipment: The unions pointed that despite supply of some cable, there is still acute shortage. CMD informed that tender for more cables are in the process and will be finalized quickly. BSNL is making all efforts for the utilisation of the Europe- India Gateway under-sea cables by negotiating with the other companies on the issue of making available the platform at Mumbai.

7. Regular meetings of Works Committee: Though instructions have been issued one year back to form Works Committees in all the SSAs with the participations of the representatives of the unions, it has not been implemented. The works committees should start functioning immediately, where discussion can take place and

decision taken on the expansion and improvement of services. CMD was positive on this issue. Both the CMD and the Forum agreed that similar meetings will be much helpful in improving the financial viability and service of BSNL.

• **Decisions taken in the meeting of the Forum of BSNL Unions/Associations held on 17th July 2013:** A meeting of the Forum of BSNL Unions/Associations was held on 17th July 2013 at BSNLMS Office. Com. Rajmouli, NFTE, presided. Com. V.A.N. Namboodiri, Convener, reported about the developments after the last meeting and also briefed on the agenda. After detailed discussions, the following decisions were taken:

1. Protest against FDI increase in telecom : The meeting expressed its strong protest against the government's decision to increase the FDI in telecom sector from 74% to 100% and defense sector from 26% to 49%. These are two sectors connected with national security and the present decision compromises security concerns of the nation. The unlimited FDI funds to private companies will adversely affect the growth of BSNL and MTNL. Immediately on hearing the proposal for increase in FDI in telecom, the Forum had given call for lunch hour demonstration on 9th July, which was well organised. The Forum decided to organise Badge wearing and Demonstration on 25th July protesting against the decision to increase FDI in Telecom and defense sectors and demanding that the decision be dropped forthwith. The following will be the slogan on the Badge:

DROP DECISION TO INCREASE FDI IN TELECOM AND DEFENSE

2. All India convention on 3rd August 2013 : The Mavlankar Hall has been booked for the convention. Senior Trade Union leaders who are also Members of parliament have been invited to address the convention. Food packets will be supplied to the participants. Poster will be designed and put in the unions' websites. The circles/SSAs should print and supply. 1000 posters will be printed for Delhi.

All the unions should donate at least Rs. 5,000. Major unions should contribute more as agreed in the meeting. They should give an advance of Rs. 10,000 in addition to the amount already paid.

3. Closure of Telegram Services : Despite strong protest by the Forum, the management has closed the telegram services. The meeting expressed its protest against the closure. A PIL petition is pending in the Chennai High Court in which BSNLEU has also applied for getting impleaded. Though the booking of telegrams is stopped, due to the court case, the system and connections continue as it is.

4. 78.2% IDA pay fixation and connected issues: Though the order for payment of 78.2% IDA pay fixation has been issued, the following issues remain to be settled.

- a) Orders for pre-2007 and post - 2007 pensioners are yet to be issued.
- b) Many allowances are granted at 68.8% IDA only, though the agreement between the BSNL Management and Forum did not have such a condition.
- c) Thousands of officials in the lowest pay scales will not get the benefit of 78.2% IDA pay fixation, since they have already reached the maximum of the scale and is stagnating.
- d) The question of notional pension has to be examined.
- e) There was no agreement with the Forum regarding arrears, except that it will be paid when the financial position improves. But this is not specifically mentioned.

All these issues are to be taken with the management. A meeting may be arranged with the CMD, preferably this week itself.

The other items in the agenda viz. Grant of allowances to the executives and Non-executives as in the case of ITS officers ordered now and Retirement benefits to BSNL recruited employees will be discussed in the Core Committee meeting to be held at 04.00 PM on 18th July at National Council Office, Room. No. 706, Corporate office.

CHQ OFFICE BEARERS VISITS

Special General Body meeting of Telecom Factory, Mumbai on 24.07.2013: Special General Body meeting was conducted on 24.07.2013 in Telecom Factory, Mumbai under the Chairmanship of Com. Shri Venugopal P, President (CHQ) along with Com. Shri Mohire KH, President (MH Circle), Com. Kulkarni V P, Circle Secretary (MH Circle), Com. Gajakosh T S, Dist Secretary (Mumbai), Com. Shri Bagade P D, ACS (MH Circle) and Com. Shri Bhosale S S, ACS (MH Circle). Following issues were discussed in details,

1. Conducting DPC for the post of SDE (67%):It is gathered that the CR of the executives' have been forwarded to Pers. Section by all the Units of Telecom Factories, may be expedited.
 2. Conducting DPC for the post of SDE (33%): It is gathered that the case is pending with GM (Recruitment) [Pers. Sect.].
 3. Conducting DPC for the post of AGM the period upto Jan2013, DPC is being conducted for 10 nos of post. For which 19 CRs are forwarded to Pers. Section. Out of 19 CRs, [02 dismissed (as retired)] 17 CRs are reviewed. Out of 17 CRs, 13 Nos of CRS are cleared and 04 nos are pending at Central Vigilance Commissioner. Necessary action may be taken in this regard.
 4. Conducting DPC for the post of DGM : Pending due to non availability of candidates who has completed three years as Regular AGM as per RR for which relaxation may be granted as there around 20 posts vacant.
 5. Up-gradation of Pay Scale of Hindi Adhikari (AD(OL)):Our member is retiring in Oct.2013 may be expedited.
 6. One time post based promotion for JTOs (TFs): It can be for our Qualified members and who have done officiating as AE as is done in recent cases (by creating Super Numeric Post).
 7. Implementation of ACP in TF Mumbai: CMD has approved ACP vide Order dated 06.05.2012 but the matter is still pending.
 8. Revision of Recruitment Rules of Management Trainee-2009: Incorporation of the name Telecom Factories.
 9. Revision of Circle RR : where in there is provision of 15% quota for the departmental candidate but due.
 10. Sanction / creation of new posts of PPS in the field units.
- Meeting is concluded with vote of thanks.

4th Circle Conference of AIBSNLEA UP(East)

Telecom Circle on 25.07.2013 at Allahabad: The 4th Circle Conference of AIBSNLEA UP(East) Telecom Circle was organised on 25.07.2013 at Hotel Temptation Ultimate, Allahabad in a grand manner. The Conference was attended by Shri. Prahlad Rai, General Secretary, Shri. Pradeep Goyal, AGS (C/E/Arch), Sh. Devesh Sharma, Organizing Secretary (North) and Shri G.R. Sharma, AGS(F) from AIBSNLEA CHQ side. The Open session of the conference was attended by Shri R.S. Yadav, Sr. GMTD Allahabad, Shri A.K. Mishra, Addl. GM Allahabad and Shri Anil Kumar, DGM Allahabad and Shri B.B. Rastogi, DGM Unnao. Many media persons from print and electronic media attended the conference. At the starting of the Open Session, the Circle Secretary UP(east) Shri P.C. Rastogi welcomed all the delegates and presented the overall view of AIBSNLEA UP(East) Circle.

Com. Pradeep Goyal, AGS (C/E/Arch) touched the issue of Viability of BSNL in his addresses and also appealed to all to increase the membership of the Association.

Com. G.R. Sharma, AGS(F) CHQ, in his address appealed all the members to serve the customers more efficiently. He also stressed out the points related to viability of BSNL.

Com. Devesh Sharma, Organizing Secretary (North) CHQ in his address explained that in which manner the BSNL is suffering from the discriminatory attitude of the Govt. of India. He explained the efforts of AIBSNLEA CHQ in continuously resolving the issues of BSNL Direct Recruit Executives. He appealed that the proper supply of the materials, GSM equipments, MLLN Modems, Telephone instruments etc should be ensured for the viability of BSNL .

Shri Anil Kumar, DGM in his address thanked AIBSNLEA UP(E) Circle for inviting him in the session. He informed the house that by earning 10% more revenue, we can bring a big change in BSNL. He appealed all to match their aim with the aim of the Management.

Circle President UP(East) Shri R.J. Pandey, in his address mentioned that the UP(E) Circle gets appreciation by Corporate Office for its services. He appealed all to work hard for the revival of BSNL. He also mentioned the system adopted in UP(East) Circle to send the mobile bills on the number via SMS.

ShriA.K.Mishra, Addl. GM Allahabad in his address explained the problem material scarcity and the lack of discipline problem in BSNL. He appealed all to increase the mutual co-ordination and work hard for BSNL. At last he thanked AIBSNLEA UP(E) Circle for inviting him in the session

GS AIBSNLEA, ShriPrahlaad Rai, congratulated the comrades of UP(E) Circle for the successful conference in the holy Prayagraj and thanked the comrades for their great affection. In his detailed address, Com. GS mentioned earlier UP(East) Circle was a profit making Circle but now it is on the declining trend and the reasons are known to all. Com GS further mentioned that it is satisfactory and appreciable that Allahabad SSA is today also a profit making SSA. He Congratulated the house for the excellent services at Kumbh Mela. Com. GS mentioned that due to un-helping attitude of the Govt. i.e. unjustified payment of spectrum charges (3G & BWA) of Rs. 18,500, non-reimbursement of licenses fee, USO Charges, OPEX Charges, withdrawal of ADC, Payment of AGR, payment of notional loan Rs. 7500 Crores to DoT has adversely affected the viability of BSNL. He informed that BSNL is spending more than 9000 Crores rupees per annum on 29,000 Rural exchanges in Rural areas services but No ADC charges is being given by the Govt. In addition of this non-procurement of GSM equipment, cables, telephone instruments, Huge waiting list of Lease Line due to Scarcity of MLLN Modem, Broadband Modem, Drop wires etc has affected the quality & growth of services. He stressed to strengthen the quality of our mobile services to enhance the MNP towards BSNL like on the same pattern in Karnataka, AP and Odhisha and Tamilnadu. He explained that how the AIBSNLEA is continuously pursuing these viability related issue with the BSNL Management and DoT. Com GS.Further explained the burning issues of the Headquarters level like 78.2 % IDA fitment benefit case and ITS issue. He mentioned that ITS absorption process should completed by the Govt. of India , in the same manner like Group B, C or D. But Govt. has totally failed to complete the process. He explained the situation on the issues like VRS, 30% disinvestment and unbundling of last mile copper. He apprised the status of HR issues related to mainly the recent DPC of 24 DGM(F) promotions and 1587 DE(T) Adhoc promotions and 119 DGM(Engg) promotions. He also apprised the house about DPCs from JTO to SDE, SDE to

DE(Regular), DE to DGM, JAO to AO, AO to CAO & , DPC in Civil/Electrical wing, Restructuring of AD(OL) case etc., modification in transfer policy & Benchmark of EPP, Tightening of staffing norms, VRS, Group 'A' officer absorption, Pay anomaly- Sr. are drawing less salary than their juniors, withdrawal of leave encashment, stopping of LTC etc. He explained the efforts of AIBSNLEA CHQ in continuously resolving the issues of BSNL Direct Recruit Executives like EPF, Superannuation benefits and Child Care Leave. Com GS further explained the role of AIBSNLEA in the viability of BSNL. He mentioned the success of AIBSNLEA in creation of Retirement Leave encashment fund of Rs 4825 Crores by the BSNL Management, by which BSNL is getting 400 Crores interest. At last he appealed the all Executives' for make every effort with a team spirit for making BSNL a vibrant organization.

Chief Guest of the Open session ShriR.S.Yadav, Sr.GMTD Allahabad in his address congratulated the Executive body of AIBSNLEA Allahabad for arranging the open session in a grand manner. He appealed to settle all the problems of subscribers . He suggested to opt the motivated team work strategy in BSNL. He mentioned that in BSNL everyone should try to justify his Job on daily basis. He mentioned that we should make the perfect combination in quality of our services. He suggested to ensure the best utilisation of the existing infrastructure. He mentioned that there is a huge potential in BSNL and at last he thanked to all for making the session a grand success. He Congratulated the AIBSNLEA UP(E) Circle Body for the grand success of the Circle Conference. At last he appealed to all to try with his full capacity to strengthen the BSNL.

AIBSNLEA Allahabad District President Com V.K.Premi extended the vote of thanks.

The entire Conference Hall was Jam Packed.

At the last stage of Circle Conference, unanimous elections were held for the selection of new Circle body. Com. R.J. Pandey, DGM(F), Com. P.C.Rastogi, AGM and Com. D.K. Shrivastava, AGM has elected as Circle President, Circle Secretary and Circle Finance Secretary respectively. Com R.A.Tripathi, SDE and Com. D.N. Upadhyay CAO were elected as CWC member

Glimpses of Central Office Bearers Advisors and Circle Secretaries of AIBSNLEA meeting at New Delhi on dated 03.08.2013 and 04.08.2013



DIAS View



GS addressing the Meeting



Com. A.K. Kaushik, GS TEAM addressing the CHQ Office Bearers, Advisors and CSs of AIBSNLEA



Discussions view



Discussions view



Delegates View

Glimpses of 4th Circle Conference of AIBSNLEA UP(East) Telecom Circle on 25.07.2013 at Allahabad



**DIAS VIEW and Circle Secretary UP(E) Circle
Sh.P.C.Rastogi addressing the Meeting**



GS Com. Prahlad Rai addressing the meeting



**Interactive Session with the Circle Delegates
during Circle Conference of UO(E) Circle**



Audience View



Audience View



Audience View