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TELEWAVE

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

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NEWS FLASH

- BSNL Corporate Office issued order regarding Grant of Child Care Leave to women employees of BSNL (absorbed/directly recruited/deputationists/deemed deputationists) on 08.03.2013.
- Hon'ble High Court Delhi dismissed DoT review application on ITS repatriation case on 04.03.2013.
- BSNL Corporate Office issued regular promotion in the grade of EE (C) on 28.02.2013.
- BSNL Corporate Office issued letter regarding Calling of ACR/Vigilance clearance for Regular promotion of Executives in the grade of SE(C) on 27.02.2103.
- The FR 21(1)(a)(I) pay fixation case of JTOs(Offg.) Court Case was heard on 20.02.2031 in the Hon'ble Supreme Court of India, wherein the BSNL's SLP filed against PB CAT, New Delhi judgment is dismissed.
- BSNL Corporate Office issued order regarding preparatory work for promotion on regular basis to the grade of SDE (E) for vacancy year 2012-13- calling of ACRs/ APARs on 18.02.2013.
- Remuneration Committee of BSNL Board arbitrarily recommending to reduce 25% posts of PGM/GM/DGM/DE level in BSNL.
- Central Working Committee (CWC) Meeting of AIBSNLEA will be held on 5th & 6th April'2013 at Guwahati.
- BSNL Corporate Office called ACRs and VCRs for Regular promotion of Executives in grade of EE© or equivalent for Civil Engineering Stream of BSNLMS on dated 07.03.2013.

AIBSNLEA wishes a very Happy and Colorful Holi to one and all.

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[Restricted to Members only]

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GS WRITES

The Remuneration Committee of BSNL Board has been conducting meetings to discuss HR functions in BSNL and under the grab of this committee BSNL Management and DOT administration is trying to arbitrarily reduce the JAG and STS level posts even without conducting the elementary work study. It is unwarranted and calculated attack on the dwindling promotional avenues of existing 35000 executives. The Executives in the Cadres of JTO/SDE are facing acute stagnation in their career prospects i.e. one JTO, the basic cadre is awaiting his first functional promotion for the Post of SDE for the last 17-18 years and one SDE promoted in the year 1994 DPC and have completed 18 years service is waiting for his second promotion of DE. Hence, one directly recruited JTO cannot inspire even two regular promotions in his whole service career of 35-37 years. Hence, in this situation DOT/BSNL move to reduce the DGMs/DEs posts will further stagnate these executives and will simply de-motivate them. We are to strongly oppose such unwarranted arbitrary move of DOT/BSNL to safeguard the interest of BSNL and its executives.

We requested Secy(T), DOT for kind intervention to the approval of DOT on 78.2% IDA pay fixation case as approved by BSNL Board. We also informed that on the query raised by DoT, BSNL has already submitted their reply. We also informed that it is a part of the our salary and as on the day of issuance of DPE order on 2nd April'2009, BSNL profit was more than Rs. 574 Crores, therefore, in this regard, DoT should issue presidential directives at the earliest. We also mentioned that due to non implementation of the same, the pension of the BSNL pensioners is also affecting.

We requested for regularization of offg. JTOs as one time measure but BSNL Management is fully aware with the issue and advised BSNL Unions/Associations to suggest any legal solution in this regard as due to Hon'ble High Court, Chandigarh directions, it is not in a position to do the same.

We requested to allow All India LTC facility to the employees who have a retirement period less than 2 years. It was assured that BSNL Management is fully aware with the issue and it is expected that necessary instructions will be released at the earliest.

We requested to fill up vacant DGMs posts from eligible DEs. Director(HR/EB) mentioned that on our discussion/request with Sr. GM(Pers.) on 04.03.2013, a letter has been issued to CGMT Kerala Telecom Circle for pursuing in the Hon'ble High Court Kerala through BSNL's Advocate for early delivering the judgment on 147 SDEs (LDCE Quota) Seniority Case.

Contd on page no. 26

Adviser - (I) : Sh.V. Keshava Rao, (M) : 9490758175	Adviser -(IV) : Sh. A.G. Joshi, (M) : 9422039222	Adviser -(VII): Sh.S.K. Dalai, (M) : 9437434800
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Central Working Committee Meet at Guwahati

The 3rd Central Working Committee of AIBSNLEA is meeting at Guwahati on 5th and 6th April'2013 after the 1st and 2nd CWC Meetings held at Jabalpur(MP), Ahmadabad (Gujarat) and 3rd All India Conference held at Kolkata in Jan'2011 . This would certainly be an important CWC meeting before our 4th All India Conference scheduled to be held in Sept'2013 in Maharashtra Circle. During the period, after 3rd All India Conference, Kolkata to this CWC Meet at Guwahati, there had been numerous important developments which needs thorough and critical examination mainly issues related to Modifications in BSNL MSRRs & Executives transfer policy, CPCs to fill up vacant DGM (Engg.)/DGM(Fin), DE/CAO,SDE(T)/ AO equivalent posts, Modifications in SDE RRs, MT RRs & DGM RRs, CPSU Cadre Hierarchy, Implementation of Standard IDA pay scales E2, E3 instead of intermediate E1A, E2A IDA Pay Scales for BSNL executives, Anti-dating of DNI, Pay anomaly wherein seniors are drawing less pay than juniors, Pay anomaly case of Departmental JAOs, Regularization of Officiating JTOs, Restructuring of AD(O/L) Cadre, Creation of PPS posts, BSNL MRS and Implementation of DPE OM dated 02.04.2009 regarding 78.2% IDA fitment benefit etc..

In the Organisational front, we are to ascertain that Circles/Branches are functioning well by holding regular Branch/Circle elections. All the organisational action calls given by CHQ are implemented successfully. The membership has increased at Branches / Circles and some more efforts are required to enroll more & more executives to strengthen the Association. CHQ/Circle quota is being remitted regularly. We are to ascertain that the integration of ten associations which merged together to form the AIBSNLEA has actually taken place. There should be critical examination of our strength and weaknesses, so that proper corrective measures, wherever necessary, could be decided.

We are to discuss the status of above mentioned HR issues related various cadres, which are taken up by AIBSNLEA at the appropriate level. Settlement of the issues is too judged on proper perspective, so that the unresolved issues could be planned to be got resolved expeditiously.

We are to also have detailed evaluation of our efforts to get the common issues pertaining to all the Executives/ Employees of BSNL resolved. No amount of discussion on these issues can take us to a meeting point, unless we are able to appreciate the complexity of these issues. We are to be very cautious to design our approach and decide action plan.

BSNL's very existence and its viability is one of the important issues which needs a thorough discussion. Performance of BSNL in all fronts will have to be analyzed properly. Its drastic fall in market share has been a matter for concern to all of us. We shall have to analyse why the growth of BSNL is not upto our expectation and come out with concrete proposals to make BSNL a strong and viable Organisation. Confidence building measures in the customers shall have to be given the priority. Measures required for more revenue generation and its collection, reduction of operational cost, stoppage of unwarranted expenditure has to be suggested. Government's decision to impose VRS to 1,00,000 employees needs through discussions. The CWC cannot and will not keep its eyes closed on this development.

BSNL Management's indifferent attitude towards the Executives shall become a focused issue in the CWC. Its negative approach on HR issues is really a matter, of serious concern. In fact, the HR functions in BSNL are in a mess and CWC might like to take a view on this. The increased frustration and consequent demoralization in BSNL Executives because of in-apt handling of their career progression is another important issue to be discussed in the CWC. BSNL Management has implemented EPP contrary to the Promotion Avenue offered at the time of absorption of the Group-'B' Officers can never get the appreciation of any Executive. The time bound non-post based promotion upto JAG Selection Grade was an assurance at the time of calling of option for absorption. BSNL Management has deviated from that assurance. The CWC might take a stand on the issue.

Our historic joint struggle along with SNEA (I) and AIGETAO demanding implementation of the assured Promotional Avenue i.e. CPSU Cadre hierarchy implementation of E-2 & E-3 Standard pay scales will take the centre stage during the discussions in the CWC. Its impact and the results achieved will have to be assessed. The present status of the issue on which the agitation was launched shall certainly be reviewed. We are aware that the Management is not ready to implement CPSU Cadre hierarchy and E-2, E-3 standard IDA Pay scales. In that background, CWC shall also be critically examining the pros and cons of the current proposals of reduction of 30% DGM/DEs posts which will stagnate the carrier prospects of executives. This CWC would also like to adopt time bound an action plan to get the issue sorted out once for all. Let the Guwahati CWC be a complete success.

AIBSNLEA WRITES

1. Declaration of Nagaur SSA, Churu SSA and Chittorgarh SSA as soft tenure stations in RAJ Circle- reg.

Sir,

We would like to draw your kind attention in the subject matter that Nagaur SSA, Churu SSA and Chittorgarh SSA in Rajasthan Telecom Circle are having a very difficult geographical condition and Telecom Services in these SSAs are scattered over far flung areas and restoration of services takes much time than any other areas. These SSAs are very unpopular and always facing the shortage of executives as executives donot prefer to serve there due to difficult living conditions there. As telecom network is growing very fast but acute shortage of executives is adversely affecting the development and maintenance activities in these SSAs of Rajasthan Telecom Circle.

We would therefore request you to kindly declare above SSAs as soft tenure stations so that acute shortage of executives may be managed effectively.

Copy endorsed to Shri A.N. Rai, Director(HR/EB), BSNL Board, New Delhi-110001, Shri A.K. Jain, Sr. GM(Pers.), BSNL C.O., New Delhi-110001 and Shri Neeraj Verma, GM(SR), BSNL C.O., New Delhi-110001

No.AIBSNLEA/CHQ/CMD,BSNL/13-14Dtd 7/3/13
(Addressed to Shri R.K. Upadhyay, CMD BSNL New Delhi-110001.)

2. Declaration of hard tenure stations in HP circle- reg.

Ref.: CGMT, HP Telecom Circle DO no. Staff/S-3200/XXVII/186 dated 11.01.2013(enclosed).

Sir,

We would like to draw your kind attention in the above cited reference & subject matter that in HP Telecom Circle, topography and other conditions are comparable to those of J&K and North East, which are hard tenure Circles. Telecom Services in HP Telecom Circle are scattered over far flung areas and restoration of services takes much time than any other areas. As telecom network is growing very fast but acute shortage of executives is adversely affecting the development and maintenance activities in the Circle.

In this regard, CGM HP Telecom Circle vide above mentioned reference strongly recommended to declare following districts/stations as Hard Tenure

and also recommended that officers who have served in these remote/tribal areas of HP Circle may be exempted from hard tenure posting to overcome the shortage of officers.

- **Entire Kinnour District**
- **Entire Lahaul & Spiti District**
- **Pangi & Bharmour Tehsils of Chamba District**
- **Dodra-Kawar Tehsil of Shimla District.**

We would therefore request you to kindly declare above districts/stations as hard tenure stations so that acute shortage of executives may be managed effectively.

Copy endorsed to Shri A.N. Rai, Director(HR/EB), BSNL Board, New Delhi-110001, Shri A.K. Jain, Sr. GM(Pers.), BSNL C.O., New Delhi-110001 and Shri Neeraj Verma, GM(SR), BSNL C.O., New Delhi-110001.

No.AIBSNLEA/CHQ/CMD,BSNL/13-14 Dtd 5/3/13
(Addressed to Shri R.K. Upadhyay, CMD BSNL, New Delhi-110001.)

3.Regularization of all qualified officiating JTOs by a onetime personal up-gradation – Urgent step to be taken before conducting the ensuing JTO LICE.

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.

In the above cited references and subjected matter, we would like to draw your kind attention regarding regularization of all qualified officiating JTOs by a onetime personal up-gradation. As you goodself is aware, this association has been pursuing this matter for the past several years. All of them were qualified as per JTO-RR 1996 of DOT and completed mandatory pre-appointment training in accordance with 2001-RR. Knowingly or unknowingly, those who were qualified in the 1996-RR were not given any protection when new RR came into effect. Out of those qualified for promotion as per 1996-RR, about 3500 got absorbed as regular JTOs in a phased manner and the remaining 2500 were sent for training in accordance with the syllabus of 2001-RR, and subsequently posted to officiate as JTOs in various states of the country as per policy decision taken in 2001 by the BSNL Board, the company's supreme policy making body. They have been discharging duties to the satisfaction of superiors at par with other regular JTOs.

Majority of them are officiating continuously as JTO for the last 7 or more years. The fate of these 2500 officiating JTOs is now at stake. CMD, BSNL is obligated to implement the BSNL Board's decision dated 30-3-2001 for regularizing these remaining 2500 officials also as they are all at par with the already regularized 3500 persons. The Board's decision is still in force and the Company's Management cannot shirk from its responsibility in the guise of a contempt of court case for which none of the affected officials is responsible. The contempt case is pending in the Hon'ble High Court of Haryana at Chandigarh for the last four (4) years and it is getting delayed unnecessarily for unjustifiable reasons. Colluding activities and certain unlawful dealings of the Corporate Office and the Haryana Circle Management, in handling the CWP 5608/2007 and subsequent CC No.1431/2008 in the Hon'ble High Court of Chandigarh in this regard were pointed out by this association on several occasions, but your goodself have not yet ordered for an inquiry into the very serious allegations raised by us. Every time when we approach your good office we get the typical answer that a contempt of court case pending at Hon'ble HC of Haryana is an obstruction for proceeding with the regularization process. In fact the court found contempt in diversion of DR quota. Even though it was rectified by restoration of all diverted DR quota, court did not close the contempt case, but entered into areas beyond the scope of the contempt petition. Unfortunately your office is unnecessarily yielding to it without approaching the Apex Court against the injustice in the prolonging of Contempt Case for the last four years creating stalemate in the HR operations of the company and adversely affecting the future and career of a large section of employees who were not made parties in the original case and even denied a chance to be heard, though it was mandatory in the interest of justice. Now the Hon'ble HC is waiting for the conduct of JTO LICE., which is to be done by various circles. It is uncertain when the contempt of court case will come to an end. **We feel it is futile to wait for a logical end of this case for deciding the fate of the officiating JTOs. Even after this** contempt of court case is disposed by the Hon'ble High Court, and the respondents are acquitted on conditions accepted by the company, BSNL will not be able to settle the regularization issue of officiating JTOs by a further diversion of DR quota after that, as it will become a contemptuous act again. Hence the decision of

the Board to regularize all remaining officiating JTOs (qualified TTAs) can be implemented only by a onetime personal up-gradation, as suggested by us and several other trade unions.

Hence, the regularization all remaining officiating JTOs by a one-time personal upgradation is still a practical and workable solution, as the BSNL Management was not willing to approach the Apex Court against the decision of Haryana HC. However, BSNL has got full powers for personal up-gradation and any of the pending court cases cannot stand in its way, as diversion of vacancies is not involved in personal up-gradation process. Doing such a thing (personal up-gradation) is not against any standing directions of the court of law and BSNL cannot delay or deny it further on the ground of sub-judice. The contempt is only for diversion of vacancies. Hence personal up-gradation can be done as demanded. There is no need or logic to wait for the disposal of contempt case to accede to this demand, as there exists no other way to resolve the issue whatever be the outcome of the contempt case.

Now it is very much essential to settle the issue by this process, in view of the fact that LICE as per the current JTO RR is notified. We are not against conducting the LICE to JTO. But the interest of the affected group is also to be protected.

We submit the following request/ suggestion before your goodself to get some relief to the affected group of officiating JTOs striving hard throughout the country:-

(1) If personal up-gradation cannot be completed before the conclusion of contempt case, please issue an order stating that those TTAs who stand qualified as per 1996 RR or previous RRs and now officiating as JTOs for the past several years after getting phase-I training, will be exempted from appearing for the ensuing JTO LICE, in view of the proposed up-gradation. Their regularization will be decided before giving posting to the successful candidates of the ensuing LICE. (But those who are eligible for appearing LICE in this group, as per age and educational qualifications prescribed in the current RR can appear in the LICE if they are willing to contest in the LICE also).

(2) It may also be clarified that, the seniority of all those who are exempted now and

regularized through up-gradation later, will be decided as per the rules regarding fixation of seniority prevalent for the cadre.

A very early and favorable decision on the above is solicited, in the true interest of the company and its hard-working employees.

Copy endorsed to Dr. (Smt.) Kruparani Killi, Hon.'ble MOS (C&IT) (P), Govt. of India, New Delhi-110001 – for kind intervention please, Shri R. Chandrashekhar, Chairman TC & Secy. (T), DoT, New Delhi-110001 – for kind intervention please, Shri A.N. Rai, Director(HR), BSNL Board, New Delhi-110001, Shri R.K. Goyal, GM(Estt), BSNL CO, New Delhi-110001 and Shri Neeraj Verma, GM(SR), BSNL CO, New Delhi-110001

No.AIBSNLEA/CHQ/CMD/2013 Dated:25.02.2013 (Addressed to Shri R.K. Upadhyay, Chairman – Cum-Managing Director, BSNL, New Delhi – 110001.)

4.Fixation of pay on absorption as JAO from Department of Posts to BSNL (PSU) –Reg

With reference to the above subject matter, it is to bring to your kind notice that, some officers have been appointed as JAOs in BSNL on permanent absorption basis w.e.f. 14/2/2005 after tendering their technical resignation from Department of Posts and posted in various Offices in BSNL under the terms and conditions as laid down in OM NO. 28016/5/85-Estt. © dated 31/1/1986 (Appendix 11 of Swamy's Pension Rules) as communicated in their offer of appointment issued by BSNL Corporate Office letter no. 4-85/2003-SEA dated 9/2/2005 (copy enclosed) and Ministry of Communications & IT, Deptt. of Posts, PA Wing letter 303(1)/2005/PA Admn-III dated 8/2/2005 (copy enclosed).

2. That as per above O.M., "a Government servant selected for a post in PSU will be free to negotiate his emoluments with the enterprise and will be at par with other employees of the enterprise". It was assured in BSNL Corporate Office SEA letter No. 4-51/2002-SEA dated 24/1/2003 (item viii) (copy enclosed) to place their pay initially in the CDA pay scale of Rs. 6500-200-10500 (equivalent to 5500-175-9000) fixing the pay under FR 22(1) (a) (1) with reference to pay in the substantive grade in Parent Department and then brought to IDA Pay scale.

3. That It was further assured vide O.M. No. 4-85/2003-SEA dated 5/11/2004 (Para xi) (copy enclosed) to give pay protection vis-a-vis their substantive grade in their Parent Department. As they were regular AAO in their parent Department in the substantive grade of 7450-225-11500 and drawing substantive pay Rs. 8575/- (pay certificate attached) after earning 5 increments in the grade, hence they should be placed initially at Rs. 11875/- in the IDA pay scale of 11875-300-17275 equivalent to CDA pay scale of 7450-225-11500 as per above orders and then brought to Rs. 13375/- after including 5 increments which they have already earned in their substantive grade but ignoring the assurance given their pay have been fixed at minimum i.e. 9850/-.

4. That we submit that their pay has been fixed at minimum (Rs. 9850/-) of IDA Pay Scale of Rs. 9850-250-14600 calculating it on the basis of FR(29) under FR-22 instead of FR 22(1)(a)(1) ignoring the assurance given to them in their offer of appointment. This order is not applicable on them. This order (fixation of pay under FR-29 has been quashed by Honorable High Court of Jharkhand at Ranchi (copy enclosed). Further the stay order has been issued by Honorable CAT Lucknow Bench in case of Sh. Y.K. Srivastava JAO Lucknow, whose pay was previously fixed on point to point basis and subsequently reduced by applying FR-29 (copy enclosed). The Honorable CAT has clearly mentioned that FR-29 is not applicable on the applicants but it is applicable on the persons being absorbed from PSU to Central Government.

5. They have resigned technically from the pensionable post of Deptt. of Post and joined the non-pensionable post in BSNL anticipating the fixation of their pay as assured by BSNL which compensate the loss occurred to them in pension. If their pay is fixed under FR 22(1)(a)(1) as assured, their pay will be fixed at Rs. 13375/- in IDA pay scale but ignoring all assurances, their pay has been fixed at the minimum of the scale i.e. 9850/-.

6. A list of external recruited JAOs/AAOs absorbed in BSNL who were regular in JAO/AAO Cadre and already holding substantive grade 6500-200-10500 (JAO) equivalent to IDA pay scale 9850-250-14600 and higher scale 7450-225-11500 (AAO) in their Parent Department and who were eligible for point to point fixation is enclosed herewith for ready reference please. Out of total 29 eligible JAO,s/AAO,s 17 have already got the point to point fixation with the approval of Circle

Heads and merely 12 are left to get the benefit (list enclosed for ready reference please). We would, therefore request you to kindly intervene in the matter so that their pay may be fixed on point to point basis as assured.

Copy to endorsed to Smt Geetha Rau, ED (Fin), BSNL, New Delhi-1 and Shri S K Bhardwaj, GM(FP), BSNL CO, New Delhi-1
No.AIBSNLEA/CHQ/Dir(F)/13 DATED:21.02.2013
(Addressed to Shri K C G K Pillai, Director (Fin), BSNL Board, NEW DELHI-110001.)

5. Measurement of Electro Magnetic Field (EMF) of BTS within permissible limit- Reg Ref :- TEC Guidelines (copy enclosed)

With reference to the above subject matter under reference, it is bring to your kind notice that, the main purpose of EMF submission is to know the electromagnetic field within the permissible limit , As per TEC guidelines , only site photo of BTS station and data with respect to adjacent building and high rise building (the height of the building is the same as the antenna height) at a distance of 60 mts radius from the BTS station are to be submitted.

However TERM cell of Karnataka Circle is insisting more nos. of photos namely antenna photo, signage board photo, adjacent building photo, 60 mts distance building photo, photometric view photo of BTS, lat log photo captured by GPS at BTS station against the guidelines of TEC NEW DELHI. This is very much impracticable and involves more expenditure and man power.

We would, therefore, request you to kindly intervene in the matter, so that DOT issue the instructions to TERM Cell Karnataka, Bangalore to follow guidelines of TEC.

Copy endorsed to Shri J K Roy, Member (Tech), DOT, New Delhi-110001 and Shri R K Agarwal, Director (CM), BSNL, New Delhi-1.
No.AIBSNLEA/CHQ/CMD/13 Dated:21.02.2013
(Addressed to Shri R K Upadhyay CMD, BSNL, NEW DELHI-110001.)

6. Allowing All India LTC facility to BSNL employees who has a retirement period less than 2 years-Reg.

Ref: No.7-8/2010/EF/Part.I dated 05.09.2011 and No.13-03/2012-PAT(BSNL) 06.9.2012.

With reference to the above subject matter, under reference, it is to bring to your kind notice that, allowing All India LTC facility to BSNL employees who has a retirement period less than 2 years. Presently All India LTC is allowed to employees retiring before 05.09.2013. It is required to be extended to all those BSNL employees who have a retirement period less than 2 years.

We would, therefore, request you to kindly allow All India LTC facility to the employees who have a retirement period less than 2 years at the earliest to avoid their frustration and to provide justice.

Copy endorsed to Shri A N Rai, Director(HT/EB), BSNL Board, New Delhi-1, Shri K C G K Pillai, Director(Fin), BSNL Board, New Delhi-1 and Shri R K Goyal, GM(Estt), BSNL CO, New Delhi-1.

No.AIBSNLEA/CHQ/CMD/13 DATED:21.02.2013
(Addressed to Shri R K Upadhyay, CMD, BSNL, NEW DELHI-110001.)

7. Problems in respect of ILL working in Tamil Nadu Circle-Reg.

With reference to the above subject matter, it is to bring to your kind notice that, the following burning problems in respect of ILL(Internet Leased Line) working in Tamil Nadu Circle engineering colleges.

ILL circuits-Leased line circuits with higher speed varying from 2mpbs to 20 Mpbs are provided to all engineering colleges in Tamil Nadu. This circuit fetches more revenue to BSNL in terms of crores per year.

From 27.12.2012 onwards, the URL address aicte-india.org is unable to access through ILL by all colleges in Tail Nadu circle. On checking from all ends, it came to know that aicte-india (All India council of technical education-India) server is maintained by Airtel & Airtel is blocking our ILL IP address and thereby creating a big mess between BSNL & engineering colleges in Tamil Nadu Circle. This will create a negative impact on BSNL ILL services among engineering colleges & leads to closure of ILL circuits & invites big loss of revenue to BSNL.

We would, therefore, request you to kindly intervene in the matter to bring the normal functioning of ILL circuits to all engineering colleges in Tamil Nadu Circle.

No. AIBSNLEA/CHQ/Dir(CFA)/2013
Dtd:21.02.2013
(Addressed to The Dir(CFA),BSNL Board, ND-1.)

**8. Request for implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.from 01.01.2007 in BSNL-reg.
Ref: DPE OM No. 2(70)/08-DPE(WC) GL-VII/09 dated 02nd April'2009.**

Kindly refer to our discussions held on 20.02.2013 in the informal meeting with your goodself that the DPE issued order for implementation a uniform fitment benefit @30% on basic pay plus @78.2% as on 01.01.2007 to be provided to all executives. The BSNL Management and the Forum of BSNL Unions and Associations reached an agreement on 12.06.2012 to implement above referred DPE letter on the issue of 78.2% IDA Fixation w.r.t. BSNL Employees. Accordingly, BSNL Board has taken decision with regard to enhancement of DA from existing 68.8% to 78.2% and sent the proposal to DoT for approval and issuance of Presidential directive in the month of Feb'2012. Meanwhile, DoT asked some queries from BSNL on this issue and BSNL has replied all the queries to DOT on 15.11.2012. More than one and half month has passed but the Presidential Directive has not been issued till date. The delay in issuance of Presidential Directive is causing serious concern and unrest amongst the BSNL serving as well as retired employees as the pension of the retired employees are to be modified.

DPE in continuation to its OMs of even no. dated 26.11.2008 and 09.02.2009 regarding pay revision of executives and non-unionized Supervisors of CPSEs w.e.f. 01.01.2007 issued order No. 2 (70)/08-DPE(WC)-GL-VII/09 dated 02.04.2009 (Enclosed). Subsequently to issue of OM dated 26.11.2008, the Government constituted a Committee of Ministers to look into the demands raised by CPSE executives and after due consideration of the recommendations of the Committee of Ministers decided further the benefit of merger of 50% DA with Basic Pay w.e.f. 01.01.2007, effectively amounting to 78.2%, would be allowed for the purpose of fitment and pay fixation in the revised pay scales (Para 2 (i) of DPE OM dated 26.11.2008).

Government has also decided that benefits under this OM read with the earlier decision as conveyed vide OM dated 26.11.2008 and 09.02.2009 has to

be viewed as a total package. It has also been decided that the pay revision package as communicated by earlier OMs along with the above modifications would be applicable to all the CPSEs.

Moreover, the BSNL's net profit for the year 2008-09 is Rs. 575 Crores after tax and Rs. 1272 Crores before tax. Hence there is no justification to stop the payment as stated above.

Similarly, the BSNL pensioner's pension is also required to be re-fixed on the basis of 78.2% IDA fixation w.r.t. BSNL employees.

We would, therefore, request you to kindly intervene in the matter so that the DPE OM dated 02.04.2009 as recommended by BSNL Board for BSNL Employees (serving as well as retired) is implemented by issuing Presidential Directives from DOT at the earliest.

Copy endorsed to Smt. Sadhana Dixit, Member(Fin), TC & DOT, New Delhi-110001, Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001 and Smt. Rita Teotia, Addl. Secy., DOT, New Delhi-110001

No. AIBSNLEA/CHQ/Secy(T)/2012-13
Dtd:20.02.13
(Addressed to Shri R. Chandrashekhar, Chairman TC & Secy(T), DoT, New Delhi-110001.)

BSNL /DOT ORDERS

OFFICE ORDER

1. Overtime Allowance (OTA) rates for Non-executive employees of BSNL.

1. The Overtime Allowance is being paid in BSNL to Non-executive employees as per the terms & conditions mentioned in DOT letters No. 17-7/86 TE 2(pt.) dated 31-07-87 and 17-1/87-TE-II dated 29-03-88.

2. Now, with the approval of the Management Committee of BSNL Board, the existing Overtime Allowance rates have been mapped corresponding to the revised IDA pay w.e.f. 01-01-2007 for Non-executive employees of BSNL as per the following table:

IDA emoluments range (Basic Pay + IDA)	Rates of OTA (Rs. Per hour)
Upto Rs. 13000	3.95
Rs. 13010 to 15000	9.55
Rs. 15010 to 16500	11.35
Rs. 16510 to 18500	13.15
Rs. 18510 to 20500	14.95
Rs. 20510 & above	15.85

3. Govt. Rules & instructions regarding eligibility criteria etc. for the payment of Overtime Allowance would apply mutatis mutandis in respect of Non-executive employees of BSNL. The above OTA rates shall be effective from the date of issue of this order.

(A. Sinha)

Assistant General Manager (Pers. V)

Tel. No. 23037475

No. 1-46/2010-PAT (BSNL) Dtd : 27th-Feb-2013

(Addressed to PPS to CMD, BSNL, New Delhi, PPS to Dir(HR)/Dir(Enterprise)/Dir(CFA)/Dir(CM)/Dir(Finance)BSNL Board, All Executive Directors, BSNL C.O., New Delhi., All PGMs/Sr. GMs/GMs, BSNL C.O., New Delhi, All Heads of Telecom Circles & Other Administrative Units, ITPC, Pune /ERP Team, ALTTTC, Ghaziabad – For provisioning of above OTA rates in HRMS package/ERP etc , AD (OL) with the request to provide this letter in Hindi within 15 days, and Guard File.)

3. Request received from BSNL for issuing of certificate intimating 100% Government ownership of BSNL – regarding.

I am directed to refer to letter No. BSNL/BD/Circle/2008(Pt-36) Cell-II dated 13-02-2013 on the subject mentioned above.

2. It is certified that 'BSNL' is a 100% Government owned Central Public Sector Enterprise (CPSE) working under the Administrative Control of Department of Telecommunications.

(Sanjeev Gupta)
Director (PSU-I)

Tele: 23036019/2337249 Fax N. 23032493

Copy endorsed to GM (EBS-II), BSNL Corporate Office, EB-II Cell, Bharat Sanchar Bhawan, Janpath, New Delhi-110001.

File No. 10-4/2013-SU.I Dated 18th February, 2013
(Addressed to The CMD, Bharat Sanchar Nigam Limited, Corporate Office, Bharat Sanchar Bhawan, Janpath, New Delhi.)

4. Policy for allotment of staff quarters to retired employee-regarding Ref: No. 482-16/2007-BG dated 30-12-2011.

The policy for allotment of vacant quarters to retired employees of BSNL/DOT was issued vide letter dated 30-12-2011. Initially this policy was issued for one year. As per approval of the competent authority the policy has been extended for three months.

(M K Tyagi)

Addl. GM (BW-I)

No. 482-16/2007-BG (Pt-II) Dated: 18.02.2013
(Addressed to All CGMs, BSNL Units.)

5.. Data in respect of DE (Regular) & DE (Adhoc) in Telecom Operation stream as on 01-01-2013-regarding.

Ref:- This office letter No. 412-25/2012-Pers. I dt. 08-01-2013.

Kindly refer to this office letter of even numbers dated 08-01-2013 & reminder dt. 31-01-2013, wherein a list of officers working as AGM/ DE(T) on Regular & adhoc basis as on 01-01-2013, with available records, has been prepared for preparing roster in respect of Telecom Operation stream and all Circles/ Units were requested to verify the data in the attached list and confirm the list including additions/deletions/ errors, if any , at the earliest on or before by 18-01-2013.

In this context, it is regretted to state that the desired information has not been received from your Circle/Unit. Therefore, it is once again requested to confirm the data, even if there are no errors, in the above list to this office through e-mail to

dm3pers1@gmail.com followed by hard copy of addition/deletion/error list, if any through regular mail immediately. Matter may be treated as most urgent please.

(R.K. Verma)

Assistant General Manager (Pers.I)

No. 412-25/2012-Pers.I Dated: 19th February, 2013

(Addressed to The Heads of Telecom Circle and Administrative Units of A&N, ALTTTC, AS, JKND, ETR, NTR, ETP, NTP, WTP, TSCA, UP-E, UKND, Bharat Sanchar Nigam Limited.)

6. 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 20-05-2010 & 24-05-2010-regarding.

Sir,

Kindly refer to this office letter of even No. dated 20-12-2012 & reminder dated 18-01-2013, wherein details prescribed proforma 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 alongwith 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 from the Circle for submission of the same to the CMD, BSNL. But till date, no information has been received from the Circles.

As the matter has already got delayed, Circles are requested of furnish the requisite information in the prescribed proforma immediately to the concerned GM/PGM of Civil/Electrical/Staff branch/cadre controlling authority of Corporate Office with a copy to the AGM(Pers.II), BSNL C.O. The time period of two weeks are referred to vide this office letter of even number dated 18-01-2013 has already expired and so if the officers do not come up with their claim to the Circle/SSAs, no such claim received in future will be entertained by this office. In case no such information is available or no such executive are available, a 'Nil' report may be furnished.

Yours faithfully,

(V.K. Sinha)

Asst. General Manager (Pers.-II)

No. 20-43/2012-Pers.II Dated :26th February, 2013

Addressed to All Chief General Managers Telecom, Bharat Sanchar Nigam Limited.

7. Volunteers for posting in BSNL CO in the grade of AGMs / DEs of Telecom Operation Stream – Calling for option regarding.

I am directed to refer to the subject noted above and say that applications from AGM/Des (T) working in various circles/projects/regions etc. are called for posting in BSNL Corporate Office, New Delhi. The volunteers must have thorough knowledge of computers. They may furnish their willingness in the enclosed prescribed Profoma as Annexure 'A' through proper channel. Volunteers are advised to also send advance copies of their applications at e-mail address adgp1@gmail.com or dm3per1@gmail.com so that the requests may be processed quickly. Officers already under transfer to tenure stations/other circles are not eligible for the said assignments. The transfer to tenure stations/other circles are not eligible for the said assignments. The transfers will be at a condition of relieving the selected candidates within a fortnight from the date of the order & shall be binding on the circles from where the transfer requests of the volunteers are accepted by the Competent Authority. The officers, whose names, appear in ODI/Agreed list or are facing Vigilance/disciplinary case need not apply.

(R.K. Verma)

Assistant General Manager (Pers.I)

No. 412-12/2012-Pers.I (pt) Dtd: 26-02-2013

(Addressed to The Heads of all Telecom Territorial Circles/Metro Districts/Maintenance Regions/Projects/TaskForce/DataNetwork/NCES/ALTTTC/BRBRAITT/QA/Telecom Stores/ITPC.)

ANNEXURE 'A'

Name of circle/Project/Region:

1. Name of the AGM/DE (Telecom):
2. Designation & name of the circle and station posting:
3. Staff No & HR No:
4. Date of Birth:
5. Qualification:
6. Specialization:
7. Date of regular promotion/appointment to the grade of JTO:
8. Dated of promotion to the grade of AGM/DE (T):
9. Date of joining in the present Circle: a as JTO: b. as SDE: c. DE(T)
10. Work Experience:
11. At OWN/Company cost:
12. Any other relevant details:

Dated:

(Signature)

Mobile No.

TELEWAVE

MARCH-2013

8. Mandatory Training under Executive Promotion Policy

No. 32-27/2004-Trg [Vol. VIII] Dtd: 18/02/2013

1. The issue of supporting present e-mode training under EPP with class room training at our Training Centres as raised by various Associations in the past was under consideration for quite some time.
2. We are pleased to inform that the competent authority has consented that in order to mitigate the learning difficulties for officers who are of 55 years and above age on the date of their respective upgradation order, they 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.
3. The options from such willing officers would be compiled by the respective CGMs and forwarded to the RTTCs so as to enable them to schedule and conduct refresher courses for such executives. In the case of, Corporate Office, the options from such officers would be compiled by respective staff branches and forwarded to ALTTC for conduct of course.

Babumurugesan
AGM (Trg/ IR)

Copy endorsed to CGMs, ALUC/BRBRAITT/NATFM, Principals of RTTCs, General Secretaries of Associations, Copy also for kind information to Sr. GM(Pers) / GM (Estt) / PGM(Elect) / PGM(BW) / GM (FP) / PGM (Arch), BSNL CO and All Staff Branches, BSNL CO

(Addressed to All Heads of Circles/Units, BSNL)

9. Communication of below bench mark grading for the purpose of convening CPC for Promotion to DGM on adhoc basis in Telecom Finance.

No. 1-4/2012 SEA BSNL Dated: 15 February, 2013

Kindly refer to this office letter No 1-4/2012 SEA BSNL dated 28.1.2013 forwarding therewith a list of executives in the grade of ST5 (CAO) with details of ACR/APAR period for the year from 2007-08 to 2011-12 shown against each, during which the executive was assessed below the prescribed benchmark for promotion to the grade of DGM as per BSNLMS RR. Concerned circles were requested to take necessary action as per the instructions contained in the bOP&T guidelines

in order No (i) 21011/1/2010-Estt. A dated 13.4.2010, (ii) 21011/1/2005-Estt.A (Pt II) dated 19.5.2011 and (iii) 21011/1/2005-Estt.A (Pt.II) dated 19.5.2011 and communicate the decision of the Competent Authority on the representations, received if any from the STS (CAO) executives against the below bench mark gradings or for upgradation of the final gradings given in the relevant ACF before such ACRs/APA are placed before the Corporate Promotion Committee in Corporate office BSNL.

In continuation to above, another list showing the names of executives in the grade of STS (CAO), with details of ACR/APAR period from 2006-07 to 2011-12 and also including the period shown against the executives earlier, during which they were assessed below the prescribed benchmark for promotion to the grade of DGM as per BSNLMS RR.

Circles are requested to take similar action as per guidelines mentioned above, in respect of the year 2006-07 not mentioned in the earlier list and furnish a report as per the action required necessary regarding disclosure of ACR/APAR gradings as per DoP&T guidelines mentioned above. Necessary compliance may be reported to this office on or before 25th February, 2013. This issues with the Approval of the Competent Authority.

Enclo as above

(V K Bazaz)
Assistant General Manager (SEA)
(Addressed to The CGMsT/IFAs AP/J&K/Kerala/Maharashtra/Orissa/Punjab/UP(East)/Rajasthan/Tamilnadu/Uttarakhand Telecom Circles, BSNL.)

10. Preparatory exercise for all India List of JTOs(T)- preparation of assessment sheet sheet-regarding.

Sir,

Please refer to this office letter No. even dated 17-09-2012 and subsequent reminders on 30-10-2012, 05-12-2012 and on 03-01-2013 vide which it was requested to furnish the Screening Committee Report by circles in the prescribed Performa comprising ACRs grading of the eligible JTOs and other relevant details as contained therein.

The information/details asked for has been received from J&K, KTK, NE-I, NE-II, BBNW and

from WTP circles only. The status in this regard has been reviewed and it has been asked to direct the Circle Heads to intervene personally in the matter and arrange to furnish the Screening Committee report in the prescribed Performa immediately. The promotion process in getting delayed due to non receipt of the details/information sought for.

Soft copy of the Screening Committee Report should be sent to following e-mail address to be followed by hard copy immediately thereafter:-
agmpers2@gmail.com

(DEEPAK AGARWAL)
Dy. General Manager (pers.)

No. 2-15/2012-Pers. II Dated: February 19, 2013
(Addressed to All Heads of Telecom Circles All Heads of Telecom projects, All Heads of Telecom Regions, All Heads of Administrative Units, Bharat Sanchar Nigam Limited.)

OFFICE MEMORANDUM

11. Implementation of Standard IDA pay scales E-2 and E-3 to JTO and SDE equivalent executives in Bharat Sanchar Nigam Ltd. (BSNL)

The undersigned is directed to forward herewith a representation No. AIBSNLEA/CHQ/CMD/2013-14 dated 17-01-2013 addressed to the CMD, BSNL with a copy to the Secretary, DPE, (in original) received from Shri Prahlad Rai, General Secretary, All India Bharat Sanchar Nigam Limited Executives' Association on the subject noted above and to request Department of Telecommunication, being the Administrative Department of BSNL, to take necessary action at their end.

Encl: As above

(Umesh Dongre)
Director

Phone: 24363066

F.No. 1(1)/13-DPE-(WC) dated 08.02.2013

Department of Telecommunications,
(Shri D.C. Madan, Under Secretary {PSA}),
Sanchar Bhawan, Ashok Road, New Delhi-110001.

Copy endorsed to Shri Prahlad Rai, General Secretary, All India Bharat Sanchar Nigam Limited Executives' Association, CH-17-2-15, Chemmery Quarters, Atul Grove Road, New Delhi-110001.

Kind Attention to All Circle Secretaries

Inspite of earlier request no circles except Karnataka, Kolkata TD and Jharkhand, have sent the name of the participants, their arrival and departure details to Host Circle i.e. Assam. This is extremely urgent because hotel rooms are to be booked accordingly and last minute booking may not be available.

All Circle Secretaries are requested to send the details again to the followings, immediately by 10th March to avoid discomfort to the participants. Circles should bring CWC members strictly as per the quota paid by them.

==> Shri K.K. Das, Circle Secretary - 09435599056, 0361-2662660, email kkd_1952@rediffmail.com

==> Shri S. Choudhury, ACS (HQ) - 09435000731, email- shantu39m@yahoo.co.in

==> Shri H. Chakraborty, Chairman Transport Committee - 09435599054, Fax no. 0361-2662888, email - hc.1957@rediffmail.com

United/Joint Forum/CLC Meetings

1. Request to abandon the proposed preposterous move to arbitrarily reduce JAG and STS posts by 30% under the garb of Remuneration Committee even without conducting elementary work study – unwarranted and motivated attack on bare minimum promotional avenues available to 35,000 Executives-reg:

At the very outset, as everyone is aware and this fact has been duly acknowledged by Telecom policy makers, BSNL not only has and continues to meet basic objectives of Telecom Policy of the government from time to time in an exemplary manner but facilitates government to implement its policy objectives smoothly to protect the legitimate interests of users of telecom who are otherwise vulnerable to manipulations of private operators. Huge capital investments made by BSNL in building massive telecom infrastructure throughout the country, particularly in highly inaccessible and remote areas and where contribution of private sector has been dismal, has alone enabled government to realize its basic objective of telecom policy “ **affordable service of universal quality**”.

Without this herculean task and contribution of building widespread telecom infrastructure by BSNL, which is fully exploited by private operators now for commercial purposes, and for which BSNL has not at all been compensated in tune with policy commitments, accomplishing basic commitments of telecom policy would have remained a nightmare. And today BSNL is in dire straits financially fundamentally because of incredibly huge capital investments it made in landline segment which have remained uncompensated because policy commitments to compensate BSNL for such unproductive investment were arbitrarily flouted. Thus to compare BSNL to any other commercial private telecom enterprise would be a dangerous policy aberration.

Absorbed executives in BSNL are facing unbelievable stagnation at all the levels. For instance, a JTO, basic cadre in the Company is awaiting for his first functional promotion for the last about 17 years and TES Gr B is awaiting his second functional promotion for the last 18 years which he is unlikely to get or may be when he is about to retire on adhoc basis. **Thus, virtually, as of now executives hardly get one regular functional promotion in their entire career spanning over 35 years. With this magnitude of stagnation in JTO,**

SDE and DE cadre, the rationale behind the move of the government to reduce the DGM and DE/AGM posts is incomprehensible and preposterous. If such a move is being carried out on the premise that CGM/GM level posts are getting reduced due to surrender of landline and downsizing of SSAs, it is not at all applicable for STS(AGM) and JAG(DGM) posts as major portion of STS posts are sanctioned based on workload norms decided after proper work study and the remaining on positional basis. Besides, reduction in SAG posts in BSNL is only because of implementation of absorption decision of Government relating to ITS, having absolutely no relevance to either surrender of landlines or downsizing of SSAs.

In BSNL, posts in different cadres are created and sanctioned in the year 2005 and thereafter no post creation has taken place. Of course large scale surrender of landline connections have occurred after 2005 but simultaneously new services like mobile network, Enterprise business segment, transmission network, marketing wing etc expanded manifolds during this period. **Executives posted in landline sector have been redeployed by the Circles into mobile, enterprises business, marketing, transmission maintenance activities etc. Thus sanctioned posts in the landline sector in STS/JAG are diverted and optimally utilized for transmission maintenance, mobile segment, enterprises business, marketing etc.**

As of now BSNL is having 290 lakh landline connections and 900 lakh Mobile connections, in addition to OFC/Cable network, Enterprise business segment and 2900 telephone exchanges in Rural Area & also 1000 exchanges in Urban Area. If proper work study and review is done with respect to STS and JAG posts based on workload and positional requirements, at least 10% posts would have to be increased in STS and JAG in lieu of above additional new services. Besides, if any review of existing posts is warranted, it cannot surely be done just within four walls but after an extensive and realistic work study, on rational lines, taking into consideration complex operational requirements of BSNL and the fact it has inherited Government legacy and continues to meet social obligations of telecom policy of Government. These hard facts cannot be ignored in a massive sized organization.

Hence we solicit your kind immediate intervention to abandon the proposed preposterous move to arbitrarily reduce the posts of STS/JAG without conducting any work study. Instead, we feel it would be just right to take immediate necessary action to fill up all the posts of TES Gr B, STS and JAG, which are presently filled up on local officiating /looking after arrangements throughout the country, on war footing basis so that Human Resources which are key drivers of growth are not further demoralized and deprived of their first functional promotion in BSNL and second in their entire service. This would undoubtedly help create conducive climate and perfect conditions in BSNL badly needed to revive sagging morale of Human Resources and thus have huge impact on growth and revival of BSNL.

(K. Sebastin) (Prahlad Rai) (R. P. Shahu)
GS/SNEA (India) GS/AIBSNLEA GS/AIGETOA

Copy endorsed to Shri. Kapil Sibal, Hon MOC & IT, for kind intervention please, Ms Rita Teotia, Addl Secretary, DOT for kind intervention please, Shri. R. K. Upadhyay, CMD, BSNL for kind intervention please, Shri. A. N. Rai, DIR(EB & HR), BSNL for information and necessary action please, Shri. K C G K Pillai, DIR(Fin), BSNL for information and necessary action please, Shri. Shahbaz Ali, Chairman, Remuneration Committee for information and necessary action pl, Prof. N. Balakrishnan, Member/Remuneration Committee for information and necessary action pl, Shri. Ashish Gupta, Member/Remuneration Committee for information and necessary action pl and Shri. Ajay Vikram Singh, Member/Remuneration Committee for information and necessary action pl.

2. Proposed amendments to MTRRs-2009 -reg.

This has reference to the meeting that representatives of AIBSNLEA, SNEA(I) and AIGETOA have had with the Management on this issue of amendment of existing MTRRs.

In this connection, as we have already conveyed in the meeting itself, we want to reiterate that the issue can be discussed in totality in the Committee Meetings constituted for introduction of CPSU Cadre hierarchy in BSNL, wherein we have already submitted draft proposal that takes care of the concerns of the Management to induct people for several levels of Management including Top Management positions.

In view of the above, there is no need for any such exercise till the finalization of CPSU Cadre Hierarchy takes place.

(K. Sebastin) (Prahlad Rai) (R. P. Shahu)
GS/SNEA (India) GS/AIBSNLEA GS/AIGETOA

Copy for information and necessary action please to Shri A. N. Rai, DIR(EB & HR), BSNL Board, New Delhi-110001, Shri M.C. Chaube, Sr. GM(NWP-CFA), BSNL Corporate Office, New Delhi-1, Shri Neeraj Verma, GM(SR), BSNL Corporate Office, New Delhi-110001, Shri K.R. Tiwari, GM(TP & RA), BSNL Corporate Office, New Delhi-110001, Shri S.K. Bhardhwaj, GM(FP), BSNL Corporate Office, New Delhi-110001 and Smt. Madhu Arora, GM(Corp. Restrgr.), BSNL Corporate Office, New Delhi-110001

UF/BSNL/CMD/2013-14 Dated:20.02.2013
(Addressed to Shri A.K. Jain, Sr. GM(Pers.),
Chairman Committee, BSNL CO, New Delhi.)

United Forum of BSNL Executives' Associations

Meeting on 20.02.2013: : GS, AGS(HQ) along with GS, President SNEA(I) and GS, VP AIGETOA hold meeting and discussed on introduction of CPSU Cadre hierarchy, implementation of E-2, E-3 standard IDA pay scales and abandon of 25% posts of DGM/DE level in BSNL etc. After detail discussions it is decided that Committee on CPSU Cadre hierarchy should first discuss the draft proposal submitted by United Forum and also decided to meet Director(HR) to start discussion in Committee on implementation of E-2, E-3 standard IDA pay scales. Also decided to strongly protest against the move of abandon of 25% posts of DGM/DE level in BSNL, first by giving letter to Hon'ble MOC&IT, Sect(T) and CMD, BSNL and thereafter organisationally.

GS, AGS(HQ) attended and participated actively in the Committee Meeting on 19.02.2013 to discuss introduction of CPSU Cadre Hierarchy. After detail discussions on the issue, it is decided that Associations will further provide some more feedback and management will also examine the proposal of Associations submitted earlier for consideration. However, it is assured that next meeting of Committee will be held shortly.

MASSIVE DHARNA & LUNCH HRS. DEMONSTRATION ON 15th Feb'2013: Significant presence of Com. GS, AIBSNLEA & Com. President SNEA(I) was the highlight of at Jaipur on 15.02.2013. Both the leaders addressed the lunch hrs. demonstration on Dharana Place.

Com. GS in his speech elaborately described the significance of the agitation in present scenario in BSNL. He explained that how all the trade union calls have protected BSNL & it's employees. He informed the gathering that every decision taken by

RECRUITMENT RULES CONDITIONS

Description	MT RR- 2007		MT RR- 2009		Proposed changed parameters in MTRR	
	External	Internal	External	Internal	External	Internal
Posts	250	250	250	250	To be decided	To be decided
Target Population	Anyone with prescribed age/ edu. qualification	All regular BSNL employees with prescribed age/ edu. qualification	Anyone with prescribed age/ edu. qualification	Regular BSNL employees at or above JTO, JAO and equivalent level and below MT level with	Anyone with prescribed age/ edu. qualification	All regular BSNL employee with prescribed age/ edu. qualification
Age	30 yrs	36 yrs	30 yrs	36 yrs	30 yrs	45 yrs (50 years for first batches)
Education Qualification	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the given disciplines plus MBA or M. Tech.	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the given disciplines	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the given disciplines plus time MBA	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the given disciplines	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the given disciplines plus regular full time MBA or M.Tech	Bachelor of Engineering/ Bachelor of Technology degree or equivalent Engineering Degree in any of the given disciplines (in RR) OR BSc with 1 st Division
Work Experience	Nothing prescribed	MBA /M. Tech or 4 years' work experience within BSNL.	Nothing prescribed	4 years work experience within BSNL.	Nothing to be prescribed	4 years and 8 years work experience within BSNL for executive and non-executive respectively.
Mode of selection	Similar rect. process i.e. 1. written exam 2. group discussion 3. structured interview	1. Screening process 2. Assessment process comprising cognitive, aptitude and technical sections 3. Group Discussion 5. Personal Interview	1. Screening process 2. Assessment process comprising cognitive, aptitude and technical sections 3. Group Discussion 5. Personal Interview	1. Screening process 2. Assessment process comprising cognitive, aptitude and technical sections 3. Group Discussion 5. Personal Interview	1. Screening process 2. Assessment process comprising cognitive/ aptitude and technical sections (75%) 3. Group Discussion (12.5%) 5. Personal Interview (12.5%)	1. Screening process 2. Assessment process comprising cognitive/ aptitude and technical sections (75%) 3. Group Discussion (12.5%) 5. Personal Interview (12.5%)
Probation- cum- training	52 weeks	52 weeks	52 weeks	52 weeks	2 YEARS including 13 week common managerial trg. 13 week functional stream trg and 26 week on job trg.	2 YEARS including 9mths mgt. course and 3mths on job trg.
Career Progression	1. Appt as Dy. Manager on completion of probation- cum- training 2. Promoted as Manager after working as Dy. Mgr for 2 years.	1. On completion of probation, appt as Manager (MT) 2. To be promoted as AGM after two years as Manager(MT) 3. Further promotion as per BSNL MSRR	1. On completion of probation, appt as Manager (MT) 2. To be promoted as AGM after two years as Manager(MT) 3. Further promotion as per BSNL MSRR	1. On completion of training, appt as Manager (MT) 2. To be promoted as AGM after two years as Manager(MT) 3. Further promotion as per BSNL MSRR	1. On completion of training, appt as Manager (MT) 2. To be promoted as AGM after two years as Manager(MT) 3. Further promotion as per BSNL MSRR	1. On completion of training, appt as Manager (MT) 2. To be promoted as AGM after two years as Manager(MT) 3. Further promotion as per BSNL MSRR
Distribution of Internal/external quota	50% for each (Internal and External candidates)	50% of the MT posts to be filled through merit irrespective of internal/external candidates. Remaining 50% of MT posts shall be reserved for internal candidates as per merit.	50% of the MT posts to be filled through merit irrespective of internal/external candidates. Remaining 50% of MT posts shall be reserved for internal candidates as per merit.	50% of the MT posts to be filled through merit irrespective of internal/external candidates. Remaining 50% of MT posts shall be reserved for internal candidates as per merit.	50% for each (Internal and External candidates)	50% for each (Internal and External candidates)
Inter-se- seniority between external and internal	The ratio will be 1:1 beginning with the internal candidate	To be fixed on final merit list created on the basis of scores from assessment process, group discussion and interview	To be fixed on final merit list created on the basis of scores from assessment process, group discussion and interview	To be fixed on final merit list created on the basis of scores from assessment process, group discussion and interview	The ratio will be 1:1 beginning with the internal candidate. To be fixed on final merit list created on the basis of scores from assessment process, group discussion and interview	The ratio will be 1:1 beginning with the internal candidate. To be fixed on final merit list created on the basis of scores from assessment process, group discussion and interview

CHQ leadership is taken after lot of discussions & after micro analysis. Viability of BSNL is always kept in view while taking any decision of Trade Union call. He appreciated the comrades of Rajasthan for organising successful agitational calls in Rajasthan Circle.

Committee Meeting held on MTRR on 18.02.2013: GS, AFS, CS BSNL C.O. and CS Delhi Circle along with representatives of SNEA(I) and AIGETOA attended the Committee Meeting on Review of MTRR . The executives' Associations representatives pleaded that since the Committee regarding introduction of CPSU Cadre hierarchy vis-a-vis present setup in BSNL is being held to discuss the matter, hence at this stage discussion on MTRR is irrelevant. We suggested that MTRR if needed may

be discussed along with the CPSU Cadre hierarchy introduction itself. The Chairman and Committee Members Official side appreciated our concern and adjoined the meeting to apprise the discussion to the Competent Authority. The development on MTRR since year 2007 is as under :-

14.02.2013: One Day DHARNA on 15.02.2013 at BSNL Corporate Office, Circle/SSA levels.:

All the CHQ Office Bearers, Circle/Branch Secretaries are requested to ensure successful implementation of One Day DHARNA on 15.02.2013 at BSNL Corporate Office, Circle/SSA levels demanding immediate implementation of 78.2% IDA Pay fixation as per the agreement signed between BSNL Management & BSNL Unions/Associations.

MEETINGS WITH DOT/BSNL OFFICERS

GS, CS Delhi Circle, President Telephone Bhawan Branch, CTD met Sh. K.C.G.K. Pillai, Director (Fin.), BSNL on 07.03.2013 and invited him as 'Guest of Honor' to attend CWC Meet, Guwahati. Director (Fin.) assured to attend the meeting and discussed:

(a) Allowing to exercise option to Deptt. JAOs on their promotion: We requested Director (Fin.) for his kind intervention to allow Deptt. JAOs to exercise option in pay fixation on their promotion. Director (Fin.) assured to look into the matter.

(b) Consideration of request/tenure transfers: We requested Director(Fin.) to consider genuine request/tenure transfers. Director (Fin.) assured to look into the matter.

Repatriation of ITS officers case: GS met concern officers of DoT on 07.03.2013 on this issue and requested for implementation of court decision in accordance with Hon'ble High Court Delhi judgment. It is understood that DOT may file SLP in the Hon'ble APEX Court against Hon'ble Delhi High Court judgment and thereafter only Cabinet decision may be implemented. However, we have already filed caveat in the Hon'ble APEX Court on this issue.

GS, CS BSNL C.O. and GS, AGS SNEA(I) met DDG(TPF), DOT (Govt. nominee Board of Director of BSNL Board) on 07.03.2013 and discussed :

(a) Implementation of 78.2% IDA pay fixation case: We requested for early clearance from DOT to BSNL Board decision for implementation of 78.2% IDA Pay fixation case. DDG(TPF) after detailed discussions assured to look into the matter.

(b) Reduction of 25% DGMs/DEs posts in BSNL in the grab of Remuneration Committee: We expressed our serious resentment against DOT/BSNL's move to reduction of 25% posts of DGMs/DEs in BSNL under the grab of Remuneration Committee. DDG(TPF) after detail discussions assured that absorbed executives interest will be taken care of.

GS, FS met CMD, BSNL on 06.03.2013 and invited him as Chief Guest to attend the CWC Meet at Guwahati. CMD assured to make it convenient to attend the CWC. Also discussed:-

(a) Allowing All India LTC facility to BSNL employees, who has a retirement period less than 2 years: We requested for issuance of order for LTC to be availed by BSNL employees retiring after Sept'2013. CMD assured to examine the matter.

(b) Filling up of the vacant DEs posts: We requested to allow filling up of all vacant DEs posts as per BSNL MSRRs to reduce the stagnation period in SDEs cadre and for the growth of BSNL. CMD assured to look into the matter.

GS, FS, CS Delhi Circle met GM(FP) on 06.03.2013 and discussed:-

(a) CPC from CAO to DGM(F): We expressed our serious concern against delay in conducting CPC from CAO to

DGM(F). GM(FP) mentioned that today also he has spoken to Addl. CVO for sending the VCRs and assured that efforts will be made that CPC is completed earliest and promotion order is issued by the end of March'2013.

(b) CPC from AO/CAO(Adhoc) to CAO Regular: GM(FP) mentioned that still some ACRs are missing and today only he has talked with NATFAM, Hyderabad for sending of two CAOs missing ACRs. However, he assured that just after the DGM promotion, the CAO Regular promotion order will be issued.

(c) CPC from JAO to AO: GM(FP) mentioned that Court Case in the Hon'ble CAT Chandigarh Case came for hearing on 5th March but the applicants advocate could not appear, hence the case is posted for hearing on 20th March'2013. BSNL's reply is already filed. (d) Consideration of request / tenure transfer cases of AOs/CAOs: We requested for consideration of AOs/CAOs request/tenure transfer cases. GM(FP) appreciated our concern and assured that all the cases will be considered for transfer in the month of April'2013.

GS, FS, AGS(HQ), AGS(F) and CS UP(E) Circle met Director(HR/EB), BSNL on 05.03.2013 and invited him to attend Open Session of CWC Meeting to be held on 5th April'2013 at Guwahati. Director (HR/EB) accepted our invitation to attend the CWC Meet at Guwahati and discussed

a) Regularization of offg. JTOs: We requested for regularization of offg. JTOs as one time measure. Director (HR/EB) mentioned that due to Hon'ble High Court, Chandigarh directions, we are not in a position to do the same. He also mentioned that Management is fully aware with the issue and advised to suggest any legal solution in this regard.

b) Allowing All India LTC facility to BSNL employees, who has a retirement period less than 2 years: We requested to allow All India LTC facility to the employees who have a retirement period less than 2 years. Director (HR/EB) mentioned that Management is fully aware with the issue and assured to release necessary instructions at the earliest.

c) Promotion from DE to DGM: We requested to fill up vacant DGMs posts from eligible DEs. Director(HR/EB) mentioned that on our discussion/request with Sr. GM(Pers.) on yesterday, a letter has been issued to CGMT Kerala Telecom Circle for pursuing in the Hon'ble High Court Kerala through BSNL's Advocate for early delivering the judgment on 147 SDEs (LDCE Quota) Seniority Case.

d) Seniority cases pending in different Court: We expressed our serious concern regarding non settlement of seniority cases in different courts since long time. We also requested to resolve the seniority cases by conducting meeting with all executive associations. Director (HR/EB) assured to look into the matter.

e) Consideration of request/deputation transfer cases of JTOs: We requested to consider pending transfer/deputation cases of JTOs(DR) on inter-circle basis. Director (HR/EB) mentioned that some JTOs have been posted to North East Zone, Gujarat Telecom Circle from different Circles and continuously requesting for deputation/Para-8 transfers but due to shortage of JTOs in these Circles, it is difficult to consider all the cases. However, he assured that some solution will be taken to settle the problem for further to fill up the vacant JTOs posts of these circles. We suggested for Circle recruitment, which can settle the problem. Director (HR/EB) assured to look into the matter. **GS, AGS(HQ) met Sr. GM(Pers.) on 04.03.2013** and discussed

(a) CPC from DE to DGM: We requested to contact CGMT Kerala Telecom Circle for pursuing in the Hon'ble High Court Kerala through BSNL's Advocate for early delivering the judgment on 147 SDEs(LDCE Quota) Seniority Case. Sr. GM(Pers.) immediately spoke to CGMT Kerala Telecom Circle for pursuance and getting an early judgment since the CPC from DE to DGM is badly delayed. CGMT Kerala Telecom Circle assured him for early pursuance.

(b) CPC from SDE(T) to DE: We requested to expedite CPC to fill up all vacant DEs posts. Sr. GM(Pers.) mentioned that the CPC to fill up 760 DEs posts is in progress but getting delay due to stay order granted by Hon'ble CAT Chennai. However, in addition to 760 DEs posts to fill up all vacant DEs posts a proposal has been sent to the Competent Authority for consideration but CPCs can be held only when stay order on promotions is vacated.

(c) Request transfer cases of DEs from AP, MH, GUJ, Kerala Telecom Circle to KTK, TN, Chennai TD, STR/STP Circles: We requested for early consideration of request transfer cases of DEs from AP, MH, Kerala and Gujarat Telecom Circles to KTK, TN, Chennai TD, STR/STP Circles, who have completed more than two years service in these Circles. Sr. GM(Pers.) assured that some DEs who have completed two years services upto 31.10.2012 may be consider for request transfer to avoid mass transfers. However, he assured an early action in this regard.

GS, CS BSNL CO met Shri Anupam Srivastava on courtesy call on 21.02.2013 and congratulated him on assuming the charge as OSD(CM), BSNL Corporate Office today and appointed as Director (CM), BSNL Board for a period of five years from the date of assumption of the post on or after 01.05.2013. He is a BSNL absorbed officer.

GS, FS, AGS (HQ) met GM (FP) on 21.02.2013 and discussed

(a) CPC from CAO to DGM (F): We requested GM (FP) to expedite CPC from CAO to DGM (F). GM (FP) mentioned that the VCRs are awaited from CVO office and as soon as the VCRs are received, the CPC will be expedited. He also informed that some CAOs have availed stay order from Hon'ble CAT Jaipur against DGM (F) promotion till the next date (on 27.2.2013) of hearing. He clarified that BSNL's

reply has been filed to Hon'ble CAT, Jaipur, hence stay order may be vacated. Similarly, CMD and Director (Fin.) will also return from aboard after 03.03.2013 thereafter only the CPC will be approved.

(b) CPC of CAO Regular: We requested to complete the CAO Regular CPC process. GM(FP) mentioned that CPC work of CAO regular promotion is in progress, all the ACRs have been received to fill up about 270 CAOs posts on regular basis and the promotion order will be issued just after the DGM (Fin.) promotion orders.

(c) CPC from JAO to AO: We expressed our serious concern against delay in conducting the CPC from JAO to AO. GM (FP) mentioned that the court case in Hon'ble CAT, Chandigarh is coming for hearing on 5th March, 2013. In case the stay is vacated on promotion to AO, the CPC will be expedited.

(d) Confirmation of Postal JAOs: We requested for confirmation of Postal JAOs. GM (FP) informed that he has already directed SEA cell to process the case for confirmation of postal JAOs. However, he assured an early action in this regard.

(e) Consideration of request / tenure transfer cases of AOs/CAOs: We requested for early consideration of request / tenure transfer cases of AOs/CAOs. GM (FP) mentioned that request/tenure transfer cases proposal of CAOs was sent to the competent authority for consideration but he advised to put up the substitutes. Now the case is being further processed. After CAOs transfer order, the AOs transfer cases will be processed.

GS, AGS(HQ) and CS, BSNL Corporate Office met Secy(T), DoT on 20.02.2013 and discussed regarding

(a) Implementation of 78.2% IDA pay fixation benefit in BSNL: We requested Secy(T), DoT for kind intervention to the approval of DOT on 78.2% IDA pay fixation case as approved by BSNL Board. We also informed that on the query raised by DoT, BSNL is going to submit their reply shortly. We also informed that it is a part of the our salary and as on the day of issuance of DPE order on 2nd April'2009, BSNL profit was more than Rs. 574 Crores, therefore, in this regard, DoT should issue presidential directives at the earliest. We also mentioned that due to non implementation of the same, the pension of the BSNL pensioners is also affecting. Secy(T), DoT appreciated our concern and assured to look into the matter.

(b) Absorption of ITS Officers in BSNL/MTNL issue: Secy(T) confirmed that Cabinet has approved the Cabinet Note submitted by DoT and he mentioned that the necessary steps will be taken for early implementation.

GS, AGS(HQ) and CS BSNL CO, New Delhi met Director(Staff), DoT on 20.02.2013 and discussed:-

(a) We requested for an early reply to the clarification asked by Pers. Cell of BSNL C.O. on SC/ST roster implementation. Director(Staff) mentioned that they have

already replied to BSNL C.O. on this issue as per DOP&T instructions available.

(b) We also requested to reply the clarification asked by Pers. Cell of BSNL C.O. on re-diversion of LDCE quota SDEs(T) posts already diverted to seniority-cum-fitness quota. Director(Staff) immediately contacted to DGM(Pers.) BSNL C.O. and after discussions in his office with concern officers, he mentioned that the case has been sent to DOP&T for clarification and he assured that he will personally speak to the concern DDG in DOP&T for an early reply. We mentioned that CPC from JTO(T) to SDE(T) is held up for want of these clarifications in BSNL.

GS and GS, President SNEA(I) met CMD, BSNL on 20.02.2013 and discussed

(a) Allowing utilization 1100 MT quota DEs posts by promoting SDEs(T): We requested CMD, BSNL for allowing to utilize 1100 MT quota posts of DEs as earlier proposed by Pers. Cell by promoting SDEs(T) as per the provisions of BSNL MSRRs. After detail discussions, CMD assured to look into the matter.

(b) Implementation of 78.2% IDA pay fixation case: We requested CMD for his kind intervention to get clear the BSNL's proposal from DoT for implementation of 78.2% IDA pay fixation. CMD appreciated our concern and immediately spoke to Director (Finance) for sending reply to DoT immediately & assured to discuss the matter with DoT Officers also.

(c) Abandon of 25% posts of PGM/GM/DGM/DE level: We expressed our serious concern against the approach of Remuneration Committee to abandon 25% posts of PGM/GM/DGM/DE level in BSNL. CMD while appreciating our concern explained that he himself as Director(HR) and Director (Finance) BSNL has already resisted against abandon of 25% posts of HAG/SAG/JAG/STS level of BSNL in the Remuneration Committee. However, he assured to protect the interest of BSNL.

GS met PGM(EW) on 20.02.2013 and discussed

(a) CPC from SDE(E) to EE(E): We requested to initiate CPC to fill up about 40 EEs(E) vacant posts. PGM(EW) mentioned that efforts are being made to initiate CPC and accordingly the seniority list of SDEs(E) has been finalized and also the information regarding degree availed while in service by some SDEs (Diploma Holders) has been asked upto 21.02.2013 thereafter the CPC will be initiated.

(b) CPC from JTO(E) to SDE(E): PGM(EW) informed that the CPC from JTO(E) to SDE(E) to fill up about 18 SDEs(E) vacant posts have been initiated.

(c) CPCs from SE to CE and CE to Sr. CE: The CPCs from SE to CE and CE to Sr. CE have been initiated.

GS met Dy. CVO BSNL Corporate Office on 20.02.2013 and discussed

(a) VCRs for DGM(Fin) CPC: We requested for early collecting of VCRs of eligible CAOs to DGM(Fin) promotion from Circles and further to submit to SEA Section. Dy. CVO

informed that 101 CAOs VCRs out of 108 CAOs VCRs have been received and sincere efforts are being made to collect remaining CAOs VCRs also in the next week. He assured to provide all the VCRs to SEA Section in the next week positively.

(b) Early decision on the disciplinary cases of retiring/retired BSNL executives who have accepted the charges: Dy. CVO mentioned that in those cases where unconditional acceptance is given cases are immediately considered but conditional acceptance needs proper enquiry & its process.

GS met Sr. GM(Pers.) on 20.02.2013 and discussed

(a) CPC to fill up vacant DEs posts: We requested to re-initiated the proposal to fill up 1100 MT quota DEs posts by taking approval of the Competent Authority in view of our discussion with CMD, BSNL. Sr. GM(Pers.) mentioned that CPC to fill up 760 DEs of seniority cum fitness quota is in process and he will further discuss the matter for utilization of 1100 MT quota DEs posts with the Competent Authority. He also mentioned that 760 SDE CPC to DE will be expedited only when tomorrow stay order is vacated by Hon'ble CAT Chennai.

(b) CPC from JTO(T) to SDE(T): We apprised him about our meeting with Director (Staff), DOT and explained the discussion. Sr. GM(Pers.) assured that as per the clarification given by DoT on SC/ST roster implementation immediately necessary action will be taken and clarification on re-diversion of LDCE quota SDEs posts to seniority quota will be persuaded in DOP&T for early clarification. Thereafter only the CPC from JTO to SDE(T) will be expedited.

CPC from SDE(E) to EE(E): GS discussed with PGM(EW) on 13.02.2013 regarding filling up of vacant EEs(E) posts. PGM(EW) mentioned that the provisional seniority list of SDEs(E) has been circulated for comments up to 21.02.2013. Also the information regarding higher qualification/degree acquired while in service has been called to finalize the seniority list. After receiving the comments and required information the final seniority list will be prepared and immediately CPC will be initiated to fill up about 40 EEs(E) vacant posts.

GS, FS and GS SNEA (I) met concern officers in DoT on 13.02.2013 and discussed about absorption issue. It is understood that Cabinet Note on absorption of Group-'A' ITS Officers in BSNL/MTNL submitted to Union Cabinet by DOT on 23.01.2013 & Supplementary Note on 08.02.2013 is coming for consideration in Union Cabinet Meeting today evening at 17.30 Hrs.

CHQ Office Bearers Visits

1st Circle Executives' Committee Meeting of AIBSNLEA Rajasthan Circle on 01.03.2013 at Udaipur:

The 1st Circle Executives' Committee (CEC) Meeting of AIBSNLEA Rajasthan Circle was organised on 01.03.2013 at Udaipur in a grand manner. Shri Prahlad Rai, General Secretary AIBSNLEA CHQ, Shri Ravindranath, FS, Shri Bhagwan Singh, AGS (HQ), Sh. Devesh Sharma, Organizing Secretary (North) and Shri Karan Singh, Advisor from CHQ side attended and addressed the meeting. The Open session of the conference was attended by Shri A.K. Bhargava, CGMT Rajasthan Circle as Chief Guest and Shri H.P. Meena, Sr. GM(F) Rajasthan Circle, Shri R.N. Mathur, GMTD Udaipur as Guest of Honour. Many representatives of print and electronic media also attended the conference.

Chief Guest of the Open Session Shri A.K. Bhargava, CGMT Rajasthan Circle inaugurated the function by lighting of lamp. All the distinguished guests were welcomed by the garlanding. Com. R.K. Khokhawat, Branch Secretary, AIBSNLEA Udaipur branch delivered the welcome address. Com. M.K. Morodia, Circle Secretary AIBSNLEA Rajasthan, in his key note address, explained that how the impact of latest technologies in taking place in our services. Com. CS highlighted the problems of the shortage of materials in the field units and appealed the Management to ensure the proper supply of the material to the field units. Com. CS also mentioned the problems regarding the cadre and HR issues of the Executives of Rajasthan Circle and impressed upon for the early settlement of the same. He assured that if Management provides full support then the Executives' of Rajasthan Circle are committed for making BSNL, a vibrant Organisation.

Com. Karan Singh, Advisor AIBSNLEA CHQ, in his address, mentioned the need of settlement of the problems faced by BSNL Executives like Shortage of materials in the field units and non-delivery of materials in accordance of demand. He also impressed upon the final settlement of the ITS issue so that the environment of uncertainty may be end.

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 CHQ in continuously resolving the issues of BSNL Executives. He also impressed upon the need of Organisational action programmes and the concern of trade Unions for Viability of BSNL.

Com. Ravindranath, FS(CHQ), in his address appealed all the members to change the erstwhile DoT mindset and serve the customers more efficiently. He stressed upon the excellent customer care mechanism. He also advised for avoiding to adopt the way of Courts for the settlement of HR issues.

Com. Bhagwan Singh, AGS (HQ), in his address thanked AIBSNLEA Rajasthan Circle for inviting him in the OPEN Session and appealed all the members of making the BSNL a vibrant Organisation by providing the Quality of Services to them with excellent customer care.

Guest of Honour, Shri R.N. Mathur, GMTD Udaipur in his address thanked AIBSNLEA Rajasthan Circle for inviting him in the session. He impressed upon the need of Team working in BSNL's present scenario. He further mentioned about the FTTH progress in Udaipur and smooth work of EPP/NEPP in Udaipur SSA.

Guest of Honour, Shri H.P. Meena, Sr. GM(F) Rajasthan Circle, in his address expressed his delight for inviting him in CEC, Rajasthan Circle at Udaipur. He expressed his firm believe for the good health of BSNL upto 2015. He mentioned that in Rajasthan Circle, there is overall 20 Crores saving is there as compared to last year. He further mentioned that now the tariff war is over and now if the tariff will enhance 15%-20%, then the revenue of Rajasthan will enhance by approximately 300 Crores. He presented the finance figures of the SSAs of Rajasthan Circle in various segments. He appealed all for the maximum revenue realization for the viability of BSNL.

GSAIBSNLEA, Shri Prahlad Rai, congratulated the comrades of Rajasthan Circle for the successful CEC and thanked the comrades for their great affection. In his detailed address Com. GS mentioned that today the Quality of Service is a big challenge in front of BSNL and in view of this AIBSNLEA found the concept of Customer Delight Month in its CHQ Office Bearer's meeting. Com. GS further mentioned that due to unhelping 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, Huge expenditure on Telegraph services, payment of notional loan Rs. 7500 Crores to DoT has adversely affected the viability of BSNL. Non-procurement of GSM equipment, cables, telephone instruments, MLLN Modem, Broadband Modem, Drop wires etc has also 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 Orissa. 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 like ITS Repatriation process & Cabinet Note and 78.2% IDA fitment benefit case. He mentioned that Govt. has practically failed to settle the ITS issue and now the Govt. has taken the 'U' turn. He mentioned that trade Unions are Vigilant on the ITS issue but the uncertainty on this issue is not healthy for the viability of BSNL. He explained in detail about the issues

like VRS, 30% disinvestment and unbundling of last mile copper. He apprised the status of HR issues related to various DPCs from JTO to SDE, SDE to DE(Adhoc/Regular), DE to DGM, JAO to AO, AO to CAO & CAO to DGM(F), DPC in Civil/Electrical wing, Restructuring of AD(OL) case etc., meeting of Remuneration Committee, VRS, Pay anomaly- Sr. executives are drawing less salary than their juniors, stopping of LTC, CPSU cadre hierarchy, regularization of Officiating JTOs etc. Com GS explained the role of AIBSNLEA in the viability of BSNL. He mentioned the success of BSNL Unions/Associations in creation of trust for Retirement Leave encashment fund of Rs 4825 Crores in LIC by the BSNL, by which BSNL is getting 400 Crores interest per annum. At last he appealed the all Executives' and BSNL pensioners to make every effort with a team spirit for making BSNL a vibrant organization. At last he congratulated AIBSNLEA Rajasthan Circle for the success of the open session. During interactive session, Com.GS replied all the queries raised by the members. Chief Guest of the Open Session Shri A.K.Bhargava, CGMT Rajasthan Circle thanked AIBSNLEA Rajasthan Circle for inviting him in the conference. He appreciated the efforts of Com. GS for his untried efforts at the Central Headquarters. He suggested to resolve the problems by mutual discussions. He mentioned that views from all sides are important and we should respect them for problem solving. He suggested that we should make efforts from today itself for making BSNL a vibrant organisation. He assured that the Circle will soon cop-up with the problem of shortage of material and we should try to give our best results in available resources. He suggested that layout and plans for the upcoming technologies like NGN and IP based networks should be prepared. He impressed upon making of pleasant atmosphere for attracting the customers and makes them satisfied and delighted from our services. At last he thanked to all for inviting him in the open session and congratulated for the grand success of the session.

Rajasthan Circle President Shri H.L.Awasthi extended the vote of thanks. The entire Conference Hall was Jam Packed.

Special General Body Meeting of Trivandrum SSA and Circle Office Branch held on 22.2.2013 at Trivandrum in the presence of Com.P.Venugopal, All India President: A combined meeting of the GB of Circle Office branch Trivandrum and Trivandrum SSA branch was held at Trivandrum on 22.02.2013 in the presence of Com. P.Venugopal, CHQ President, who was on tour to Trivandrum then. All available Circle office-bearers of AIBSNLEA including the Circle Secretary attended the meeting which was chaired by Com. M. Shyamkumar, the Circle President. A good number of officiating JTOs, who are members of AIBSNLEA from

various parts of the circle attended and participated in deliberations.

All India President Com. P. Venugopal was the guest of honour. The main agenda of the Special Meeting was to analyze the most burning issue which remains unresolved for so many years ie. the regularization of Offtg. JTOs. It was to mainly focus on this issue and to review its present status and further course of action to be suggested at CHQ level for its proper resolution. The hall was jam packed with members who came well in time to hear from the CHQ President on various important issues.

The meeting started with silent prayer at 5.30 PM followed by welcome address by Trivandrum Branch Secretary Com.I.Minimole. She wholeheartedly welcomed the guest of honor Com.P. Venugopal for the willingness extended by him to attend the meeting in spite of his very busy official schedules at Trivandrum. Also, expressed very warm welcome to Com.T.K. Managanandan, Circle Secretary, for joining the meeting after having traveled all along from Ernakulum to headquarters exclusively to attend the Special General Body. After extending a very warm welcome to all the participants, emphasized the importance of the meeting and requested all to have a very focused discussion on the offtg. JTOs issues and to come up with concrete solutions to submit before CHQ for resolving the matter.

Com.M.Shyam Kumar, Circle President, in his Presidential Address explained in detail, the gravity of the issue and expressed concern on the issue getting prolonged without any signs of timely resolution. The affected executives are showing signs of frustration which has become a matter of serious concern. As many of the Circles have already initiated steps for the conduct of LICE for JTOs as per the latest guidelines issued from Corporate office it is high time to take up the issue again with the administration seeking favorable remedial measures without any further delay. He also advised the affected members to co-operate, be patient enough and appreciate the earnest efforts taken by the association so far for getting the issue highlighted at appropriate levels and its continuing efforts to permanently resolve the issue in a most logical way.

Com.T.K. Managanandan, Circle Secretary in his very detailed address touched and highlighted the various aspects of the issue, its root cause, present status and suggested the future steps to be initiated for its permanent settlement. He criticized the indifferent attitude shown by administration in this burning issue as they are not at all interested to solve the problem instead always tries to prolong and drag it on illogical grounds. He requested all to co-operate to frame out a draft suggestion to CHQ to present before CMD and BSNL Board for immediate intervention and resolution of the issue. We have already communicated on several occasions regarding the collusions prevailing in this matter which unnecessarily create an artificial stalemate. Still it continues which has to be culminated and not at all permitted

to prolong further indefinitely. CHQ should cause suitable remedial measures in this regard. Thereafter, the affected executives from the Offtg. JTOs fold spoke on the occasion and expressed their serious anguish on the issue as the same decides their existence in the department and their future carrier prospects as well. They have immense faith in our organization and they do earnestly believe that AIBSNLEA will be the only association which is capable of solving the issue in the most favorable and judicious way. Having spent a very long period in uncertainty on their career prospects it is very high time for its final resolution, they complained. Also stated that their present state is similar to that of a slip between the cup and the lip and hence CHQ should initiate all out efforts to get the matter resolved without any further delay.

Com.P. Venugopal, All India President had delivered an inspirational and detailed speech in which he narrated the entire activities being undertaken at CHQ level. At the outset he expressed his hearty congratulations to Trivandrum Members for arranging the Special General Body within a very short notice and bringing maximum members to the meeting and making it a very grand success. He discussed in detail on the viability issues, ITS repatriation status, settlement of 78.2 IDA fixation, HR issues etc. He expressed concern on the liquidity crunch of BSNL in the recent days especially during this month where there was a real crisis in allotment of funds even for the payment of GPF to employees. There is no other go for the management but to raise funds through loans for developmental activities though our day to day expenses are within our revenue collections. For the survival of BSNL he advised all to contribute maximum for revenue augmentation and should always be minimal in incurring expenses. Many of our cadre progressions are not being materialized due to the non-cooperative approach of the ITS. The non-settlement of Offtg. JTO's issue is also a similar case which is being dragged by them in the name of legal grounds without understanding or purposefully evading the root cause of the issue. However, CHQ is well aware of the issue and all out efforts will be continued for its favorable settlement within the possible minimum period duly taking up with CMD through personal appearances. The deliberations of this meeting will be given due importance and the matter will be presented before the CMD and will be explained well by the CHQ delegation soon after his return to office. He told that he had fully conceived the gravity of the issue and now it is up to CHQ to get the matter resolved for which he has given his whole hearted support and will take all possible steps for its early settlement.

The CHQ President agreed that the workable suggestion will be raised before the CMD as our strong demand immediately. The meeting came to an end at 8.15 PM with formal vote of thanks proposed by Com. K.Mohan Kumar, CWC Member.

GS along with CS, Rajasthan Circle attended and addressed the 'Open Session' of 1st Circle Conference of AIGETOA Rajasthan Circle on 17-02-2013:

The 'Open Session' of 1st Circle Conference of AIGETOA Rajasthan Circle was held at Jaipur on 17-02-2013. GS in his speech elaborately touched all the burning issues related to viability of BSNL and HR issues of Executives. He explained that crisis of BSNL is not at the part of executives but is due to wrong policies of Govt. and failure of BSNL Management in procurement of stores, equipments. Com. GS emphasized for the broader unity of executives to resolve the burning HR issues i.e. introduction of cadre hierarchy, implementation of E-2, E-3 IDA pay scales to JTO/SDE equivalent SDEs, protest against abandon of 30% DE/DGM equivalent posts, lateral induction at STS/DGM level etc. The echo of nonstop clamping sound was surrounded several times in the hall during the impressive speech of Com. GS.

Circle Executive Committee Meeting of AIBSNLEA Tamilnadu Circle at Cuddalore on 7th and 8th Feb'2013:

Circle Executive Committee Meeting of AIBSNLEA Tamilnadu Circle was held at Cuddalore on February 7th and 8th, 2013. The main purpose of this CEC is to focus our attention towards the organizational issues and discuss about the ways and means to increase our membership in our Circle. The first day was fully utilized for organizational issues. A seminar was organized under the caption "New Challenges and survival of BSNL" on the second day and open session was also held. Com. Prahlad Rai, our GS, Com. Venugopal, our President and Com.VKP, the Advisor, CHQ were invited from our organization side. Com. Prahlad Rai, due to some health problem could not attend. From administration Sri.Mohamed Asraf Ghan, our Beloved CGM, Tamilnadu, Sri.Marshal Antony Leo, GM, Cuddalore, Shri.Natesan, DGM (Finance) from Circle office and Smt. Jayanthi Aparna, DGM (Admin) / Cuddalore felicitated and addressed the meeting. Com. Chandru, VP of Chennai Telephones attended the meeting on behalf of Chennai Telephones. The meeting was held in Town Hall near our GM office, Cuddalore. The area around our GM office and the premises of the meeting was thickly covered by the festoons with the name AIBSNLEA having been written and the flex boards inviting the Chief Guest and the other participants.

In the First day as the first item of the agenda, the National Flag was hoisted by Com. Narayanasamy, BS/PY SSA and the Association flag by Com. Soundararajan BP/CDL SSA amidst thundering slogans.

Com. Venkatesan, BS/CDL SSA and the Reception Committee General Secretary welcomed the gathering on behalf of the Reception Committee. Com. Sivakumar, CP presided over the meeting. Com. Vimalathithan, BS/Karur/TR SSA remembered the Martyrs and the Leaders of our P&T movement who deceased recently.

Com. Veerapandian, the CS submitted the report on activities of the Circle Association and the developments over the cadre problems and general issues which we have to fight out in the near future and the report was adopted and approved by the house. Com. Ravi, FS submitted the un-audited accounts and it was also approved by the house. The discussion on organizational issues was initiated by Com.VKP, the Advisor and he detailed the problems and hurdles we face in the field against our organization and other issues in general. The achievement of our CHQ in getting five increments to the departmental JTO/JAO, restoration of ACP in Civil wing and subsequent time bound promotion for the Civil wing comrades was pointed out by him.

At about 1200 AM, the open session started along with the seminar. The Circle President welcomed the CGM and other dignitaries representing the administration and Com. P. Venugopal, CHQ President and CHQ Advisor Com.VKP. The CS presented some main issues like Delay in TBP, Higher Tariff we are paying for Power Bills to TNEB, Non-supply of sufficient stores in time and without break, Abnormal delay in processing and completing the disciplinary proceedings which affects our members years together and the inaction on our part to claim compensation for the damages caused due to various agencies doing infrastructure development works. Com.VKP and Com. P. Venugopal, CHQ President explained in detail about the current financial situation and attitude of the BSNL management. Then the DGM (Admin), CDL, DGM (Finance)/CO/Chennai, the GM CDL spoke on the activities and the tasks ahead of us in increasing the revenue and earning profit.

Finally Sri.Mohamed Asraf Khan, our CGM Tamilnadu spoke in length for more than half an hour about the functioning of Tamilnadu Circle. He presented with full particulars about the performance of all the SSAs and the shortcomings and weak spots where we have to pay more attention. The new areas which will fetch more revenue very easily were identified and called upon all work force and the executives for the co-operation. All the speakers were honoured by the Circle Association and the Reception Committee with shawls and mementoes. More than 250 members from all SSAs and representatives of all unions and Associations from local area attended the open session on our invitation and they were also honoured. Com. Narayanasamy. BS/PY SSA thanked the participants and the speakers who felicitated the occasion. Then the open session ended and the house was adjourned for lunch.

In the afternoon session Com. P. Venugopal, CHQ President spoke on various issues and clarified the position on cadre problems. The financial crunch of BSNL and the reasons for the condition was explained. He explained in detail the attitude of the BSNL management on major problems like ITS absorption, 78.2% IDA fitment and delay in conducting

DPCs which blocks the promotional and career prospects of all Executive cadres.

Before his narration, a special meeting was arranged by the Circle Association for exclusively discussing case of the officiating JTOs. We are the one and only Association pursuing their case seriously. It was recognized by the representatives of them who spoke in length about the chronic and complicate situation arising due to the announcement of LDCE by the BSNL management. Similarly the civil wing Secretary Com. Murali while thanked the Circle and the CHQ for their sincere and serious care they have been taking in settling the long pending issues on promotions put forth other issues to be settled. We assured that they would be duly brought to the notice of our CHQ in the CWC meeting. Com. Vadivelu the president of Civil Branch donated Rs.5000/ to the Circle in the meeting itself for the settlement of his delayed promotion and the financial benefit he got due to it. The civil wing Branch donated Rs. 25000/ to the Circle in token of settlement of their issues. Many other resolutions on the issues discussed were proposed by the CS and passed in the house unanimously. Finally with the vote of thanks by Com.Ravi, FS and the National Anthem having been played the Meeting was announced to be ended by the President.

This CEC Meeting held for two days is really remarkable and will ever be remembered. Almost it is just like a mini circle conference. Our Comrades attending the meeting from all SSAs got inspired well by the enthusiasm and commitment of the Reception committee in conducting this historical meeting at Cuddalore.

Com. General Secretary during his short stay at Hyderabad on 09.02.2013 on his way to attend the Circle Executive Committee Meeting of Maharashtra Circle at Nanded addressed the Locally available Circle Office Bearers, District Secretarie, District Presidents, CEC Members and other active comrades like Com. Jairam, Auditor CHQ, Com B. Venkat Rao our Ex. President, AP Circle and others at Asman Mahal. Com. Rajeswara Rao, District President of Hyderabad Telecom District has presided over the Meeting. Com. Saibaba, CS AP Circle has welcomed the GS and explained the Local Issues. Com. B.S. Reddy, Organising Secretary (South), CHQ elaborated the organisational issues.

Com. General Secretary explained the members in detail the ongoing issues at Central Head Quarters. He impressed up on the members the need of unity and dedication of all for the revival of BSNL. Com. GS explained in detail about the status of ITS repatriation Court Case and its present status, Status of all the DPCs and related Court Cases, 78.2% DA issue and the proposed Organisational programme given by the Forum of BSNL Unions and Association. The GS also elaborated the decisions taken by the United Forum in its meeting at Delhi. Com. Rajendra Prasad, District Secretary, HTD extended Vote of Thanks.

Status of Court Cases

(i) Present Status of ITS repatriation Case on 04.03.2013: ASG Sh. Mehra (DoT) today again mention to Hon'ble High Court to reconsider the judgment of dismissal of review application filed by him today morning. Hon'ble High Court Delhi again called the concern Advocates and after hearing their arguments, adhere its earlier judgment of dismissal of the review application.

Hon'ble High Court Delhi dismissed DoT review application on ITS repatriation case: Hon'ble High Court Delhi dismissed DoT review application on ITS repatriation case on 04.03.2013. DOT filed review application to Hon'ble High Court Delhi praying that DoT is implementing Hon'ble High Court judgment dated 15.02.2013 for repatriation of ITS officers from BSNL/MTNL immediately & as per the decision of Union Cabinet ITS officers will further be sent on deemed deputation to BSNL/MTNL for the next 10 years and during these 10 years period, BSNL/MTNL will create their Management at higher level.

Hon'ble High Court Delhi at first instance itself dismissed the DOT review application & directed to implement Court order in its true spirit.

DOT prayer before Hon'ble High Court Delhi on ITS Case:

12. That in compliance with this Hon'ble Court order dated 15.02.2013 and also with a view to implement the Cabinet decision dated 13.02.2013, the respondent Department of Telecommunications wishes to issue the following orders:-

i. Repatriation of all Group-'A' officers including ITS officers currently on deemed deputation to BSNL/MTNL to DOT with immediate effect and consequent relieving of officers by BSNL/MTNL thereby completing the process of absorption of Group A officers of the DoT in BSNL/MTNL under Rule 37-A of CCS Pension rule 1972.

ii. Deployment of ITS officers in BSNL/MTNL for a period of 10 years on year to year diminishing basis as per the requirement plan on the terms and conditions as approved by the Cabinet w.e.f the date the BSNL/MTNL leave officers in pursuance of (i) above. This deployment has been approved by the Cabinet as a special dispensation to ensure that the services in these organizations are not disrupted and their operation do not suffer due to the lack of manpower and has no relation whatsoever with the absorption process initiated and completed under Rule-37A CCS pension Rules 1972.

iii. Direction to all the cadre Units of group A Services of the DoT to complete the process of cadre review which is already underway and declare the officers as are in excess of the revised sanction strength consequent on cadre review as surplus as per Cabinet approval.

a) The Hon'ble Court may take cognizance of the course of action proposed in para 12 above pursuant to the decision of the Cabinet and this Hon'ble Court's orders dated 17.04.2012, 01.10.2012 and 18.12.2012 and pass orders clarifying, if necessary, the order dated 15.02.2013.

b) Pass any order or further orders it deems necessary —.

(ii) .STATUS OF REPATRIATION OF ITS OFFICERS COURT CASE: HON'BLE HIGH COURT DELHI ORDER Dated 15.02.2013. CM Nos.16682/2012, 16683/2012, 16685/2012 and 18147/2012 (CM No: 16683/2012 is filed by AIBSNLEA, SNEA(I) and BSNLEU) .

1. The grievance of the applicants in CM No.16683/2012 and CM No.18147/2012 would be met if CM No.16682/2012 and CM No.16685/12 are disposed of with a direction that within six weeks from today the mandamus issued by this Court as per the decision dtd April 17th 2012 would be positively complied with.

2. Issuing a direction that the mandamus issued by this Court as per the decision dated April 17, 2012 shall be positively complied with within six weeks from today, all above captioned applications stands disposed of.

HON'BLE MR. JUSTICE PRADEEP NANDRAJOG

HON'BLE MS. JUSTICE VEENA BIRBAL

(iii) CAO to DGM(Adhoc) promotion- Hon'ble CAT Jaipur case: The case came up for hearing on 27.02.2013 and now postponed to 11.03.2013. BSNL already filed the reply.

(iv) JTO to SDE Roster cases (WP 16102/2011 & WP 26246/2011): The case came up for hearing in Hon'ble High Court, Chennai on 27.02.2013. Final argument over and judgement reserved.

(v) Status of SDE to DE(Adhoc) Promotion Court Case at Hon'ble CAT Chennai on 25.02.2013: There are two OAs now. The first OA dealt with quashing of restoration of seniority to 147 officers under 1966 which was already restored by the Corporate Office and communicated to the Circles. But after this OA filed, status quo was given by the Hon'ble CAT/Chennai until the reply would be given by the Department. Now the department filed the reply, it is reported. The department filed writ in the Hon'ble High Court/ Chennai to uphold the decision taken by the Corporate Office previously. For the writ, it is admitted but ordered that status quo will be continued. It will be heard within two weeks.

For the second OA filed by a group of people deals with stopping of preparatory works for the DPC for SDE to DE. They object the list of seniority released by the administration in the month of September, 2012 just for correction, as competitive hands were enmasse shown as seniors. To this OA, stay was given by the Hon'ble CAT, Chennai. Today it came for hearing. We pleaded that this case also related with seniority and reply was given to Hon'ble CAT, Chennai against OA I. But no specific order was submitted to this effect. So Hon'ble CAT Chennai postponed the case to 26.03.2013. If any advancement in hearing is needed as requested by the Department, separate application may be submitted with the order issued, if any, to OA I and it will be considered and date of advanced hearing will be announced afterwards.

(vi) FR 21(1)(a)(i) pay fixation case of JTOs(Offg.) Court Case Status: The FR 21(1)(a)(i) pay fixation case of JTOs(Offg.) Court Case was heard on 20.02.2013 in the Hon'ble Supreme Court of India, wherein the BSNL's SLP filed against PB CAT, New Delhi judgment is dismissed.

(vii) Hon'ble Chandigarh CAT case on DPC from JAO to AO: The case came for hearing on today. Now the case is postponed to 20.03.2013.

Kind Attention to All Circle Secretaries

1. Revision of MTRRs -2009: AIBSNLEA consistent effort yielded results in getting proposal for revision of MTRRs -2009. 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 judgement 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.

This is a great victory for the stand taken by this Association that the restriction of age and qualification in MT RR is discriminatory and the same is now vindicated by this judgement.

Consequent upon BSNL Management has prepared a revised draft on MTRR -2009 allowing B.Sc. Ist Class and 50 years age for internal candidates and has asked the opinion and views of the Association. Presently the issues raised by AIBSNLEA have been addressed upto some extent, but still on some points our views are to be submitted on 18.2.2013 to the BSNL Management. 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. However, all the CHQ Office Bearers, Circle/Branch Secretaries are requested to submit their opinion on this issue immediately to CHQ for further submission.

2. SDE to DE promotion: ACR for 2011-12 not received from the following Circles. AP, Jharkhand, Inspection Circle, TN

All the concerned Circle Secretaries are requested to ensure for the dispatch of the same from their Circle at the earliest so that the said DPC will start and completed in time.

3.The silent feature of the Cabinet Note are reliably learnt as under :

(a) The absorption process of Group-'A' Officers in BSNL/ MTNL will end henceforth.
(b) The Group-'A' & 'B' level Officers absorbed in BSNL/MTNL, their seniority is de-linked with the Group-'A' officers on deemed deputation to BSNL/MTNL.

(c) The Group-'A' & 'B' level executives of BSNL/MTNL will get promotion against STS/JAG/SAG/HAG level posts on priority. The 941 ITS Officers in BSNL and 83 ITS Officers in MTNL will be posted against remaining vacant JAG/SAG/HAG level posts.

(d) The deemed deputation of 941 ITS Officers in BSNL and 83 ITS Officers in MTNL is allowed to continue for the next 10 years. About 40 ITS Officers from lower grade (i.e. JAG) will be relieved every year progressively. (Similarly 10-15 ITS officers in SAG/HAG grade will retire every year). In this manner, in the next 10 years all the ITS Officers on deemed deputation in BSNL/MTNL will be repatriated to DoT.

(e) The ITS Officers cadre will be restructured in DoT shortly and presently 463 ITS officers will be accommodated in DoT and against these 463 posts of JAG/SAG/HAG, the ITS officers will get their promotion till the time cadre is restructured in DoT.

(f) During the period of 10 years, BSNL/MTNL Managements have to ensure to create their own top level Management so that 40 ITS Officers are relieved progressively on every year basis. It seems that Hon'ble Court may not allow to continue deemed deputation in view of the earlier Govt. of India's policy, Court decision and discrimination towards absorbed employees. However, Association will continue to fight organisational and legally against discrimination.

Circle/Branch News

- 3rd Circle Conference of AIBSNLEA Chhattisgarh Circle was held on 14.12.2012 at Raipur. Following new office bearers have been elected: President - Sh. T.R. Patel, CAO, Telecom Factory, Bhilai; Branch Secretary-Sh. S.K. Mishra, Sr. SDE (Mktg.) % GMTD, Durg; Financial Secretary – Sh.P.K. Khare, AO(Plg.) %CGMT, Raipur.
- As per the election held on 30.01.2013, following new Branch office bearers of AIBSNLEA Karnal SSA will be elected unanimously: President – Sh. Nand Kishore, CAO Karnal; Branch Secretary-Sh. Bhagat Ram, SDE, Karnal; Financial Secretary – Sh. O.P. Kamboj, CAO, Karnal.
- A General Body Meeting of AIBSNLEA, Ambala SSA was held on 19.02.2013 and following Branch Office Bearers were elected unanimously: President – Sh. Amar Chand Gupta, DGM(Fin.) Ambala; Branch Secretary-Sh. Ganesh Sabharwal, AO; Financial Secretary – Sh. Kamal Kishore, JAO, Ambala.
- A General Body Meeting of AIBSNLEA, Rohtak SSA was held on 27.02.2013 and following Branch Office Bearers were elected unanimously: President – Sh. Dharam Pal Sharma, AO; Branch Secretary-Sh. Parkashveer Malik, AO; Financial Secretary – Sh. Abhinandan Jain, JAO.
- As per the election held on 27.07.2012, following new Branch office bearers of AIBSNLEA Gurgaon SSA will be elected unanimously: President – Sh. D.K. Aggarwal, DGM; Branch Secretary-Sh. Anupam Yadav, Sr. AO; Financial Secretary – Sh. Sukbir Singh, AO.
- As per the election held on 28.07.2012, following new Branch office bearers of AIBSNLEA Faridabad SSA will be elected unanimously: President – Sh. H.R. Singh, IFA; Branch Secretary-Sh. M.K. Kaul, DE; Financial Secretary – Sh. Bare Lal, AO.

Contd. from page no.2

We expressed our serious concern regarding non settlement of seniority cases in different courts since long time. We also requested to resolve the seniority cases by conducting meeting with all executive associations.

We requested to consider pending transfer/deputation cases of JTOs(DR) on inter-circle basis. Director (HR/EB) mentioned that some JTOs have been posted to North East Zone, Gujarat Telecom Circle from different Circles and continuously requesting for deputation/Para-8 transfers but due to shortage of JTOs in these Circles, it is difficult to consider all the cases. However, he assured that some solution will be taken to settle the problem for further to fill up the vacant JTOs posts of these circles. We suggested for Circle recruitment, which can settle the problem.

We requested for early consideration of request transfer cases of DEs from AP, MH, Kerala and Gujarat Telecom Circles to KTK, TN, Chennai TD, STR/STP Circles, who have completed more than two years service in these Circles. It was assured that some DEs who have completed two years services upto 31.10.2012 may be consider for request transfer to avoid mass transfers.

We requested to re-initiated the proposal to fill up 1100 MT quota DEs posts by taking approval of the Competent Authority in view of our discussion with CMD, BSNL. It was mentioned that CPC to fill up 760 DEs of seniority cum fitness quota is in process and matter will be discussed further for utilization of 1100 MT quota DEs posts with the Competent Authority. It was also clarified that 760 SDE CPC to DE will be expedited only when stay order is vacated by Hon'ble CAT Chennai.

On the issue of CPC from JTO to SDE(T), Sr. GM(Pers.) assured that as per the clarification given by DoT on SC/ST roster implementation, necessary action will be taken immediately and clarification on re-diversion of LDCE quota SDEs posts to seniority quota will be persuaded in DOP&T for early clarification. Thereafter only the CPC from JTO to SDE(T) will be expedited.

We requested to expedite CPC from CAO to DGM (F). GM (FP) mentioned that the VCRs are awaited from CVO office and as soon as the VCRs are received, the CPC will be expedited. He also informed that some CAOs have availed stay order from Hon'ble CAT Jaipur against DGM (F) promotion till the next date of hearing. He clarified that BSNL's reply has been filed to Hon'ble CAT, Jaipur, hence stay order may be vacated soon.

We requested to complete the CAO Regular CPC process. GM(FP) mentioned that CPC work of CAO regular promotion is in progress, all the ACRs have been received to fill up about 270 CAOs posts on regular basis and the promotion order will be issued just after the DGM (Fin.) promotion orders.

We expressed our serious concern against delay in conducting the CPC from JAO to AO. GM (FP) mentioned that the court case in Hon'ble CAT, Chandigarh is coming for hearing on 29th March, 2013. In case the stay is vacated on promotion to AO, the CPC will be expedited.

We requested for confirmation of Postal JAOs. GM (FP) informed that he has already directed SEA cell to process the case for confirmation of postal JAOs. However, he assured an early action in this regard.

We expressed our serious concern against non-finalization of Committee report on AD(O/L) restructuring in BSNL. Chairman Committee Addl. GM(Estt.) was present in the meeting. He informed that Committee has already discussed the matter and all the members have been requested to submit their comments, thereafter, the Committee report will be finalized. Sr. GM(Pers.) advise to Addl. GM(Estt.) for early submission of the report. Our efforts will continue till the time issue is resolved. We requested for early creation of PPS posts for the field units. We also pointed out that the creation of PPS posts in the field units was already approved long back by the DoT through the committee headed by H.K. Gupta, the then DDG (Estt.), DoT. Sr. GM(Pers.) informed that the case is under process and an early action will be taken in this regard. We pointed out that the stenographers in the field units those who have got executive pay scale under ACP scheme is neither covered by the Executive Promotion Policy nor under Non-Executive Promotion policy. These stenographers have to retire without having any future promotion under any scheme. We requested for introduction of a promotion scheme which will cater the requirement of these stenographers'. Sr. GM (Pers.) informed that a committee has already been formed to study the case. The case will be looked into. We requested to issue promotions order from SDE to AGM(TF) since the CPC has been completed two months before. Sr. GM(Pers.) mentioned that on this issue a letter has been sent to DoT / DoP&T for clarification on Hon'ble High Court, Chandigarh Judgment of August'2010 regarding SC / ST category reservation point. After receiving the clarification only further action will be taken in this regard. We have already persuaded in DoT and found that a letter has been sent to DoP&T for an early clarification & the reply is awaited.

We expressed our resentment against non-filling up of the vacant SDEs(C) posts for the last two years on the pretext of pending court cases on JTOs All India Seniority list. We requested to fill up vacant SDEs(Civil) posts by holding immediate CPC from the existing JTOs All India seniority list since no stay order is granted by Hon'ble Court, subject to outcome of the court cases. PGM(BW) after detail discussions assured to expedite CPC from JTO(C) to SDE(C) and also assured to re-examine the sanctioned strength of SDE(C) on the basis of DoT RRs.

Circle Executive Committee Meeting of AIBSNLEA Tamilnadu Circle at Cuddalore on 7th and 8th Feb'2013



Dias View



Falicitation of Hon'ble CGMT,
TN Circle by Circle Office bearers



Falicitation of President AIBSNLEA
CHQ New Delhi by Circle Office bearers



Chief Guest Shri Mohamed Asraf Khan,CGMT
Tamilnadu CGMT addressing the OPEN SESSION



Shri P. Venugopal, President CHQ
addressing the OPEN SESSION



Audience View

1st Circle Executives' Committee Meeting of AIBSNLEA Rajasthan Circle on 01.03.2013 at Udaipur



Hon'ble Chief Guest Shri A.K. Bhargava, CGMT Rajasthan Telecom Circle lighting the lamp in the OPEN SESSION



Dias View



Hon'ble Chief Guest Shri A.K. Bhargava, CGMT Rajasthan Telecom Circle addressing the OPEN SESSION



Guest of Honour, Shri H.P. Meena, Sr.GM(F) Rajasthan Circle addressing the OPEN SESSION



GS AIBSNLEA, Shri Prahlad Rai addressing the OPEN SESSION



Audience View