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TELEWAVE

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ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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NEWS FLASH

- DPE issued order regarding revision IDA w.e.f. 01.10.2013 for payment of IDA at revised rates (*i.e. increased by 6.6% to 85.5%*) for Board Level and below Board Level Executives including Non Unionised Supervisors in Central Public Sector Enterprises (CPSEs).
- BSNL Corporate Office issued regular promotion orders of 16 AGM/DE of Telecom Operation Stream on 04.10.2013.
- BSNL Corporate Office issued order regarding regularisation of 198 STS Ad-hoc of Telecom Finance / Promotion to the grade of STS (CAO) on regular basis on 24.09.2013.
- AIBSNLEA notified its 4th All India Conference of All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA), which will be held from 10th November, 2013 to 12th November, 2013 in Sapkal Knowledge Hub, Kalyani Hills, Anjeneri, Trambak Road, Nashik, Maharashtra .
- AIBSNLEA notified its Pre-AIC Central Working Committee meeting of All India Bharat Sanchar Nigam Ltd Executives' Association, which will be held at Sapkal Knowledge Hub, Kalyani Hills, Anjeneri, Trambak Road, Nashik, Maharashtra on 09th November 2013 at 14.00 Hrs.
- AIRBSNLEWA notified its first All India Conference at Sapkal Knowledge Hub, Kalyani Hills, Ajeneri, Trambak Road, NASHIK on 11th and 12th November, 2013.

**AIBSNLEA WISHES A VERY HAPPY & PROUSPROUS
Dussehra & Diwali / Deepavali - 2013 to ONE AND ALL.**

Editor, Printer & Publisher

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www.aibsnleachq.in

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[Restricted to Members only]

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BSNL Management is not at all serious to introduce CPSU cadre hierarchy and implementation of E-2, E-3 IDA pay scales for JTO & SDE equivalent executives. The Joint Committee of BSNL offices and the representatives of BSNL Executives Associations was constituted in Feb-2012 to discuss and submitted its report on both the issues with in a period of six months but even after a laps of one and half years, no serious discussions has taken place in the Committee Meetings. Executive Associations has already submitted their unanimous opinion/ suggestion on CPSU Cadre hierarchy but the Management side has not started discussion on this. Similarly, E-2, E-3 standard IDA pay scales implementation case has so far not even discussed in a single meeting. It clearly shows the negligent attitude of the BSNL Management. Executives Associations now further has to decide the strategies for the settlement of the above issue to provide justice to BSNL executives.

The cadre related issue of PA/PS to PPS post creation, AD(OL) cadre restructuring, Offg. JTOs regularisation and modification in BSNL MSRRs of EE(C/E) etc are also important issues and need immediate settlement but the BSNL Management is delaying the settlement.

AIBSNLEA succeeded in getting reserved 25% DE Posts (1325) of MT Quota instead of 50% DE Posts (2650). Now 3975 DE posts will be reserved for DE regular promotion. The proposal has been approved by Management Committee of BSNL Board and will be sent to BSNL Board for approval.

SEA Cell has already sent a proposal to notify MT examination of internal quota to fill up 330 CAOs posts out of 1347 CAO sanctioned posts to Rectt. Cell of BSNL C.O. It comes about 25% of total CAO posts.

AIBSNLEA requested to review JAO Part-II Exam result wherein many candidates have failed with 1-2 marks in CPWD paper. Some grace mark given, may help to fill up the vacant JAOs posts in Circles immediately. The matter is under active consideration.

Recently a draft proposal on the basis of the Committee Headed by Sr. GM(Pers.) on Membership verification of BSNL's Executive Associations has been sent to BSNL's Management Committee and the efforts are being made to get approved from BSNL Board in the month of Oct., 2013 itself. Hereafter, the immediate steps for membership verification will be taken. The procedure for secret ballot voting is to evolve and the supporting Association also proposed some limited T.U. facilities.

In the meeting with the Members of the Committee on deciding terms & conditions for Membership Verification of Majority Executive Association on 01.10.2013, AIBSNLEA impressed upon for consideration of the suggestions / views submitted vide letter no. AIBSNLEA/ CHQ/ DGM(SR) /2013 Dated: 06th Sept,2013 in full. The Committee Members explained that the suggestion on secret Ballot paper and no encroachment in the internal functioning of the Association has been considered but the "Right to Negotiation" power to majority Executive Association is not acceptable to the Committee at par non-executive Unions. AIBSNLEA categorically mentioned that in case the "Right to Negotiation" power is not given even after such a big verification exercise then it will be a futile exercise only. Committee members clarified that Management concern is to end multiple functioning of the Executive Associations. Hence, a single majority Executive Association will be granted formal meetings and recognition and one supporting Association having more than 15% members may be given some limited Union facilities.

The implementation of 78.2% pay fixation order of BSNL Pensioners was discussed with AST, DoT, wherein she mentioned that case is under consideration and certain queries made by Pension Cell of DoT have been clarified, shortly the proposal will be sent to DoP&PW for clarification. While discussion, she expressed serious concern to the Viability of BSNL and advised to increase revenue by providing quality service. She mentioned that there is continuous decline in BSNL's Landline whereas now it is static in MTNL. Hence, BSNL should arrest continues decline in Basic Services. Govt. support is there but BSNL has to stand on its feet. However, most of the issues raised by BSNL for financial help have been taken up with finance Ministry by DoT.

Adviser -(I) : Sh.V. Keshava Rao , (M) : 9490758175	Adviser -(IV) : Sh. A.G. Joshi , (M) : 9422039222	Adviser -(VII) : Sh.S.K. Dalai , (M) : 9437434800
Adviser -(II) : Sh.KARAN SINGH , (M) : 9414001958	Adviser -(V) : Sh. M. M. Kanani , (M) : 942717002	
Adviser -(III) : Parvez Khan , (M) : 9425001163	Adviser -(VI) : Sh.V.K. Param Asivam , (M) : 9486102087	

Editorial

4TH ALL INDIA CONFERENCE OF AIBSNLEA AT NASHIK (MAHARASTRA) FROM 10TH TO 12TH NOVEMBER -2013.

All India BSNL Executives' Association is holding its 4th All India Conference at Nashik (Maharashtra) w.e.f. 10th to 12th Nov., 2013. The Pre AIC CWC Meeting will be held on 9th Nov., 2013 at the same venue. AIBSNLEA could settle many important HR issues during the last 7-8 years i.e. Implementation of Executive Promotion Policy, Perks for the executives w.e.f. 01.01.2005, transparent Transfer Policy, Absorption of Group-'A' officers, IDA Pension Revision, 2nd PRC with 30% fitment benefit, 78.2% IDA pay fixation, filling up of the vacant HAG/SAG/JAG/STS/ Group-'B' level posts and many other issues. AIBSNLEA along with BSNL Unions/Associations struggled to the Viability of BSNL related issues. Financial Viability of BSNL and some pressing unresolved HR issues will certainly be the matter for discussion to decide the future course of action. The agitation programmes jointly launched under the banner of Forum of BSNL Unions/Associations and United Forum of BSNL Executive Associations' and its outcome will be the important issues during the discussion in the AIC.

In the organizational front, we are to ascertain that our membership is in majority in all the SSAs/Circles. All India BSNL Executives' Association (AIBSNLEA) came into existence with the merger of 10 DoT Officers Associations after the absorption of Group-'B' officers in BSNL as its executives. During the last eight years AIBSNLEA has made its presence strongly felt and it is regarded as a strong Association of the Executives in BSNL. AIBSNLEA functions democratically and safe guard the interest of even the smallest cadre with the same spirits to be given to the larger cadre. As a result, the membership of AIBSNLEA has increased manifold.

We are to discuss the status of various issues concerning the different cadres which were taken up by AIBSNLEA. Our success and failure are to be judged on proper prospective so that the unsettled issues could be planned for early settlement. AIBSNLEA is seriously concerned for the settlement of the service matters of its members but also equally concerned towards the Viability of BSNL. The interest of BSNL has been always given priority over all other issues. BSNL's very existence as a strong Telecom service provider is one of the important issues which needs a through discussions. The performance of BSNL in all fronts will have to be analyzed properly. Its dwindling market share and continuous decline in Landline base is a matter of serious concern to all of us. We shall have to discuss and analyze that how the growth of BSNL comes to our expectation for which concrete proposals are to be planned strategically to enable more and more confidence of the esteemed customers. Immediate measures are required for more revenue generation and its collection, reduction in OPEX, curtailment of unwanted expenditure has to be suggested. Strategies are to be finalized against the government move of 30% disinvestment of BSNL, VRS to one lakh employees and unbundling of BSNL's last mile copper. The AIC can not keep its eyes close on these developments.

BSNL's Management indifferent attitude towards the executives shall become a focused issue in the AIC. Its casual approach on HR issues is really a matter of serious concern. Infact the HR functions in BSNL is in mess and AIC should take a view on this. The BSNL executives are frustrated and demoralized because of in-apt handling of the carrier progression is the important issue to be discussed in the AIC e.g. non implementation of CPSU cadre hierarchy in terms of time bound non post based promotion up to JAG selection grade which was assured at the time of calling option for absorption, standard IDA pay scales E2 and E3 to JTO & SDE equivalent executives in BSNL. Non filling of vacant Group-'A' and Group-'B' grade posts etc. Similarly, the arbitrary deployment of ITS officers on deemed deputation in BSNL which is adversely affecting the viability of BSNL is also a matter of serious concern and needs through discussions and decisions.

The Policies that are being framed to weaken BSNL and to benefit Private Operators have to be resisted by all means. Thus, this AIC has got a special importance at this juncture. Let us, therefore, utilize this important occasion to meet together at Nashik and pledge to grow BSNL by protecting it from the vested interest who are working day and night to weaken this organization and to further strengthen AIBSNLEA. Let the 4th AIC at Nashik be a complete success.

AIBSNLEA WRITES

1. Regularization of all qualified officiating JTOs- Request for a speedy action-reg.

Ref:- Our letters No. AIBSNLEA/CHQ/Dir(HR)/2013 Dated:31st May'2013, AIBSNLEA/CHQ/CMD/2013dt.24-7-2013 and AIBSNLEA/CHQ/CMD/2013d 20-8-2013.

A kind reference is invited to our letters cited above on the matter of regularization of all qualified officiating JTOs, wherein we have requested to initiate process of regularization of all the remaining officiating JTOs in the wait list either by one-time personal up gradation or by creating required number of supernumerary posts to accommodate them immediately, as the company has got full powers for both.

We have also reminded that, any of the vested interest- groups should not be allowed to play behind the screens further to delay the process and damage the career prospects of about 2000 innocent qualified and hardworking officials. All the qualified TTAs now officiating as JTOs after completing the pre-requisite training, are at par, in all respects, with the 3500 similar candidates already got regularized as JTOs in the year 2007.

We have further pleaded that, the seniority issue should not be highlighted as a hindrance to settle the matter at this stage, since, such issues if any can be settled even later, after releasing the regularization order, as per the prevailing rules applicable for all.

On enquiry immediately after the closure of the contempt of court petition COCP No.1431 of 2008 by the Hon. High Court of Panjab & Haryana on 16th July 2013, we were informed that the process of regularization of all remaining officiating JTOs was already started and in progress. But now, a sufficiently long period of more than two months has elapsed after the clearance of the COCP by the court of law and still the case is resting only with the BSNL legal wing without gaining any momentum in the right direction.

Infact, there was no need of waiting for the conclusion of Contempt of Court case for settling the matter in a legally valid manner for which the BSNL management is fully empowered.

We have already analysed all the legal aspects in the matter of regularisation of officiating JTOs and conveyed our findings to the authorities concerned in time. Based on the discussions this Association had with the Management, pursuant to notice for organizational action dated 11-4-2013 (Refer-item No.3 of record of discussions No.BSNL/7-4/SR/2013 dated 2-5-2013), we obtained two legal opinions in this regard from two eminent lawyers and submitted to the authorities concerned vide our letter No. AIBSNLEA/CHQ/Dir (HR)/2013 Dated:31st May'2013. According to this, BSNL should not have waited for the conclusion of the COCP for solving the issue, because the

regularisation of officiating JTOs by upgrading substantive posts would not be in violation of the judgment passed by the High Court of Haryana in WPC 5608/2007, as diversion of DR quota is not involved in the process. A question of subjudice or an element of contempt barring this process did not exist then.

The filling up of 35% quota vacancies pursuant to the examination held on 2nd June 2013 in Haryana circle, is the only stipulation in the order on COCP. The petitioners of WPC 5608/2007 and subsequent COCP, can not reopen the contempt case on any other ground. This is no way related to the regularization by one-time personal up-gradation or creation of supernumerary posts. Hence there is no justification for further delaying the regularization process. All the officiating JTOs have been functioning as JTOs for the past eight (8) years in various field units all over the country and they simply lost their five valuable years of regular service only because of the prolonged Contempt of Court proceedings of COCP No.1431 which was filed in 2008 and closed in 2013, in which they were not parties at all.

We hereby place our earnest request to complete the regularization process forthwith by a one-time personal up-gradation or by creation of required number of supernumerary posts, without going for any other unwarranted time-consuming and cumbersome proceedings. A prompt and fastest resolution is expected from the authorities concerned, in the true interest of the company and its hard-working employees. We hope your good office will act effectively to curtail any further delay and release the favorable order immediately.

Copy endorsed to Sh. R.K. Goyal, GM(Estt.), BSNL C.O., New Delhi-110001 and Sh. Neeraj Verma, GM(SR), BSNL C.O., New Delhi-110001

No.AIBSNLEA/CHQ/Dir(HR)/2013 Dated:09.10.2013 (Addressed to Shri A.N. Rai, Director (HR), BSNL Board, New Delhi-110001.)

2.Publication of BSNL EXECUTIVE DIARY-2014-Reg.

We are happy to announce that AIBSNLEA is again bringing out "BSNL EXECUTIVE DIARY-2014" which shall contain updated information on service matters mostly concerning the BSNL employees and also important information on Telecom Engineering and Financial matters. The important features of the Diary which was brought out last year by the Association would find place in this diary. This Executive Diary with improved quality and features will have full page for each day. The diary will be ready for dispatch by First week of November-2012.

The price has been fixed at Rs. 150/- (Rs. One Hundred fifty only) per copy including postage / freight charges. Though, the numbers of pages containing useful information are much higher compared to any other similar diary. Bulk orders in advance are requested so that early dispatch of the consignment may be ensured.

For further details and placement of orders, please contact at the following address:-

Shri P.C. Joshi, AFS [Mob: 9868101066, Fax - 011-23315315], Shri Bhagwan Singh, AGS (HQ) [Phone/FAX – 011-23037269, Mob: 9868501895, email: gsaibsnlea@gmail.com]

CHQ Office:- CH-17-2-15, P&T Chemmery Staff Quarters, Atul Grove Road, New Delhi-110001
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*No.AIBSNLEA/CHQ/Diary/2013-14 Dtd:08.10.2013
(Addressed to All Chief General Managers, Telecom Circles/Metro Districts/Projects /Regions/QA/ALTTC/BRBRAITT/NETF etc., GM (Admn) BSNL CO, New Delhi.)*

3.DoT Order issued on 78.2 % IDA fixation from 1-1-2007 – implementation of the order for the retired persons retired before 09-06-2013-reg.

Ref:1) Dot Memo No 61-01/2012-SU dated 10-6-2013 & 40-/13/2013-Pen(T) dt 28-06-2013 and BSNL reply vide 1-19/2012 – PAT (BSNL) dt 8-8-2013.

DOT vide its memo no. 61-01/2012-SU dated 10-06-2013, has allowed 78.2% IDA fixation from 01-01-2007. The date of effect of this order is 10-06-2013, but no arrears will be paid for such fixation. Which means that pay of the employees will be re-fixed considering 78.2% IDA merger from 1-1-2007 instead of 68.8% IDA merger as was done earlier but actual payment will be effective from 10-06-2013. Accordingly BSNL has revised the pay of all serving employees as on 10-06-2013 but taken no action for the pensioners retired after 1-1-2007 .

Subsequently on 28.06.2013 DOT has asked BSNL some inputs on the method of fixation to serving employees and also action taken for the officials who retired between 1-1-2007 to 09-06-2013, how the order of 78.2% IDA merger is implemented for them. BSNL in its reply dated 08-08-2013 stated that ***“The referred orders have been implemented in reference of absorbed BSNL employees as on 10-06-2013 only. Since the orders are effective only from this date the issue of pay revision, notional or otherwise, of those employees who retired between 01-01-2007 and 09-06-2013 does not arise.”***

Since then we are pursuing with DoT authority for issuance of proper orders for implementation of 78.2 % IDA merger from 1-1-2007 for both pre 2007 and post

2007 pensioners. At one point of time they were telling that the matter is under consideration but on 19-08-2013, when we met the member (Services), he opined that as BSNL the employer of these pensioners have submitted that the “issue does not arise” hence DOT has no further obligation to implement the order of 78.2% IDA merger for pensioners. He also mentioned that DoT may consider the issue once a request from BSNL, the employer, is received.

Under these circumstances we also feel that the reply of BSNL dated 8-8-2013 should have been carefully drafted. Instead of the words **“does not arise”** some other sentences could have been there which would have indicated BSNL's concern about the fact that as per the present order the pensioners are being denied of their right. Practically till date. no official communication expressing the concern about the deprivation of the pensioners, have been expressed by BSNL although the total no of pensioners who are being deprived is more than on lakh and BSNL is their employer.

Here we would like to mention that as per the agreement signed between BSNL and Joint forum of Unions and Associations, the pensioners are also supposed to get the benefit of 78.2% IDA merger from 1-1-2007.

We would therefore, request you to kindly sider the issue and take up the matter **officially with DoT** so that:

- For pre 2007 retirees, the pension is suitably revised from 1-1-2007. Already their pension has been revised with 68.8% IDA merger formulae from 1-1-2007. Now only suitable modification in the DoT order dated 15-03-2011 has to be made changing the formulae from 68.8% to 78.2%
- For post 2007 retirees, their pay may be revised from 1-1-2007 considering 78.2% IDA merger as was done for serving employees, which will consequently change their last pay drawn. Thereafter their pension and all pensionery benefits may be re-calculated on the revised last pay drawn and the differences be paid from their date of retirement.

Copy endorsed to Shri M.F.Farooqui, Chairman Telecom. Commission & Secretary(T), Sanchar Bhavan, 20, Ashoka Road, New Delhi – 110001, Shri S.C. Mishra, Member(S), DoT, Govt. of India, New Delhi-110001, Smt. Rita Teatota, Addl. Secretary, DoT, Govt. of India, New Delhi-110001, Shri A.N. Rai DIR (EB & HR), BSNL Board, New Delhi-110001, Shri K.C.G.K. Pillai, DIR (Fin), BSNL Board, New Delhi-110001 and Shri R.K. Goyal, GM(Estt.), BSNL C.O., New Delhi-110001

*No.AIBSNLEA/CHQ/CMD,BSNL/13 Dtd:24.9.13
(Addressed to Sh. R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)*

4. Transfer of Civil wing executives from Kerala Zone to other zones- Request for retention of Shri N.Ajayakumar, Sub-divisional Engineer(C) BSNL Civil Sub - Division-V Trivandrum.

Ref: Trans-Pro/SDE©/DM (BM-I)/4/13 Dated 20.8.13

As per the above, Shri N.Ajayakumar Sub-divisional Engineer(C) BSNL Civil sub-division-V Trivandrum, has been transferred to NE-I Zone. He has been staying at Trivandrum, as his wife is employed in Government Secretariat Trivandrum, a service in Government which is non transferable.

It has come to our notice that, one of the SDEs in Civil Wing Kerala who came back after availing deputation in state government, was posted to NE-I Zone as per the policy of the BSNL to post such officers in hard tenure stations after completion of deputation. Here it appears that, the particular officer posted in NE-I Zone after deputation, was exempted from tenure transfer and instead of it, Shri. N. Ajayakumar, SDE(Civil) was included in the list.

We would therefore, request to kindly review the matter and consider the representation dated 21-8-2013 submitted by our member favorably, in view of the grievances expressed as well as the quantum of external works now being handled by the Kerala Civil wing.

Encl:- A copy of representation from the member.

No.AIBSNLEA/CHQ/PGM(BW)/2013 Dtd:24.9.2013

(Addressed to Shri A.K. Gupta, The Principal General Manager (BW), Telegraph Office Building, Kashmir Gate ,Delhi-110008.)

5. Review of result of JAO part-II internal competitive examination against 40% quota held in Rajasthan Telecom Circle on 17th, 18th and 19th December-2012-reg.

There are many serious lapses in declared result of JAO part-II internal competitive examination against 40% quota held in Rajasthan Telecom Circle on 17th, 18th and 19th December- 2012. Injustice has been done and candidates were declared fail on the pretext of medium of the Exam. Some of the discrepancies are as under

1. Practical papers of JAO part-II is totally based on accountancy and mathematically based formulas i.e. Cash book, Contractor bills, Ledger, Sale bills, Telephone bills, CPWD Manual, CPWA Code etc. Hence option HINDI or ENGLISH does not matter for valuation of Answer sheets. It is clearly mentioned on papers & answers sheets that all answers should be answered in ENGLISH or in HINDI only.

2. In all previous departmental quota JAO exams (including 40% quota exam-2010) option HINDI or ENGLISH does not matter for valuation of Answer sheets and many candidates were declared passed who had opted option HINDI and took practical papers in ENGLISH.

3. This has made a huge financial loss to BSNL, while BSNL is fighting with a deep financial crisis. BSNL spent

crores of rupees in conducting JAO exam part-I (Two times) and JAO exam part-II (Two times) but only three persons were declared passed due to this injustice, unjustified & blind decision.

This has resulted extreme demoralization to the candidates. All candidates were in queue and had been studying hard for passing final JAO exam since 2005, but this decision has broken their hopes.

We would therefore request you to kindly intervene in the matter and direct Sr. GM (Rectt.) for make early review of result of JAO part-II internal competitive examination against 40% quota.

Copy endorsed to Sh. K.C.G.K. Pillai, Director (Fin.), BSNL Board, New Delhi-110001, Sh. P.C. Mehta, Sr. GM (Rectt.), BSNL C.O., New Delhi-110001 and Sh. S.K. Bhardhwaj, GM (FP), BSNL CO, New Delhi-110001

*No.: AIBSNLEA/CHQ/Director (HR)/13 Dtd 18-9-13
(Addressed to Shri A.N. Rai, Director (HR), BSNL Board, New Delhi-110001)*

6. IDA Upgradation from E-5 to E-6- reg. case of Shri H.L. Awasthi, DGM(F), Jaipur-TD.

Please find enclosed herewith a representation of Shri H.L. Awasthi, DGM(F), Jaipur-TD regarding IDA Upgradation from E-5 to E-6, wherein the officer has mentioned that his case of IDA Upgradation from E-5 to E-6 grade has wrongly been processed at Circle level by misinterpretation of rules and requested to issue necessary guidelines in this regard. We would therefore request you to kindly issue necessary guidelines so that the case of above mentioned officer may be settled favourably at the earliest.

*No.: AIBSNLEA/CHQ/GM(FP)/2013 Dtd : 18-9-13
(Addressed to Sh. S.K. Bhardhwaj, GM (FP), BSNL CO, New Delhi-110001.)*

7. Order issued on 78.2 % IDA fixation from 1-1-2007 – implementation of the order for the retired persons retired before 09-06-2013-reg.

Ref: 1) DoT Memo No 61-01/2012-SU dated 10-06-2013 2) Minutes of the 22nd SCOVA meeting held on 19-02-2013 circulated vide F.No 42/1/2013- P& PW(G) dated 04/03/ 2013

We would like to draw your kind attention that DOT vide its memo no. 61-01/2012-SU dated 10-06-2013, has allowed 78.2% IDA fixation from 01-01-2007. The date of effect of this order is 10-06-2013, but no arrears will be paid for such fixation. Which means that pay of the employees will be re-fixed considering 78.2% IDA merger from 1-1-2007 instead of 68.8% IDA merger as was done earlier but actual payment will be effective from 10-06-2013.

In the said order there was no mention about the pensioners who retired before 1-1-2007 and also after 1-1-2007 to 09-06-2013. Accordingly BSNL has revised the pay of all serving employees as on 10-06-2013 and taken no action for the pensioners. Subsequently on 28.06.2013 DOT has asked BSNL some inputs on the method of fixation to serving employees and also action taken for the officials who retired between 1-1-2007 to 09-06-2013, how the order is implemented for them. BSNL in its reply dated 08-08-2013 stated that since the date of effect of the order is 10-06-2013, no action has been taken for the officials retired prior to that date.

Afterwards we met different officers of DOT and have understood that DOT is processing the case for extending the benefit of 78.2% IDA merger for pensioners also. (Both pre2007 and post 2007). The proposal is being prepared and will be sent to DOP&PW for consideration/clarification. It is also understood that the date of effect for the pension revision order will be 10-06-2013 for both the groups i.e. actual payment will be effective from 10-06-2013 only. The logic behind such decision is that since the order was made effective from 10-06-2013 for serving employees, the same principal will be applied for pensioners also. The effect of such decision of not paying the enhanced pension from date of retirement for post 2007 retirees and from 1-1-2007 for pre 2007 retirees will be as under:

1) For pre 2007 retirees:- 68.8 % IDA merger and necessary revision of pension has already been made effective vide DOT No 40-17/2008-Pen(T)-Vol III dated 15-03-2011 from 1-1-2007. The difference of pension amount due for this group of pensioners and family pensioners from 1-1-2007 due to 68.8% IDA merger have also been paid. Now if after implementation of 78.2% IDA merger from 1-1-2007, the difference of new revised pension amount from 1-1-2007 to 09-06-2013 is withheld/not paid, it will be a gross injustice to the pensioners and family pensioners. Afterwards implementation of 78.2% IDA merger is a corrective action to correct the mistake caused by miscalculating the 50% IDA merger effectively as 68.8% instead of 78.2%.

2) For post 2007 retirees:- For extending the benefit to this group of retirees, their pay as on 1-1-2007 has to be revised merging 78.2% IDA and the last pay drawn on their retirement day has to be also revised accordingly for subsequent revision of their pension from the next month of their retirement. We understand that DOT is processing to get necessary relaxation of the clause 'last pay drawn' in consultation/approval of DoP&PW. But for them also actual benefit of revised pension will be extended from 10-06-2013. As a result these retirees shall be losing

- Pay arrears from 1-1-2007 to date of retirement
- Pension arrears from date of retirement to 9-06-2013
- Other retrial benefits like Increased Gratuity, Pension Commutation and Leave encashment as would have

become due for increased amount of last pay drawn and revised increased pension.

As regards pay arrears it is understood that since BSNL is not paying to its regular employees due to financial constraints, the pensioners also have to accept the same fate.

But why the revised pension, and other consequent retrial benefits from date of retirement and also revised pension from 1-1-2007 for pre 2007 retirees will not be paid until 09-06-2013 is not understood, when such amount is payable by DOT. Kindly note that ? It is a serious injustice to deprive the pensioners and family pensioners from their due pension and pensionery benefits from their date of retirement/1-1-2007, when their pension contribution have been duly paid on maximum of the pay scale.

? For implementation of 78.2% IDA merger from 1-1-2007, the pay scale of the officials will not change. Only their pay will be shifted to a higher stage in the same pay scale. As such there will not be any change in pension contribution which was already paid on maximum of the pay scale.

? DOT has already committed in 22nd SCOVA meeting for implementation of 78.2% IDA merger benefit for pensioners also.

? Various courts including apex court of India has already opined that pension is property right hence cannot be withheld or curtailed. There are many judgements but we are mentioning only two cases of the apex court of India for your kind perusal. 1) Case No 1389 of 2006. Judgement given on 12-05-2006 by Justice S.B.Sinha and Justice P.P.Naolekar. "Pension, as is well known, is not a bounty. It is treated to

be a deferred salary. It is akin to right to property. It is correlated and has a nexus with the salary payable to the employees as on the date of retirement."

2) Case No 6770 of 2013. Judgement given on 14-08-2013 by Justice K.S.Radhakrishnan and Justice A.K.Sikri. "It is an accepted position that gratuity and pension are not ... bounties. An employee earns these benefits by dint of his long, continuous, faithful and unblemished service,"... "hard earned benefit" that accrues to an employee was in the nature of "property". "This right to property cannot be taken away without the due process of law as per the provisions of Article 300A of the Constitution of India,"..... ' it "hardly needs to be emphasised" that executive instructions don't have statutory character and, therefore, couldn't be termed "law" within the meaning of Article 300A.' (Full text of both the judgements are enclosed for your ready reference please)

We would therefore request your kind personal attention into the matter. More than one lakh pensioner/family pensioner and their family members are involved. It will be great injustice to deprive these old helpless people by confiscating their increased pension until 9-6-2013.

They entire depend on your kind and prudent decision. Kindly ensure that the benefit of 78.2% IDA merger is extended in reality from 1-1-2007 for pre 2007 retirees and from date of retirement with all retrial benefit to post 2007 retirees.

Enclosure : as above

Copy endorsed to Sh. S.C. Mishra, Member(Services), DoT, Govt. of India, New Delhi-110001, Ms. Annie Moraes, Member(Fin.), DoT, Govt. of India, New Delhi-110001, Smt. Rita Teatota, Additional Secy. (T), DoT, Govt. of India, New Delhi-110001.

*No. AIBSNLEA/CHQ/Secy.(T)/2013 Dated: 13.9.13
(Addressed to Shri M.F.Farooqui, Chairman TC & Secy. (T), DoT, Govt. of India, New Delhi-110001.)*

8.Recovery of excess pay in respect of PAs/PSs as per clarification No.15-84/2010-Pers.II dated 13.10.2010

Ref: Speaking order No.15-07/2011-Pers.II dated 03.07.2012
In Kerala Circle, implementation of 1st time bound upgradation under EPP in the cadre of PA/PS has been ordered vide CGMT Kerala Circle No. HR-II/50-20/2013/67 & 68 dated 06.04.2013 in respect of 94 PAs/PSs.

On implementation of the above orders, the pay scale of the officers who were drawing pay in higher scales were brought down to Rs.9850-250-14600 with effect from 01.01.2004, resulting reduction in total emoluments and large scale recovery. Out of these 94 officials, 14 have already been retired. An average amount of Rs. 2 lakhs is recoverable from each officer.

In the case of retired employees, full pension is yet to be fixed. Also leave encashment on retirement has not been released in full by SSAs, for adjusting the overpayment. This has resulted deferment of the already granted pay scale to a future date ranging from 15 months to 43 months with consequential loss in total emoluments, reduction in pay scales and postponement of next time bound upgradation to an equivalent period.

Kerala Circle, vide letter No. HR-II/29-15/2013/76 dated 03.07.2013 has sought clarifications from Corporate Office whether overpay resorted on account of revised upgradation of the PA/PS, including the retired officers, are to be recovered. Copy of the same is enclosed herewith (Annex.1), which is self explanatory and admitting that the grievances raised

by this Association are true. However, even after a lapse of two months, clarification is yet to be issued from Corporate Office. Recoveries have already been started from the serving PAs/PSs and notices have been issued to

retired officers to remit the alleged overpayment amounting to lakhs of rupees, for re-fixation of their pension benefits.

It may also be noted that Kerala Circle has sought for clarification regarding implementation of ACP & Time Bound Promotion in the cadre of PA/PS vide letter No. HR-II/50-20-2010-Pt.II/29 dated 08.03.2011. In this case also after a lapse of 30 months, no clarification was issued from Corporate Office. Both the above letters were addressed to Shri V.K. Sinha, AGM (Pers.II), Corporate Office. Copy of the same is also attached (Annex.2). It may not be out of place to mention here that had the required clarifications been given to Kerala Circle in time, no such grievance would have been faced by the PAs/PSs in the Circle. Undue and inordinate delay has been occurred in clarifying the queries requested from Kerala Circle.

In this regard, your kind attention is invited to the clarifications contained in the Corporate Office letter No.400-61/2004-Pers.I (Pt.I) dated 27th April 2011 followed with clarification dated 04th May 2011 by which it was directed to all Heads of Telecom Circles, etc. that "the recovery resorted on account of any excess payment made to any official, being, affected, during the past years be kept in abeyance till further orders". Copy of the letter referred above is enclosed herewith (Annex.3 & 4). It may kindly be recalled that during the personal hearing held on 15.05.2012 & 11.10.2012, Sr. G.M. (Pers) were kind enough to assure us that there will not be any recovery from the aggrieved personnel, in any case.

It may also be noted that in a similar situation with regard to recovery of excess pay in respect of AAOs/JTO (LA) and Sr AO/Sr SDE, the Competent Authority, vide Order No. 400-11/2011-Pers.I (pt) dated 23rd April 2012 (Annex.5), has decided that excess pay drawn by them, if any, need not be recovered by the Circles. Copy is enclosed herewith for ready reference. However, there is no such instruction from the Competent Authority to Kerala Circle in respect of PAs/PSs.

Hence it is kindly requested that necessary instructions may please be issued to the effect that excess pay drawn by PAs/PSs need not be recovered by Circle on implementation of the 1st Time Bound Upgradation under EPP.

Copy endorsed to Shri A.K. Jain, Sr. General Manager (Pers), BSNL Corporate Office, New Delhi.

*No. AIBSNLEA/CHQ/Dir(HR)/2013 Dtd : 12.09.2013
(Addressed to Sh. A.N. Rai, Director (HR), BSNL Board, New Delhi-110001.)*

BSNL /DOT ORDERS

1. MANAGEMENT TRAINEES RECRUITMENT RULES.2013 IN BSNL - other educational qualifications admissible for internal candidate of Telecom operations under Annexure - A (schedule to the MTRR- 2013)

Bill/Cash/L&A/Pe/OL Sections, BSNL C.O. and BSNL Intranet Portal

*No.1-50/2008-PAT (BSNL) Dated : 01-10-2013
(Addressed to All Heads of Telecom circles and All Heads of other Administrative Units.)*

Further to the Management Trainee Recruitment Rules-2013 issued vide 400-21212012-Pers.I, dt. 5th July, 2013, approval of the Competent Authority is hereby conveyed for admissibility B.E./B.Tech in Mechanical/Radio Engineering as alternative educational qualification in respect of Internal Candidates of Telecom Operations under the Schedule (Annexure-A) to the MTRR-2013.

3. Data of candidates who got minimum qualifying marks in JAO Part-II LICE against 40% quota but not promoted due to not coming in the merit - reg.

It has been brought to notice of this office that some of the candidates of the JAO LICE held in 2006/2009/2012 got the minimum qualifying marks prescribed for the exam but could not be declared successful in the exam since their name did not appear in the merit list due to non-availability of notified vacancies in their Circle in their respective category. The undersigned is directed to request you to provide the information in respect of such candidates in the enclosed proforma for appraisal of the same to Competent Authority. Matter may be given PRIORITY and information may be sent immediately and in any case not later than 03rd October 2013.

No. 400-212 / 2012-Pers.I

Dtd: 4010.13

It is also requested to send the above information in excel format at adg_sea@bsnl.co.in.

Encl.: as above.

2. Revision of Pay of Board level and below Board level Executives of BSNL-amendment to the fitment table of pre-revised E9A pay scale in respect of Executives of BSNL.

In partial modification of this order of even no. dated 05-03-2009 regarding revision of pay of the Board level and Below level executives and non-unionized supervisors of BSNL w.e.f. 01.01.2001, a revised fitment table for fixation of pay of the executives of pre-revised E9A pay scale in the revised E9 pay scale as on 01.01.2007, is hereby notified as under :

No. 4-19/2007-SEA Dated: - 26-09-2013.

(Addressed to All Chief General Managers/Circle IFAs, BSNL Telecom Circles/Telephone Districts.)

Stage	Pre-revised E9A scale	Revised E9 scale
	25000-650-30200	62000-80000
1	25000	63860
2	25650	63860
3	26300	65780
4	26950	65780
5	27600	67760
6	28250	67760
7	28900	69800
8	29550	69800
9	30200	71900
stagn.-1	30850	71900
stagn.-2	31500	74060
stagn.-3	32150	74060

4. Applicability of foot note-I below Schedule IA, IB' IC & ID of BSNL MS RR-2009 - clarification on implementation thereof.

The provisions of time bound upgradation and post based promotions under the EPP and the BSNL MSRR-2009 have become ingrained through practice over a period of time and need no reiteration to that extent. However, it has been noticed that, at times, executives tend to seek unfair advantage by artificially delaying their post. based promotion (by not accepting it) beyond a scheduled time-bound pay upgradation in a given scale to get the benefit of one increment under para II (v) of EPP or para 13 of BSNL MSRR. This goes against the spirit and provision of the promotion policies where the time bound scale upgradation has been allowed only when post based promotion (based on vacancy) is not available.

2. This issue with the approval of competent authority.
3. Errors & omissions are subject to rectifications and correction. Overpayments made, if any, shall be recovered as per rules.

Accordingly, it is clarified that once the post based promotion order is issued the date of order is relevant) prior to the schedule of time bound pay upgradation in the same scale, the said time bound upgradation becomes inadmissible. Any effort on the part of the executive to delay

Copy endorsed to PPs to CMD, BSNL, Bharat Sanchar Bhawan, New Delhi, PPs to Dir (HR)/DIR(CM)/DIR(CFA)/DIR(Fin.)/DIR(EB), BSNL Board, All EDs/PGMs/GMs, BSNL, C.O., Director (PSU-1), DOT, New Delhi w.r.t. DOT letter No. 61-01/2009-SU dated 27.2.2009 DGM(CA)/(EF)/(SEA)/(BW)/(Estt)/(Pers)/SR(Restg), BSNL.CO., AGM (A&E)/(BW)/(Civil)/(EF)/(Pers. I, II, III & IV)/(R&P), BSNL. CO., Pay

his joining with an aim to first earn time bound promotion becomes contrary to the promotion policy. Time bound pay upgradation to any scale as per defined schedule is admissible only if posts based promotion to that scale has not been ordered before its occurrence.

Any extension of time given to any executive for joining a promoted post will not alter the above position. This clarification is applicable to all grades of executives covered by both EPP and BSNL MSRR-2009. (any transgression of this position in the past may also be reviewed accordingly)

Copy endorsed to The PPS to CMD, BSNL/ all Executive Directors, BSNL C.O., New Delhi, The cvo/PGM/GM(Pers.)/(Estt)/(Trg.)/(Efl/(nF)/(e\$/(civil)/(Elect.)/(Arch.)/(TF), BSNL C.O., TheAGM(Pers.III/Pers.IV/Pers.V/CSS), BSNL C.O., All DMs(Pers/Admn./II/CSSIL&A/Paybill/Cash/Pension, BSNL C.O., The Rajbhasha Adhikari, BSNL C.O. for Hindi version. And Spare copy/Order Bundle.

No. 400-66/2011-Pers.I Dtd: 27th September, 2013 (All Heads of Telecom Circles/ Metro Districts/ Maintenance Regions/Projects / Stores / BRBRAITT/ ALTTC. All other Administrative Units, Bharat Sanchar Nigam Limited.)

5. Bharat Sanchar Seva Padak Award 2013- Presentation Function

The competent authority has been immensely pleased to announce the selection to the following BSNL Executives / Non- Executives for Bharat Sanchar Seva Padak Award – 2013

Sl.No.	Category	Name of the official/ Officer & Designation	Name of Circle /District
1	NE-Category-I	Sh Joginder Singh, T.M.	J&K
2	NE-Category-II	Sh. Pardeep Kumar K Sr TOA(P)	Kerala
3	NE-Category-III	Sh. Jagdish Prasad, TTA	Punjab
4	NE-Category-IV	Sh. Padma Lochan Patra RM	Odisha
5	Executive- Category-I	Smt Sunita B. Londhe , S.D.E.	Maharashtra
6	Executive-Category-II	Sh. T.R..Deharia, CAO	M.P

2.It has been decided that the presentation function for the above said award will be held on 1st October, 2013 in MTNL Auditorium, 1st floor Mahanagar Doorsanchar Sadan, 9 CGO Complex, Lodhi road, new Delhi 110003. The Vishist Sanchar Seva Padak-2013 at circle level may be given to the awardees as per the schedule of the concerned circles.

3.The awardees may be provided Air Tickets (to and fro) for undertaking the journey to receive the award at Delhi.

4.This office heartily congratulates the winner of the Bharat Sanchar Seva Padak awards. We also take this opportunity to convey our greetings to their

respective Chief general managers and the entire team of concerned units.

Copy endorsed to PPs to CMD, BSNL, Sr PPs/PPs to Directors (HR)/(CFA)/(CM)/(Enterprises), BSNL Board/CVO, CGM (NTR), Shri R.K. Malpani, Addl. GM (Admn.), NTR, (Landline No. 011-23329180/Mobile No. 9868176700) New Delhi for making due arrangements in Delhi for the visit of awardees and All CGMs BSNL.

No.26-1/2013-BSNL (WL) Dtd 19.09.2013 (Addressed to The Chief General Manager, Bharat Sanchar Nigam Ltd., J&K/ Kerala/ M.P./ Punjab/ Maharashtra / Odisha circles.)

6. Creation of DPC/CPC Cell in SEA Branch for Telecom Accounts & Finance Executives-regarding.

Approval of the Competent Authority is hereby conveyed for creation of a new cell called DPC/CPC Cell in SEA Branch under GM (FP), BSNL Corporate Office for Telecom Accounts & Finance Executives. The DPC/CPC cell will consist of AGM (SEA-I), AO (SEA), CS to Dir. (Fin) and one JAO.

The above mentioned executives will perform work for DPC/CPC Cell in addition to their existing allotted work.

Copy endorsed to Sr. PPS to Director (HR), BSNL, New Delhi, PPS to Director (Finance), BSNL, New Delhi, CVO, BSNL, New Delhi, ED (Finance), BSNL, New Delhi, All PGMs/Sr. GMs/GMs, BSNL, Corporate Office, New Delhi and Guard file.

No. 13-6/2013-SEA Dated: 23.9.2013

7. Limited Internal Competitive Examination (LDCE) for promotion from JTO (Arch.) to the grade of SDE(Arch.)/AE(Arch.) under 33% quota.

It has been decided to hold the (LDCE) for promotion from JTO (Arch.) to the grade of DE(Arch.)/AE(Arch.) under 33% quota for the vacancies pertaining vacancy year 2011-12 on 18th and 19th January, 2014 (Saturday & Sunday) as per the provisions of the Recruitment Rules of SDE(Arch.) /AE(Arch.) issued vide letter No.24-20/2001-Pers.II dated 28-02-2002 and as amended from time to time.

2 (a) The examination shall be conducted in accordance with scheme and syllabus circulated vide letter No.106-20/2007-Arch. dated 7th January 2008 read with let No. 1-23-2/EW-2004 dated 14-08-2013.

(b) Any doubt regarding eligibility for admission to the examination, syllabus etc. may kindly be

addressed to AGM(Arch.), %PGM(Arch.), BSNL CO, Room No.37, IR Hall, Eastern Court, Janpath, New Delhi-110001.(c) The vacancy position as intimation by the %PGM(Arch) is : 2 (Un reserved) for the vacancy year 2011-12.

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

Sl. No.	Paper No.	Subject	Maximum Marks	Day & Date	Time(IST)
1	I	Technical Paper Theory (Objective Type)-OMR Pattern	100	18.01.2014 (Saturday)	10.00 AM to 01.00 PM
2	II	Architectural drafting and presentation	200	19.01.2014 (Sunday)	10.00 AM to 01.00 PM (1st Sitting) 01.30 PM to 04.30 PM (2 nd Sitting)

(b) The officials who are eligible in accordance with the eligibility conditions as referred above and who desire to appear in the exam should submit application in the prescribed pro-forma (Annexure). The candidates will have the option to answer the question paper in Hindi/English. Answering of question papers partly in Hindi and partly in English will NOT be permissible. The option once exercised by the candidates will be final.

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

4. The examination shall be conducted strictly in accordance with the rules laid down in Appendix No.37 of P&T Manual vol.IV (Fifth Edition) and instructions issued from time to time. The Heads of Circles will be responsible for actual conduct of the examination including in respect of candidates permitted to appear by the Heads of other Administrative Units situated within their territorial jurisdiction. The examination will conducted by the Heads of Territorial Circles including NTR, New Delhi. Chennai Telephone Distt. and Kolkata Telephone Distt. and will be held at such Centres as may fixed by them on the said date.

5. The eligible candidates may be advised to submit their application in the annexed pro-forma through proper

channel to the DGM(Admn), %CGMT i.e. head of the respective recruitment circle under whose jurisdiction they are working. The last date for receipt filled-in applications is 14-10-2013 Applications received after 14-10-2013 should not be entertained.

6. The Heads of Circles are requested to intimate to the AGM (DE-II), BSNL, Room No.223, Eastern Court, Janpath, New Delhi- 110001 the following information positively by 28.10.2013:

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

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

8. Drawing boards, Imperial size drawing sheets (not tracing paper) and other necessary papers are to be provided to the Candidates by the concerned circle responsible for conduct of the examination.

9. No electronic device/gadget or mobile will be permitted to be taken inside t examination premises by the candidates.

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

11. Hindi version will follow.

Copy endorsed to Sr.PPS to Director (HR), BSNL Board, New Delhi, PGM (Arch.), BSNL C.O., IR Hall, Eastern Court, Janpath, New Delhi, DGM (Arch.) BSNL C.O. w.r.t letter No. 106-20/2007-Arch./060 dated 01-05-20 13, CLO (SCT), BSNL C.O., New Delhi, General Secretary, SNEA/ AIBSNLEA, AD (OL), BSNL C.O. for providing Hindi version, Guard File and Notice Board.

No.69-1/2013-DE Dtd : 16th September, 2013
(Addressed to All Heads of Telecom Circles, BSNL, Heads of Telephones Distt., BSNL, Chennai/Kolkata, Chief General Manager, Maintenance, NTR, BSNL, New Delhi.)

Annexure-'A'

APPLICATION FOR LDCE FOR PROMOTION FROM JE(ARCH.)/JTO(ARCH) TO THE GRADE OF AE (ARCH.)/
Affix recent Pass-port size Self-attested photo

SDE(ARCH) TO BE HELD ON 18 and 19 January, 2014.

- Registration No.(for office use)
- FIRMS No.
- Name of Candidate
- Date of Birth (dd/mm/yyyy)

- | | |
|---|---|
| <p>5. Category (OC/SC/ST)</p> <p>6. Mobile No.</p> <p>7. E-mail address</p> <p>8. Year of Recruitment as JTO (as allotted on appointment)</p> <p>9. Date of joining in the JTO grade on regular basis</p> <p>10. Details of pre-appointment Training : From
To.</p> | <p>11. Recruiting Circle</p> <p>12. Circle of Present posting</p> <p>13. Write vacancy year(s) eligible</p> <p>14. If working as regular SDE, fill details below
Promotion Order No. & Date
Certified that I am eligible to appear for the said Exam. and my candidature is liable to cancelled at any stage if I am found ineligible as per the extant rules.
Applicants Signature</p> |
|---|---|

Circle / Branch News

- A General Body Meeting of AIBSNLEA Nadiad District Branch, Gujarat Circle was held on 03.10.2013. Following office bearers were elected unanimously: District President - Com. I.N. Momin, CAO(Fin.), Nadiad: District Secretary- Com. R.R. Patel, SDOT-Borsad, Borsad: Financial Secretary –I – Com. Shrivankumar, PA, DGM(CFA), Amtanand: Financial Secretary-II – Smt. N.V. Vyas, AO(Planning), Nadiad.
- 4th Circle Conference of AIBSNLEA Uttarakhand Telecom Circle was held on 04.10.2013 at Dehradun. Com. R.S.Pandey, CAO, Com. B.M.Dhyani, SDE and Com. Anoop Goswami, SDE were elected as Circle President, Circle Secretary and Circle Financial Secretary respectively.
- A General Body Meeting of AIBSNLEA HTD District Branch was held on 09.08.2013. Following office bearers were elected unanimously: District President – Com. S. Hanumantharao, CAO: District Secretary – Com. N. Rajendra Prasad, AGM: Financial Secretary - Com. G. Sankar, JAO.
- 4th Circle Conference of AIBSNLEA HP Telecom Circle was held on 11.09.2013 & 12.09.2013 at Manali. At the last stage of Circle Conference, unanimous elections were held for the selection of new Circle body. Com. Sandeep AO (CMTS), Com. Rakesh Chopra, AGM and Com. Naresh Thakur, AGM were elected as Circle President, Circle Secretary and Circle Finance Secretary respectively.
- The biennial Circle Conference of Odisha Circle was held at Bhubaneswar on 27th & 28th September, 2013. The new body was formed unanimously. Com Kasinath Sahoo Sr. AO in the IOBAS unit of Circle, Com. R. K. Panda, AGM, CMTS and Com. N. P. Das, AO were elected to the post of Circle President, Circle Secretary and Financial Secretary respectively.
- A General Body meeting of AIBSNLEA QA Dooravaninagar Branch Bangalore was held on 21.09.2103 and following were elected as new office bearers: Branch President- Com. A.M. Nagaraju: Branch Secretary – Com. Rudrappa: Financial Secretary- Com. H.G. Ashoka.

Souvenir

All the Circle/Branch Secretaries are requested to collect Advertisements for 4th AIC Souvenir and the same are to be sent to Sh. K.P. Nair, AGS(PS/CSS/OTHERS), Chairman Souvenir Committee, 4th AIC AIBSNLEA, Telephone Bhawan, Kalatalav, Kalyan(W) - 421301 [Mobile No. - 09422663434 : e-mail id:kpnair1662@gmail.com] at the earliest to provide financial help to the Host Circle.

Publication of BSNL EXECUTIVE DIARY – 2014

AIBSNLEA is bringing out BSNL EXECUTIVE DIARY - 2014. This Executive Diary with improved quality and features will have full page for each day. The diary will be ready for dispatch by first week of November-2013. The price has been fixed at Rs. 150/- per copy including postage / freight charges. For further details and placement of orders, please contact at the following address: Shri P.C. Joshi, AFS [Mob: 9868101066, Fax - 011-23315315], Shri Bhagwan Singh, AGS (HQ) [Phone/FAX - 011-23037269, Mob: 9868501895, e-mail: gsaibsnlea@gmail.com], CH-17-2-15, P&T Chemmery Staff Quarters, Atul Grove Road, New Delhi-110001 Fax - 011-23315315 .

MEETINGS WITH DOT/BSNL OFFICERS

GS, AGS(HQ), AGS(Fin.) and CS Delhi Circle met on 08.10.2013 Sr. GM(Pers.) Sh. A.K. Jain who has been transferred & posted as CGM 'NTP' New Delhi and Sh. S.S. Agarwal, GM(NWO-CFA) BSNL C.O. who joined today as GM(Pers.). We greeted, felicitated and assured full co-operation.

GS, AGS(Fin.) met GM(Estt.) on 08.10.2013 and discussed regarding

(a) Regularization of Offg. JTOs: We requested for taking an early action regarding regularization of Offg. JTOs. GM(Estt.) mentioned that the legal opinion of BSNL's advocate, Haryana Circle Sh. Amit Rathi has been received, wherein, BSNL can create super-numeric posts of JTOs for regularization and the same has again been sent to BSNL C.O. legal cell for its concurrence and thereafter the proposal will be sent to MC and BSNL Board for approval. Hence, in case everything goes smooth, it may take 3-4 months time to settle the issue.

(b) Allowing option to departmental JAOs who joined after 07.05.2010: We requested to resolve the issue at the earliest. He mentioned that matter is under consideration and the Estt. Cell comments has already been given to SEA Cell. However, he assured to look into the matter.

GS attended and addressed the farewell and felicitation function of Sh. A.K. Kaushik, DGM(MTNL) Delhi and GS, TEAM at New Delhi on 03.10.2013 organized by Team CHQ. Com. GS in his speech appreciated achievements, consisting efforts, Commitment, devotion and fighting spirit of Com. Kaushik in the Trade Union Movement of DoT and in MTNL.

GS, AGS (HQ), OS (North) met GM (Estt.) on 03.10.2013 and discussed-

(a) JTO Phase -1 training to JTO officiating :-We requested to issue clarification regarding JTO Phase-I training to the officiating JTOs who passed JTOs LICE. GM (Estt.) informed that GM(Training) comments in this regard has been received and they have clarified that since the JTOs Phase-I training syllabus has been changed between year 2002 to 2009 this training is required. Also to determine the seniority in JTO cadre based in training centre marks the similar training to all the candidates is required. Hence, within one or two days the clarification will be issued wherein training to officiating JTOs is also necessarily required.

GS, AGS (HQ) met GM (FP) on 03.10.2013 and thanked him for issuing 198 CAO regular promotion and requested to expedite CPC from JAO to AO. GM (FP) mentioned that the vacancy position in AO cadre has been asked from Circles but some Circles are yet to send the information. However, he assured an early action in this regard

GS, AGS (HQ), OS (North) met Sr. GM (Pers.) on 03.10.2013 and discussed

(a) CPC from SDE (T) to DE (Adhoc) of left out cases: - We requested to issue promotion order from SDE(T) to DE(Adhoc) left out cases of 1860 CPC, Sr. GM (Pers.) mentioned that CPC work is in progress and shortly Promotion order of left out cases will be issued.

(b) CPC from DE (Adhoc) to DE (Regular) - We requested to expedite CPC from DE adhoc to DE regular. Sr. GM (Pers.) mentioned that CPC work is in process and promotion order against 2010-11 DE vacancies will be issued shortly.

GS, OS (North) met CMD BSNL on 03.10.2013 and extended him sincere thanks for fixing MT quota posts in DE cadre. CMD appreciated our concern and mentioned that 1325 DEs posts out of 5300 DEs have been kept reserved for MT quota as MC decision and the same will be sent to BSNL Board for approval. Now 3975 DEs posts will be filled-up on regular basis, hence adhoc promotion in DE Cadre will end. We also requested for filling-up of vacant DGM posts. CMD assured an early action. He also desisted that MT recruitment of Internal quota should immediately take place to meet the future requirement of BSNL and immediately spoke to Sr. GM (Rectt.) BSNL C.O. to know the status of MT recruitment and directed him to initiate the process at the earliest. He also directed Sr. GM (Pers.) to provide syllabus for MT examination to Sr. GM (Rectt.) to start the recruitment process.

GS, AGS(HQ) met Director(HR), BSNL Board on 01.10.2013 and discussed

(a) CPC from DE(Adhoc) to DE(Regular) and left out promotion of DE Adhoc: We requested for early issuance of DE adhoc promotion order of left out cases as well as DE Regular promotion order since the CPCs are over. Director(HR) assured an early action in this regard.

(b) Fixing of 1325 DEs posts for MT quota: We extended our sincere thanks for fixing the 1325 DEs posts of MT quota instead of 2650 DEs of MT quota. Director(HR) appreciated our concern and mentioned that the MC of BSNL Board finally decided to fix up 25% (1325) of DEs posts (of 5300 DEs posts) and 3975 DEs posts for departmental quota on seniority basis. However, the initial proposal was to fix up 1000 MT posts but MC agreed to fix up 25% quota for MTs of total DEs sanctioned posts. He assured to put up the MC proposal to the next BSNL Board Meeting for its approval. It will end the adhoc promotion in DE cadre. Similar action we requested for other disciplines also. Director(HR) assured to look into the matter.

(c) Membership verification of Majority Executive Association: We requested to provide "Right to Negotiation" power to Majority Executive Association. Director(HR) assured to look into the matter.

(d) Regularization of offg. JTOs: We requested to take immediate steps for regularization of offg. JTOs as one time measure by personal upgradation. Director(HR)

assured to discuss the matter with GM(Estt.) for an early solution:

(e) Creation of PPS posts in field Units: We requested for creation of PPS posts in BSNL field units with all HAG level officers as per Sh. H.K Gupta Ex- DDG(Estt.) DoT Committee recommendations. We also appraised him that the proposal moved by Pers. Cell is pending in Estt. Section for clearance. Director(HR) assured to look into the matter.

(f) Restructuring of AD(O/L) Cadre: We requested for his kind intervention wherein the Committee on restructuring of AD(O/L) Cadre is pending for the last one year. Director(HR) assured to look into the matter.

(g) Filling up of EE(C/E) vacant posts: We requested to initiate CPCs to fill up the vacant EEs(C/E) posts. About 100 EE(C) and 50 EE(E) posts are lying vacant. Director(HR) assured to look into the matter.

GS, AGS(HQ) met Sr. GM(Pers.) on 01.10.2013 and discussed

(a) CPC from SDE(T) to DE Adhoc (left out) cases: We requested to issue promotion order of left out cases of 1860 DE CPC. Sr. GM(Pers.) mentioned that left out cases of SDE(T) to DE Adhoc CPC is in progress and after the clearance of CLO, promotion to 52 DEs posts will be issued day after tomorrow (Thursday).

(b) CPC from DE(Adhoc) to DE(Regular): We requested to expedite CPC from DE(Adhoc) to DE(Regular) to fill up the vacant DE posts against the vacancies of 2010-11 and 2011-12. Sr. GM(Pers.) mentioned that CPC work to fill up about 500 DEs posts on regular basis of the year 2010-11 has been completed and the same is pending with CLO for clearance. He assured for early issuance of DE Regular promotion order and to issue further promotion order against 2011-12 DEs vacancies shortly.

(c) Filling up of all vacant DEs posts on regular basis: We requested for early filling up of all vacant DEs posts on regular basis. Sr. GM(Pers.) informed that Management Committee of BSNL Board has decided to fix up 1325 DEs posts (25% of DEs sanctioned posts of 5300) for MT quota and remaining about 3975 DEs posts will be filled up on regular basis. The MC decision will be sent to BSNL Board for approval and hereafter SDE(T) to DE promotion will be done on regular basis only. No adhoc promotion in DE cadre will take place.

(d) Modification in posting order of DEs: We extended our sincere thanks for retention of 12 lady executives on DE promotion in Chennai Telephones on genuine grounds. Also requested for modification of posting orders to nearby Circles from deficit Circles. Sr. GM(Pers.) further mentioned that posting orders on promotion were issued on the basis of shortages in Circles.

(e) CPC from JTO(TF) to SDE(TF): We requested to expedite CPC from JTO(TF) to SDE(TF). Sr. GM(Pers.) mentioned that CPC work to fill up 27 SDE(TF) posts is in progress and shortly promotion order will be issued.

(f) Pay fixation under EPP case of Stenographers already got 2nd ACP benefit: We requested to provide pay fixation benefit under EPP to stenographers who get 2nd ACP benefit and working as non-executives. Sr. GM(Pers.) mentioned that MC of BSNL Board has approved the proposal to provide them two increments benefit in their existing pay scale.

GS, AGS(HQ), AGS(Fin.) attended meeting on 01.10.2013 with the Members of the Committee on deciding terms & conditions for Membership Verification of Majority Executive Association and impressed upon for consideration of the suggestion / views submitted by our Association vide letter no. AIBSNLEA/CHQ/DGM(SR)/2013 Dated: 06th Sept,2013 in full. The Committee Members explained that the suggestion on secret Ballot paper and no encroachment in the internal functioning of the Association has been considered but the "Right to Negotiation" power to majority Executive Association is not acceptable to the Committee at par non-executive Unions. We categorically mentioned that in case the "Right to Negotiation" power is not given even after such a big verification exercise then it will be a futile exercise only. Committee members clarified that Management concern is to end multiple functioning of the Executive Associations. Hence, a single majority Executive Association will be granted formal meetings and recognition and one supporting Association having more than 15% members may be given some limited Union facilities.

GS, President, OS(East) and some Odisha circle comrades met Sh. Shabaz Ali, DDG(TPF), DoT and Govt. Nominee BSNL Board director today at Bhubaneswar, Odisha on 28.09.2013 and discussed:

1) DoT support to BSNL in its growth: We requested to provide Govt support to BSNL for its growth and survival, because without the support of Govt. No PSU can flourish/survive. DDG (TPF) appreciated our concern and explained that Govt. is serious for the growth of BSNL and recently Govt. Has recommended for the refund of BWA spectrum charges of Rs 8300 Crs to BSNL and to waive off the national loan. Hence, BSNL will be benefited by getting relief of Rs 1400 Crs against national loan payment to DoT as well as refund of BWA spectrum charges Rs 8300 Crs which will help in its growth. The payment of pension contribution on actual basic pay is being taken up by DoT to cabinet along with the MTNL employee's pension case shortly.

2) 78.2% IDA fixation for BSNL pensioners: We requested for early issuance of the order of 78.2 % IDA merger for the BSNL pensioners. DDG (TPF) informed that the matter has been referred to DoP & PW for concurrence of necessary relaxation to fix up pay notionally for BSNL pensioners on last pay drawn and paid. Hence the pension arrears can be paid from the date of retirement of BSNL pensioners retired after 1-1-2007 and before 10-06-2013. He mentioned that DoP&PW concurrence is expected within

15-20 days and thereafter the order from DoT will be issued. He also clarified that it doesn't need approval of cabinet since DPE OM dated 2-4-2009 was issued after cabinet approval only. He assured early action in this regard.

3) HR issues in BSNL: DDG(TPF) as BSNL board Director mentioned that now in all board meetings BSNL management will apprise the status of HR issues and will ensure true implementation of cabinet decision on ITS officers deployment and promotion to BSNL absorbees. He also mentioned that absorption process in BSNL against CGM/GM/DGM posts under rule 37 pension rule is over and shortly the order will be issued. Similarly, the promotion order of BSNL absorbed Gr 'A' level officers will also be issued against JAG/SAG/HAG level posts.

Finally he appealed that the BSNL employees should sincerely work for its growth, since the Govt. Is providing its full support to BSNL

GS, AGS(HQ) met DGM(Pers.) on 24.09.2013 and discussed regarding

(a) CPC from DE(Adhoc) to DE(Regular): We requested to expedite CPC from DE(Adhoc) to DE(Regular). DGM(Pers.) informed that CPC work has been completed to fill up about 500 DEs posts on regular basis of the year 2010-11 vacancies. He assured for early issuance of promotion order after the approval of the competent authority.

(b) CPC from JTO(TF) to SDE(TF): We requested to expedite CPC from JTO(TF) to SDE(TF). DGM(Pers.) informed that CPC work to fill up about 30 SDE(TF) posts is in progress, the assessment sheets have been received from all TF Circles except Kolkata TF Circle. He assured early promotion orders.

(c) Left out cases of SDE(T) CPC of 2/3 quota: We requested to early issuance of promotion order of left out cases of SDE(T) CPC of 2/3 quota. DGM(Pers.) mentioned that CPC work is in progress to issue about 130 SDEs(T) promotion order of left out cases of 2/3 quota.

(d) Left out cases of SDE(T) to DE(Adhoc) of 1860 CPC: We requested for issuance of Left out cases of SDE(T) to DE(Adhoc) of 1860 CPC. DGM(Pers.) mentioned that matter is under consideration and being discussed with CLO to issue left out promotion order.

GS, AGS(HQ) met Sr. GM(Pers.) on 23.09.2013 and discussed

(a) Left out promotion order from SDE(T) to DE Adhoc of 1860 CPC: We requested for issuance of left out promotion order from SDE(T) to DE Adhoc of 1860 CPC (about 60 cases), Sr. GM(Pers.) mentioned that CPC work is over and discussion with CLO are yet to be completed for SC/ST roster implementation. However, he assured an early action.

(b) CPC from DE(Adhoc) to DE Regular: We requested to expedite CPC to fill up DEs vacant posts of the year 2010-11 and 2011-12 on regular basis. Sr. GM(Pers.) mentioned

that CPC work is in progress to fill up DEs vacant posts of 2010-11 & 2011-12. But the ACRs / VCRs of the executives are completed to fill up 2010-11 vacant posts. However, he assured an early action in this regard.

(c) CPC to fill up 500 vacant DGM posts: We requested to fill up 500 vacant DGM posts at the earliest. Sr. GM(Pers.) mentioned that the approval of the Competent Authority to fill up about 500 DGM (Engg.) posts has been taken and shortly the CPC works will be initiated.

(d) Consideration of request for modification in posting orders on promotion from SDE(T) to DE adhoc: We requested for consideration of request for modification in posting orders on promotion from SDE(T) to DE adhoc to nearby Circles and retention of lady officers. Sr. GM(Pers.) mentioned that modification from distant Circles to nearby Circles is not possible since a large number of vacant DEs posts exists in many Circles e.g. Punjab, HR, HP, CTD, WB, ETR, ETP, NE-I & NE-II Circles etc. Hence, vacant Circles also need DEs posting. However, retention cases of some lady executives, he assured to discuss with Director(HR).

GS, AGS(HQ) met GM(FP) on 23.09.2013 and discussed (a) CPC from AO to CAO Regular: We requested for early issuance of promotion order from AO to CAO Regular. GM(FP) informed that CPC has been completed to fill up about 190 CAOs posts on regular basis. He assured that tomorrow promotion order will be issued.

(b) CPC from JAO to AO: We requested to expedite CPC from JAO to AO. GM(FP) mentioned that CPC work is in progress but the exact vacancy position of AOs in Telecom Circles is awaited. However, he assured an early action in this regard.

In this regard, BSNL CO today sought information from Circle Heads, from where information is awaited, regarding particulars of AOs/Sr. AOs working on substantive basis in circles for updating the data in CO, BSNL <<<Click Here for letter>>>. All the concerned Circle/Branch Secretaries are requested to ensure that the desired information should reach BSNL C.O. at the earliest.

GS, AGS(HQ) met GM(FP) on 19.09.2013 and discussed (a) CPC from AO to CAO Regular: We requested expedite CPC from AO to CAO regular to fill up 224 CAO posts. GM(FP) mentioned that CPC has been completed, the CPC minutes will be signed by all the CPC Members today and the promotion order will be issued in the next week. About 190 CAO regular promotion orders are expected & out of which 30 VCRs could not be received.

(b) Allowing departmental JAOs -2010 batch to exercise the option: We requested to arrange early order for allowing departmental JAOs-2010 batch who joined after 07.05.2010(date of notification of NEPP) as the JAO result was declared in March-2010 and these JAOs were deputed to training centers in different months after 07.05.2010 hence, their joining was delayed. GM(FP) called the concern staff members of SEA Cell and discussed the matter in

detail and assured to retake the matter with GM(Estt.) on the basis of our feedback and under EPP provisions.

GS met Sh. Harsh Vardhan Singh, Addl. GM(CP&M), BSNL C.O. on 19.09.2013 and requested for early submission of the Committee report on AD(OL) cadre restructuring as the issue is badly delayed. Addl. GM assured that shortly the Committee report will be submitted. **GS met GM(Trg.) on 19.09.2013** and requested him to give an early clarification to GM(Estt.) on the issue of JTO training to Offg. JTOs, who have already undergone JTO training and have worked for the last 7-8 years as JTOs for exemption. Further sending JTO training to these JTOs is mere wastage of BSNL's money and time. GM(Trg.) assured for early clarification in this issue.

GS, AGS(HQ) met PGM(BW) Sh. A.K. Gupta on 19.09.2013 and discussed

(a) CPC to fill up vacant EE(C/E) posts: We requested to initiate CPC to fill up about 100 EE(C) and about 50 EE(E) vacant posts. PGM(BW) mentioned that the Committee constituted to examine Distance Education Degree courses will submit its report shortly. Similarly the case of Diploma holders SDEs(C/E) to allow promotion as EE(C/E) is also under consideration on which shortly a detail note will be put up to the Competent Authority. He assured an early action in this regard.

(b) Consideration of tenure/request transfer cases of SDEs(C)/EEs(C) : We requested due consideration of tenure/request transfer of SDEs(C)/EEs(C). PGM(BW) assured to look into

GS, AGS(HQ) met Sh. R.K.Goyal, GM(Estt.) on 19.09.2013 and discussed regarding

(a) 78.2% IDA pay fixation of BSNL pensioners retired pre 01.01.2007 and post 01.01.2007: We expressed our serious concern against the BSNL's reply given to DoT on this issue wherein DoT is making issue complicated as mentioned by Member(S) in yesterday's meeting. GM(Estt.) clarified that BSNL has simply replied the DoT letter but can't stop DoT to issue order for BSNL Pensioners pay fixation and pension revision. On our request, he assured that BSNL will send a DO letter to Secy(T) to clarify the position shortly.

(b) Regularization of offg. JTOs: We requested to take immediate steps for regularization of offg. JTOs. GM(Estt.) mentioned that legal opinion for creation of super-numeric posts has been sought from BSNL's advocates Sh. R.D. Aggarwala, Sr. Advocate and Sh. Rathi, BSNL's Advocate in Harayana Circle and their legal opinion is awaited. However, he mentioned that orally Sh. Rathi Advocate told that creation of further super-numeric posts may not be advisable. Hence, after receiving the legal opinion in writing, some other steps will be taken for regularization of Offg. JTOs immediately.

(c) Allowing option to JAOs who joined after 7.5.2010: We requested to issue order to allow to exercise option to

departmental JAOs who joined after notification of NEPP on 07.05.2010. GM(Estt.) mentioned that matter was processed by GM(FP) for clarification and the same has been taken up with GM(FP).

(d) Fixation of pay on promotion for Executive employees with 3% in the previous pay and then 3% on promotion: We requested for fixation of pay on promotion for executive employees with 3% in the previous pay and then 3% on promotion as per DPE orders. GM(Estt.) mentioned that as per DPE guidelines the matter is being sent to DoT for clarification/endorsement shortly.

(e) 20% HRA to A&N Circle and NE-II Circle Dimapur etc.: GM(Estt.) informed that the matter has been sent to DoT for the endorsement/clarification of DPE order in BSNL as per other PSUs.

(f) JTO Phase-I Training to Offg. JTOs, who have already undergone the same training in WB Circle: We requested to issue direction to WB Circle. GM(Estt.) mentioned that comments of GM(Trg.) are awaited on this issue.

GS, GS AIRBSNLEWA Sh. Kishan Singh and CS UP(East)

Sh. P.C. Rastogi met Sh. S.C. Mishra, Member(Services), DoT on 18.09.2013 and discussed

regarding implementation of DPE OM dated 02.04.2009 for 78.2% IDA Pay fitment benefit to BSNL Pensioners who retired pre 01.01.2007 and post 01.01.2007. Member(S) mentioned that matter is under consideration to the Internal Finance of DoT and a decision is to be taken that whether DoT can implement order w.e.f. 10.06.2013 and the clearance is not required from DoP&PW or Cabinet on this issue. And in case the matter is sent to other Ministries, the reply received from BSNL, wherein BSNL has categorically mentioned that "The referred orders have been implemented in reference of absorbed BSNL employees as on 10.06.2013 only. Since the orders are effective only from this date, the issue of pay revision, notional or otherwise, of those employees who retired between 01.01.2007 and 09.06.2013 does not arise". has un-wantedly added this para in the reply which may create problem and it needs rectification. However, he clarified that the matter is being examined on all these aspects. From the discussion, it appears that the issue is being made further complicated on the pretext of BSNL's reply which can be resolved with the intervention of Secretary, DoT or Hon'ble MOC&IT. It is a great discrimination to BSNL Pensioners who retired prior to 10.06.2013.

GS AGS(HQ) met GM(FP) on 17.09.2013 and discussed

(a) CPC from AO to CAO Regular: We requested to expedite CPC from AO to CAO on regular basis. GM(FP) mentioned that CPC work is in progress and he expected that by tomorrow CPC minutes may be signed and thereafter only the promotion order will be issued. However, he assured early action in this regard.

(b) CPC from JAO to AO: We requested to initiate CPC from JAO to AO. GM(FP) mentioned that Circles have been asked to inform their AO vacancy position and just after issuance of CAO Regular promotion order the AO CPC will be expedited.

GS AGS(HQ) met Sr. GM(Pers.) on 17.09.2013 and discussed

(a) CPC from SDE(T) to DE Adhoc (left out cases): We requested to issue promotion order from SDE(T) to DE Adhoc left out cases (about 60 cases) of 1860 CPC. Sr. GM(Pers.) assured an early action in this regard.

(b) CPC from SDE(T) / DE Adhoc to DE Regular: We requested to expedite CPC from SDE(T) / DE Adhoc to DE Regular promotion against the vacancy years 2009-10, 2010-11 and 1012-12 vacancies. Sr. GM(Pers.) mentioned that 2009-10 some left out cases and 2010-11 year vacancies, CPC is in progress and shortly the promotion order will be issued but still some ACRs/VCRs are awaited.

(c) CPC from JTO(T) to SDE(T) seniority-cum-fitness quota left out cases: We requested to issue promotion order of left out cases of JTO(T) to SDE(T) of seniority -cum-fitness quota (About 50 cases) . Sr. GM(Pers.) assured an early action on this matter.

GS, AGS(HQ), AGS(Fin.) met CMD, BSNL on 16.09.2013 and invited him as Chief Guest in the OPEN SESSION on the occasion of 4th All India Conference being held at Nashik on 11th Nov. 2013. CMD assured to make it convenient to attend the conference.

GS, AGS(HQ) met GM(SR) on 16.09.2013 and discussed regarding

(a) Membership verifications of Executive Association: GM(SR) mentioned that BSNL Management is planning to hold membership verification of Executive Associations in BSNL in the month of Jan.-Feb. 2014. He also mentioned that the Committee has considered the our suggestions of secret voting process but the Trade Union facility at par non Executive Union is not accepted. However, we reiterated our stand on our views already submitted.

(b) Grant of Trade Union facilities to AIBSNLEA UP(West) Circle Adhoc Circle Body: We requested GM(SR) for his kind intervention in granting Trade Union Facilities to our UP(West) Circle Adhoc Body till regular election. GM(SR) assured to look into the matter.

GS met GM(FP) on 12.09.2013 and discussed

(a) CPC from AO to CAO Regular: We requested to expedite CPC from AO to CAO Regular. GM(FP) informed that GM(SR) has given tentative date to hold CPC tomorrow to fill up 224 CAOs posts on Regular basis. However, he assured for early promotion orders.

(b) CPC from JAO to AO: GM(FP) assured that as soon as the CPC from AO to CAO Regular is completed, the CPC from JAO to AO will be expedited. He mentioned that the

vacancy position in AO cadre has been asked from all the Circles.

(c) Relaxation of marks in JAO Part-II exam : We requested to give relaxation of marks to all category candidates who appeared in JAO Part-II exam to fill up the vacancies. We also requested that Raj. Circle only 3 candidates could qualify and most of the candidates were failed because of language confusion. GM(FP) assured to discuss the matter with Sr. GM(Rect.).

(d) Stopping recovery of AOs Offg. period: We requested to stop recovery of AOs Offg. period under EPP. GM(FP) assured to examine the case.

GS met Director (HR) on 12.09.2013 and discussed regarding:-

(a) Fixing up of 1000 DEs posts for MT quota: We requested to fix-up 1000 DEs posts for MT quota as assured by CMD BSNL. Director (HR) mentioned that matter has already been discussed in the Management Committee meeting but it seems that BSNL Board approval for BSNL MSRRs amendment is also required. However, he assured that the issue will be resolved shortly.

(b) Regularization of offg. JTOs as one time measure: We requested for regularization of offg. JTOs as one time measure. Director (HR) assured to discuss the matter with GM(Estt.).

GS met Director (HR), Director (Finance), Director (CM), Director(CFA) on 12.09.2013 and invited them as Guest of honor in the open session on the occasion of 4th All India Conference of AIBSNLEA at Nashik (Maharashtra) on 11th November 2013. They assured to make it convenient to attend the conference.

GS tried to meet and invite CMD BSNL as Chief Guest but he was busy in some meeting in DOT and thereafter in the Group of Ministers Meeting held today for revival of BSNL/ MTNL. However, next week we shall try to meet CMD.

GS met GM (Estt) BSNL C.O on 11.09.2013 and discussed

(a) Fixation of pay on promotion for Executive employees with 3% in the previous pay and than 3% on promotion: We requested for fixation of pay on promotion for executive employees with 3% in the previous pay and then 3% on promotion as per DPE orders. GM(Estt) after detail discussion agreed to sent to DoT for clarification on this issue shortly.

(b) 20% HRA Benefit to A & N , NE-II (Dimapur) etc stations in BSNL at par Central Govt. Employees: We requested to implement DPE order January-2013 to provide 20% HRA benefit to A&N, NE-II (Dimapur) etc. station in BSNL instead of 10% HRA at par with Central Govt. Employees. GM(Estt.) mentioned that he is convenience with the pleading and will sent to DoT for clearance shortly. After DoT approved, it will be implemented.

(c) Regularization of offg. JTOs as one time measure: We requested for regularization of offg. JTOs as one time measure. Sr. GM(Estt.) mentioned that for creation of Super-numeric posts of JTOs the legal opinion has been sought from BSNL Senior advocate. However, if any difficulties is found in creating super numeric posts then some other option will be explored shortly on this issue.

(d) Correct implementation of DOP&T OM dated 3.3.2008 to fix-up the JTO seniority: We requested to give early clearance on this issue to Pers. cell to expedite CPC from JTO(T) to SDE (T) . GM (Estt.) mentioned that Director (HR) want discussion on this issue and shortly it will be completed.

(e) Creation of PPS Posts in field units: we requested to give clearance to the Pers. cell proposed for creation of PPS posts in BSNL field units. GM (Estt.) mentioned that matter is under consideration and shortly the clearance will be given to Pers. cell on this issue.

GS meets Sr.GM (Pers.) on 11.09.2013 and discussed regarding:-

(a) CPC from JTO to SDE(T) :- We requested to expedite CPC from JTO(T) to SDE (T) of 67% seniority quota to fill-up about 4000 vacant SDE(T) posts. Sr.GM(Pers.) mentioned that CPC work in completing ACRs/VCRs is in progress but Hon'ble CAT Ernakulam Bench has directed not to execute the seniority list for the purpose of promotion. Hence, clearance from Hon'ble court is also needed. The DOP&T OM dated 03.03.2008 on seniority issue has further been sent to GM(Estt.) for necessary clarification. However, he assured that sincere efforts are being made to overcome the problems to expedite CPC.

(b) CPC to fill up vacant DGM Posts:- We requested to fill up about 500 vacant DGM Posts. Sr. GM (Pers.) mentioned that the proposal has been sent to the competent authority to relax the eligibility criteria of DE service. It is understood that the MC has approved the proposal.

(c) CPC to fill up vacant DE posts on regular basis:- We requested to expedite CPC to fill up the vacant DEs posts on regular basis. Sr. GM(Pers.) mentioned that CPC is in progress to fill-up the DE vacant posts of the year 2009-10,2010-11 and 2011-12. He assured to expedite CPC. He also mentioned that for fixing 1000 DEs posts of MT quota, the proposal has been sent to the competent authority and after its approval future promotions in DE cadre will be on regular basis only.

(d) Creation of PPS Posts:- We requested for creation of PPS posts in filed units also with HAG level officers. Sr. GM (Pers.) mentioned that the proposal has been sent to GM (Estt.) for clearance.

(e) Restructuring of AD (O/L) Cadre:- We expressed our serious concern against delay in finalizing the Committee report on this issue. Sr. GM (Pers.) advised to take up the matter with Add. GM, Chairman Committee for finalizing the report .

(f) Reply to Kerala Telecom Circle on PA/PS pay fixation case after restructuring the Cadre on 1.1.2004:- We requested for early sending of reply on the issue of PA/PS pay fixation case after there restructuring of cadre on 1.1.2004 so that recover may be avoided. Sr.GM (Pers.) advised to give more feedback on this issue as discussed.

GS met Sr. GM(Pers.) on 06.09.2013 and discussed regarding

(a) Filling of the vacant DEs and DGM posts: We requested to initiate CPC to fill up vacant DGMs and DEs posts. Sr. GM(Pers.) mentioned that the proposals in this regard have been sent to the Competent Authority and after receiving the approval the DPC will be initiated.

(b) CPC from DE(Adhoc) to DE Regular against the vacancies of 2010-11 & 2011-12: We requested to expedite CPC from DE Adhoc to DE Regular against the vacancies of 2010-11 and 2011-12. Sr. GM(Pers.) mentioned that still some VCRs/ACRs are awaited. However he assured to expedite CPC.

(c) Restructuring of AD(OL) Cadre: Sr. GM(Pers.) immediately called AGM(Pers.) and SO and discussed the Committee report status. He assured that he will speak to Addl. GM Sh. Harsh Wardhan for early submission of the Committee report.

(d) Creation of PPS Posts in field units: Sr. GM(Pers.) mentioned that matter is under consideration and shortly decision will be taken in this regard.

(e) CPC from JTO(TF) to SDE(TF): Sr. GM(Pers.) mentioned that CPC is in process, ACRs/VCRs are being collected of eligible JTOs(TF).

GS met GM(Estt.) on 06.09.2013 and requested for diversion of 4 DEs posts to Term Cell DoT Karnataka Circle to allow joining of 4 SDEs on promotion to DE in Term Cell KTK Circle. GM(Estt.) informed that the approval of the Competent Authority has been received and the diversion of posts order will be issued shortly.

Payment of CHQ Quota

CHQ quota upto the month of October 2013, legal fund and other dues is to be sent to the CHQ Asstt. Financial Secretary, AIBSNLEA, Sh. P.C. Joshi, SDE(Elect) % CGM "NTR", Kidwai Bhawan, New Delhi-110001[Mobile No. 098-68101066].

CHQ OFFICE BEARERS VISIT

4th Circle Conference of AIBSNLEA Uttarakhand Telecom Circle on 04.10.2013 at Dehradun: 4th Circle Conference of AIBSNLEA Uttarakhand Circle was organised on 04.10.2013 at Hotel Viceroy Inn, Dehradun in a grand manner. The Conference was attended by Com. GS Shri Prahlad Rai, Shri Bhagwan Singh, Assistant General Secretary CHQ, Shri G.R. Sharma, AGS(F) CHQ and Sh. Devesh Sharma, Organizing Secretary (North) from AIBSNLEA CHQ side. Shri Rajkumar, Hon'ble MLA Uttarakhand Government was the Chief Guest in the Open Session. The Open session of the conference was attended by Shri A.K. Srivastava, Sr. GMTD Dehradun, Shri A.K. Mittal, GM(HQ) Uttarakhand Telecom Circle and Shri P.D. Chiraniya, GM(F) Uttarakhand Telecom Circle as Guests of Honour. Many media persons from print and electronic media attended the conference.

At the starting of the Open Session, the Circle Secretary Uttarakhand Shri L.M.Joshi welcomed all the delegates. Com CS also elaborate the significance of the topic of Open Session i.e. "BSNL's Scenario in 2020" He also touched the need to take steps for making BSNL a viable organisation. He also thanked to AIBSNLEA CHQ for extending every support to AIBSNLEA Uttarakhand. He also appealed the Management to extend the every possible support for making BSNL a viable organisation and improve the quality of service to its customers.

Com. Devesh Sharma, Organizing Secretary (North) CHQ in his address thanked the Uttarakhand Circle comrades for inviting him in Devbhumi Uttarakhand .He further explained that in which manner the BSNL is suffering from the discriminatory attitude of the Govt. of India. He explained the efforts of AIBSNLEA CHQ in continuously resolving the issues of BSNL Direct Recruit Executives like EPF, Superannuation benefits and Child Care Leave. He explained that how the AIBSNLEA is continuously pursuing these viability related issue with the BSNL Management and DoT. At last he appealed the all Executives' for make every effort with a team spirit for making BSNL a vibrant organization.

AGS(HQ), AIBSNLEA, Shri Bhagwan Singh , congratulated the comrades of Uttarakhand Circle for the successful conference in the Dehradun and thanked the comrades for their great affection .He appealed Com CS to start AIBSNLEA Uttarakhand website for the daily updates about organisational matters. He appealed all to make the contribution towards legal fund. He also appealed to all to change their attitude for making BSNL a vibrant organisation. At last he appealed to all to focus for membership verification for making BSNL a vibrant organisation.

AGS(F), AIBSNLEA CHQ, Shri G.R. Sharma appealed to the young force of BSNL to take the responsibility to revive BSNL by coming in front line.He mentioned that the data

services are the future of BSNL and uninterrupted data services are to be provided. He also stressed on the good customer care and quality of services. He appealed the BSNL Management to avoid to procure old technology equipments. At last he thanked the host circle to inviting him in the grand open session.

The Special Guest of the Open Session Shri P.D. Chiraniya, GM(F) Uttarakhand Telecom Circle apprised the Open Session and the AIBSNLEA initiative for the viability of BSNL. He mentioned that the conditions are changing in BSNL. He informed that in 2010-11 the loss in Uttarakhand Circle was 86 Crores. and it was 66 Crores and 40 Crores for 2011-12 and 2012-13 respectively. In this respect the growth rate is highest in the Uttarakhand Circle. He mentioned that our trained manpower is our strength and our administrative structure and faith of people are great assets for us. He appealed all to think and talk on Customer orientation, Profit orientation and Environment Orientation..

The special Guest of the open session Shri A.K.Mittal, GM(HQ) Uttarakhand Telecom Circle in his address mentioned the appreciation by Hon'ble MoC&IT for Uttarakhand Circle Executives' for their excellent work during Uttarakhand Crisis. He appealed all to remain the faith in BSNL and extending the good services for its revival. He mentioned that we have to earn revenue by the proper roll out of Phase VII. He mentioned that BSNL will again on top in 2020. He mentioned that Mahatma Gandhi's talk on the customer care is relevant in today's scenario. He also stressed on the good customer care and quality of services.

GS AIBSNLEA, Shri Prahlad Rai , congratulated the comrades of Uttarakhand Circle for the successful conference and thanked the comrades for their great affection . In his detailed address Com. GS mentioned that the downfall in the losses in the subsequent last 3 years is the example of the commitment of the Uttarakhand Circle Comrades. He appreciated the fast track restoration efforts made by Uttarakhand Circle Comrades in the Crisis period. Com. GS mentioned that the viability and existence of BSNL is the most important issue today and we have to analyse the reasons of BSNL's today's position.. Com. GS mentioned that due to un-helping and over-jealous attitude of the Govt. i.e. unjustified payment of spectrum charges (3G & BWA) of Rs. 18,500, non-reimbursement of licenses fee, USO Charges, OPEX Charges, withdrawal of ADC, Payment of AGR, payment of notional loan Rs. 7500 Crores to DoT has adversely affected the viability of BSNL. He informed that BSNL is spending more than 9000 Crores rupees per annum on 20,000 Rural exchanges in Rural areas services. In addition of this non-procurement of GSM equipment, cables, telephone instruments, Huge waiting list of Lease Line due

to Scarcity of MLLN Modem, Broadband Modem, Drop wires etc has affected the quality & growth of services. . He explained that how the AIBSNLEA is continuously pursuing these viability related issues with the BSNL Management and DoT. Com. GS mentioned that the Broadband is the life line of BSNL and source of revenue and we have not fully optimally utilised our copper conductor. Com. GS stressed that the Customer Delightness, Quality of Services and change in attitude is the need of hour. Com GS provided the example of Kerla and Odisha Circles and appreciated the efforts of Kerla and Odisha Comrades for their commitment with public support.

Com GS. Further explained the burning issues of the Headquarters level like 78.2 % IDA fitment benefit case and ITS issue. He explained the situation on the issues like VRS, 30% disinvestment and unbundling of last mile copper. .Com. GS explained in detail the efforts of AIBSNLEA in getting resolved the important HR issues after the formation of BSNL and in DoT setup. He apprised the status of HR issues about various DPCs in various cadres. AIBSNLEA consistent efforts yielded result in getting approved the proposal of fixing 1325 DEs posts for MT quota instead of 2650 DEs of MT quota posts reserved. Now 3975 DEs posts will be filled up on regular basis hence, adhoc promotions in DE grade will end. Similar efforts are being made to fix 25% CAOs/EEs (C/E) posts instead of 50% CAO/EEs(C/E) posts. He also apprised the house about DPCs from JTO to SDE, SDE to DE(Regular),DE (Adhoc) to DE (Regular), DE to DGM, JAO to AO, AO to CAO & DPC in Civil/Electrical wing, Restructuring of AD(OL) case, Creation of PPS posts in field Units, Filling up of EE(C/E) vacant posts, Regularization of offg. JTOs etc., modification in transfer policy, VRS, Group 'A' officer absorption, Pay anomaly- Sr. are drawing less salary than their juniors, withdrawal of leave encashment, stopping of LTC etc. He explained the efforts of AIBSNLEA CHQ in continuously resolving the issues of BSNL Direct Recruit Executives like EPF, Superannuation benefits and Child Care Leave. Com GS further explained the role of AIBSNLEA in the viability of BSNL. At last he appealed the all Executives' for make every effort with a team spirit for making BSNL a vibrant organization.

Special Guest of the Open Session Shri A.K. Srivastava, GMTD Dehradun stressed our customer services should be excellent and we should improve our quality of services. He mentioned the need to motivate our subordinates and continuously think about the solutions of problems. He appealed to all to systematic implement the best of our strength to our respective field units. He hoped that BSNL will earn huge revenue upto 2020.He appealed all to use the positive approach in day to day work. At last he appealed all to work with full determination and dedication for the growth of BSNL. At last he thanked the host circle to inviting him in the grand open session.

Chief Guest in the Open Session Shri Rajkumar, Hon'ble MLA Uttarakhand Government mentioned that BSNL should find out the reasons of faults and adopt a smooth and systematic bill distribution system. He also stressed to remain vigilant to avoid cable cuts. He also assured to provide every help from Uttarakhand State Government to BSNL Uttarakhand Circle. At last he thanked the host circle to inviting him in the grand open session.

AIBSNLEA Uttarakhand Circle President Com R.S. Pandey extended the vote of thanks. The entire Conference Hall was Jam Packed. The Open Session ended with the National Anthem.

In the delegate session Com. GS replied all the queries raised by the members. At the last stage of Circle Conference, elections were held for the selection of new Circle body. Com. R.S.Pandey, CAO, Com. B.M.Dhyani, SDE and Com.Anoop Goswami, SDE has elected as Circle President, Circle Secretary and Circle Finance Secretary respectively.

4th Circle Conference of ODISHA circle at Bhubaneswar on 27th and 28th September, 2013: The biennial Circle Conference of Odisha circle is held at Bhubaneswar on 27th and 28th September, 2013. There was a circle office bearers' meet in presence of the General Sectary, Com. Prahlad Rai, CHQ President Com. P. Venugopal and OS(E) Com. Amit Gupta in the IQ lounge of Door Sanchar Bhawan in the evening of 27th Sept., 2013 Some active organizers, branch secretaries and all the circle office bearers were also present. It was arranged for direct interaction between the CHQ representatives and members of Circle. GS & President clarified all the queries up to the full satisfaction of the members.

The next day i.e.28.9.13 the conference started with flag hoisting at 0930hrs. The open session started at 1130hr in the Seminar Hall of the RTTC- Bhubaneswar with the BSNL prayer: Itna sakti hame dena data The CGMT Odisha, all the GMs were present. Circle secretary of SNEA(I) and President of BSNLEU were present. The seminar hall was totally packed with delegates, members from Cuttack, Bhubaneswar and nearby branches. Circle secretary gave the key note address emphasizing on curtailment of expenditure, timely issuance of transfer order for those who completes tenure posting in the circle, issuance of time bound promotion in due time etc. The invited CS and President of sister Unions and Associations were also delivered speeches on enhancement of efficiency in BSNL. CHQ President thanked the members for maintaining the profit of the Circle as well as the organisation. OS(E) emphasized on enhancing the membership of our Association.

General Secretary started his vibrating speech at 1pm. First he thanked the team i.e. the staff and CGMT for up keeping the circle as profit making one under the scenario of national decline of the company. He however gave a

hope that BSNL will turn around with availability of new GSM equipments. He highlighted on all the HR issues and especially time bound DPCs in all the cadres. He also appreciated the organisation capability of members and office bearers.

The open session ended with national anthem at 3pm and then the launch. The afternoon session started with passing of reports of CS and FS. It got passed with all the clarifications raised by members.

Election for new body started at 7pm. The new body was formed unanimously. Com Kasinath Sahoo Sr. AO in the IOBAS unit of circle, Com. R. K. Panda, AGM, CMTS and Com. N. P. Das, AO were elected to the post of Circle President, Circle Secretary and Financial Secretary respectively.

In the delegate session Com. GS explained in detail the efforts of AIBSNLEA in getting resolved the important HR issues after the formation of BSNL and in DoT setup i.e.

1. The revision of Pay Scale of JE Telecom struggle took place in 1986 successfully under the leadership of Com. M.K. Bagchi, the then General Secretary, JETA(I) and the pay scale was revised from (425-15-500-EB-15-560-20-700-EB-25-800 to 550-25-750-EB-30-900) 1400-40-1600 to 1640-60-2600-75-EB-2900 scale in 1986 with change of designation as Junior Telecom Officer(JTO). In the 5th CPC the JTO and SDE pay scales were revised to 6500-200-10500 and 7500-250-12500 respectively and after the formation of BSNL E1A IDA pay scales were achieved with the efforts of the same executives who were JTOs in 1986 struggle and due to cadre Association after their promotion as SDE they joined TESA(I) and finally merged with AIBSNLEA and even today continuing struggle to achieve E-2 and E-3 standard IDA pay scale for JTO/SDE equivalent executives. Hence, most of the executives who struggled and struggling today belongs to AIBSNLEA.

2. After the 5th CPC recommendations JTO pay scale was Rs. 6500-200-10500 and highest of the basic pay i.e. Rs. 10500 were treated for Gazette cadres accordingly JTO(T) was also declared Gazette Group-'B' and got absorbed in BSNL as an executive.

3. AIBSNLEA struggled to provide parity to all executive cadres with JTO(T). Accordingly a Committee headed by Dr. Vinay Sahi, Jt. DDG(EF) BSNL C.O. was constituted to restructured the cadres i.e. JE/AE(C/E/Arch), JAO, PAs/ Pss, CSs/CSSs staff etc. Finally these cadres were restructured by changing their designation, pay scales and qualification at par JTO(T) w.e.f. 01.10.2000.

4. The Central coordination Committee of DoT Officers Associations comprising TESA (I), AFSOA, AIJTOA, AIPTCE(Group-'B'), AIPTEE(Group-'B'), AIJEA, AIPTAA, ABDRA, AITSA and BSNLEA finally merged with AIBSNLEA, which struggled and achieved settlement of the terms and conditions of absorption in BSNL and IDA pay scales E1A,

E2A, E-3, E-4, E-5 and E-6 scales for the executives and point to point pay fixation in the revised IDA pay scales.

5. With the consistent efforts of AIBSNLEA with the then Secretary(T) Dr. J.S. Sarma and finally with Sh. D.S. Mathur, Ex-Secy(T) in the formal meeting on 10.01.2007 the EPP was discussed and finally was notified on 18.01.2007 wherein BSNL executives achieved 5 time bound promotion between 4 to 6 years of service.

6. AIBSNLEA efforts brought the kind intervention of Ex-Secy(T) Dr. J.S. Sarma in 2006 for grant of perks to BSNL executives at par with non-executives w.e.f. 01.01.2005 and finally achieved it.

7. The transparent transfer policy for BSNL Executives came into existence due to the continuous efforts of AIBSNLEA in the year 2009.

8. The BSNL MSRRs-2009 were notified in June-2009 with the consistent efforts of AIBSNLEA through Ex-Secy(T) Sh. D.S. Mathur's intervention. AIBSNLEA provided sufficient and meaningful feedback in the Joint Committee of BSNL Officers and the representatives of Executives' Associations in the several marathon meetings and on the basis of Joint Committee report the BSNL MSRRs-2009 came into existence. It paved the way for regularization of Adhoc STS level executives who immediately got promotion in JAG grades on functional basis. Through these RRs our young JTOs/JAOs may expect their promotions upto SAG level.

9. AIBSNLEA consistent efforts yielded result in getting implemented 2nd PRC recommendations (notified in Nov-2008) in BSNL on 27th Feb,2009 after the Presidential Directives was issued by DoT to provide 30% fitment benefit. BSNL was first PSU where the 2nd PRC was implemented with 30% fitment benefit.

10. AIBSNLEA also provided feedback/presentation to the Chairman and the Members of 2nd PRC for better IDA pay scales in BSNL as schedule 'A' company.

11. With the untiring efforts of AIBSNLEA, DPCs could be initiated to fill up all vacant STS grade posts in all the disciplines and more than 6000 SDE to DE promotion, 4000 JTO(T) to SDE(T), 500 DGM(Engg.), 17 SE(Electricals), 600 DGM(F), 1000 CAO, 1050 JAO to AO, 200 SDE(E/C) to EE(C/E), 300 JTO(C/E) to SDE(C/E), 10 SDE(TF) to AGM(TF) and 18 AGM(TF) to DGM(TF) etc have been issued.

12. 5 advance increment benefits were granted to DR JTOs and departmental JTOs/JAOs after 2nd PRC implementation to compensate their deficits.

13. AAOs IDA pay scale of Rs. 11,875/- got achieved.

14. Pay anomaly of JTO-2005 batch got rectified by allowing notional pay fixation to JTOs 2005 batch, who joined after 01.01.2007 with their batch mates joined in Aug-2006 in the pre-revised pay scales.

15. Got streamlined the EPF statement in PF department at Regional level and will shortly be streamlined on All India basis.

16. Achieved Child Care leave implementation for lady employees in BSNL under the banner of Forum of BSNL Unions/Associations.

17. Achieved 78.2% IDA pay fixation implementation for BSNL employees and now fighting to achieve for BSNL Pensioners who retired after 01.01.2007 to 10.06.2013 and prior to 01.01.2007. It was a great achievement of Forum of BSNL Unions and Associations wherein AIBSNLEA was always at forefront during struggle.

18. AIBSNLEA consistent efforts yielded result in getting approved the proposal of fixing 1325 DEs posts for MT quota instead of 2650 DEs of MT quota posts reserved. Now 3975 DEs posts will be filled up on regular basis hence, adhoc promotions in DE grade will end. Similar efforts are being made to fix 25% CAOs/EEs (C/E) posts instead of 50% CAO/EEs(C/E) posts.

Still some cases need immediate settlement as under:-

a) Implementation of CPSU Cadre hierarchy in terms of non post based promotions upto the level of SG JAG grade and post based promotion after SAG grades as assured at the time of absorption in BSNL.

b) Implementation of standard IDA pay scales of E-2 and E-3 for JTO/SDE equivalent cadres in BSNL.

c) Filling up of all the vacant Group-'B', STS, JAG, SAG and HAG level posts by BSNL absorbed executives.

d) Holding of LDCE from JTO(T) to SDE(T), JTO(TF) to SDE(TF) etc.

e) Creation of PPS posts in BSNL's field units

f) Restructuring of AD(O/L) cadre.

g) Allowing option to exercise to departmental JAOs recruited in the year 2010 and joined after 07.05.2010.

h) Fixation of pay on promotion for Executive employees with 3% in the previous pay and then 3% on promotion

i) Modification in BSNL MSRRs allowing promotion to diploma holders SDEs to the post of EEs.

j) Antedating of pay- anomaly due to accrual of increment of junior earlier than the senior after fixation of pay in revised pay scale implementation of 2nd PRC.

k) Regularization of Offg. JTOs as one time measure.

l) Implementation of FR-22(1)(a)(i) to Offg. JTOs as per Hon'ble Supreme Court of India judgment.

m) Superannuation benefits to BSNL recruited employees by depositing 12% contribution by BSNL.

n) Removal of pay anomaly wherein senior are drawing less salary than their junior executives- AIBSNLEA has implemented in the Hon'ble Supreme Court.

In addition to the settlement of HR issues AIBSNLEA is equally concern towards the Viability of BSNL viz procurement of equipment / material. Always remain at forefront during the joint struggle of BSNL Unions/ Associating launched against the wrong policies of the Govt. or BSNL Management, with the result BSNL could not be disinvested, BSNL's last mile copper is not

unbundled. BSNL also got 1500 crores against Rural subsidiary for the year 2011-12 and demanding Rs. 1500 ADC payment for the year 2012-13. Also demanding immediate refund of BWA Spectrum allocation fee of Rs. 8313 crores to BSNL and reimbursement of license fee & USO charges Rs. 3000 Crores per annum to BSNL. Payment of pension contribution on actual basic pay instead of highest of the pay scale, refund of notional loan of Rs. 7500 Crores along with interest @14.5% paid to DoT etc . In this manner, AIBSNLEA is committed to safeguard the interest of BSNL executives and BSNL as a whole in true sense.

Publishing / Propagating distorted, one sided history of T U movements in past decades for upliftment of executive cadre: Ever since BSNL has planned for verification of majority association in executive cadre, we have noted with great concern that one association in different meetings have started propagating distorted half truths in the name of describing the history of struggle for uplifting JTO and other engineering cadres. They even commented other associations as "bonded labours" and projected their association as the only saviours of executives. Thus they are fulfilling the hidden strategy of BSNL management to break the unity of executives in disguise of referendum of executive association.

We are not against describing the history of past movements but that should be told with full honesty. The transformation of various associations into new associations, the division of various engineering cadres into different associations with the backgrounds of formation TESA -> JETA -> JTOA -> TEOA -> BSNLEA -> SNEA and also TESA+AIAFSOA with 8 other associations -> AIBSNLEA has to described properly. The leaders of earlier years their contributions, their struggles are also to be remembered with full honour and dignity while remembering past victories. At the same time AIBSNLEA brought together all executives Associations under single umbrella but One executive Association kept away and continued functioning independently, which ultimately destroyed the possible unification of all executive cadres cannot be forgotten. Had that not taken place, today all executives of BSNL would have been under one umbrella. One has to think when all ten associations joined their hand what was the 'interest' behind the eleventh association to stay away. Depicting certain persons/ organisation as the only saviours of the executives for decades and branding all other as 'bonded labour' is all right for election propaganda but certainly not the narration of the true history.

'SAVE BSNL' CONVENTION AT KOLKATA- A REPORT:SAVE BSNL- Convention held successfully at Mahajati Sadan on 12.09.2013 at 4 PM in the call of FORUM, WB & CTD jointly, this was as per decision of National Convention held at New Delhi on August 2013. Members and leaders

of SNEA(I)/WB, AIBSNLEA/CTD & WB, BSNLEU/CTD & WB, NFTE/BSNL, NUBSNLU(FNTO) were present & the hall was totally packed up. Our Circle President was present in the presidium. OS(E) was also present in the dais. Com Tapas Bhattacharya from AITUC, Com Ramen Pandey from INTUC & Com Shyamal Chakraborty from CITU greeted the members & Forum for this effort in their deliberations. In his deliberation our CS greeted Forum for its role in organising executives & non executives in one platform to fight for development of BSNL. He emphasized that at this juncture discipline is to be imposed at every level. It should be our first & foremost duty. He also suggested that in CTD & WB any type of agitation programme involving cessation of work may be avoided for the time being. We may organise our programme after the office hours, we should also make good the time lost for agitation, if any, by working extra hours in order to restore faith of our customers on us. This will build our good image and depict our responsibility towards BSNL. On the other hand he also pointed out the inactiveness of our top management in solving problems regarding development related matter. We pointed out in different forum about these. He concluded that efforts by the employees and officer cannot save BSNL single handedly, the eagerness & promptness of top management is also necessary, which is absent in CTD & BSNL. We must work together in the leadership of Forum towards our goal. The work-paper placed there passed unanimously, it was also decided to hold similar convention in district level.

4th Circle Conference of AIBSNLEA HP Telecom Circle on 11.09.2013 and 12.09.2013 at Manali: The 4th Circle Conference of AIBSNLEA HP Telecom Circle was organised on 11.09.2013 and 12.09.2013 at Hotel Manali Resort, Manali in a grand manner. The Conference was attended and addressed by Shri Bhagwan Singh, Assistant General Secretary(HQ), AIBSNLEA CHQ and Sh. Devesh Sharma, Organizing Secretary (North) from AIBSNLEA CHQ side. Com. V.P.Singh, Circle Secretary BSNL CO also attended and addressed the conference as a special guest. The Open session of the conference was attended by Shri Pradeep Kumar, CGMT HP Telecom Circle, Shri J.C.Menaria. Sr. GMTD Dharmshala, Shri Sandeep Arya, Sr. GMTD Hamirpur and Shri Harish Chand, TDM Kullu. Many media persons from print and electronic media attended the conference.

At the starting of the Open Session, the Circle President HP Shri M.L. Koundal welcomed all the delegates. All the dignitaries were welcomed by presenting the shawls and Himachali caps.

Circle Secretary Com. Rakesh Chopra presented the detailed overall view of AIBSNLEA HP circle in his Circle Secretary report. He thanked to AIBSNLEA CHQ for extending every support to AIBSNLEA HP. He also appealed the Management to extend the every possible support for

making BSNL a viable organisation and improve the quality of service to its customers.

The Special Guest of the open session Shri Sandeep Arya, Sr. GMTD Hamirpur apprised the achievement of AIBSNLEA for the resolvment of the grievances of BSNL Executives'. He appealed to all to change the attitude towards customers and improving the Quality of Services by enhancing MNP towards BSNL.

The Special Guest of the open session Shri J.C.Menaria, Sr. GMTD Dharmshala in his address thanked to AIBSNLEA HP Circle for inviting him in the grand conference. He presented the scenario in the changes in the Telecom sector by starting from earlier 1990s to till today. He informed that in Wireline segment 66.96% market share is with BSNL but only 25% is with Pvt. Organisations. He also informed that in case of Broadband total 15.19 Million subscribers are in country with 161 ISPs. Out of which the BSNL's market share is 65.6%, Airtels has 9.3% and MTNL has 7.2%. He mentioned that the growth in the mobile sector is considerable but our growth in Wireline and Broadband sector is very low and we have the need to emphasize on both the sectors for making BSNL a vibrant organisation. AGS(HQ), AIBSNLEA, Shri Bhagwan Singh, congratulated the comrades of HP Circle for the successful conference in the Devbhumi Manali and thanked the comrades for their great affection. He appealed to all to go through twice the AIBSNLEA website for the daily updates about organisational matters. He mentioned the need for producing the best output in available resources. He appealed to all to change their attitude for making BSNL a vibrant organisation. At last he appealed to all to focus for membership verification for making AIBSNLEA a majority Association.

Special Guest of the Open Session Shri Harish Chand, TDM Kullu thanked to all for coming in the grand conference. He mentioned that the Kullu SSA is a small SSA and the Executives are trying to provide the better services in available resources.

Com. Devesh Sharma, Organizing Secretary (North) CHQ in his address congratulated the HP Circle comrades for making the HP Circle a profit making Circle in today's scenario. He further explained that in which manner the BSNL is suffering from the discriminatory attitude of the Govt. of India. He explained the efforts of AIBSNLEA CHQ in continuously resolving the issues of BSNL Direct Recruit Executives like EPF, Superannuation benefits and Child Care Leave. He appealed that the proper supply of the materials, GSM equipments, MLLN Modems, Telephone instruments etc should be ensured for the viability of BSNL because this non-procurement of GSM equipment, cables, telephone instruments, Huge waiting list of Lease Line due to Scarcity of MLLN Modem, Broadband Modem, Drop wires etc has affected the quality & growth of services. He stressed to

strengthen the quality of our mobile services to enhance the MNP towards BSNL like on the same pattern in Karnataka, AP and Orissa and Tamilnadu.

Chief Guest of the Open session Shri Pradeep Kumar, CGMT HP Telecom Circle in his address congratulated the Executive body of AIBSNLEA HP Circle for arranging the open session in a grand manner. He appealed to all to increase our strength and decrease our weaknesses. He mentioned that Broadband and Mobile services are our strength. He mentioned to strengthen our CFA part. He informed that as comparison to CM and CFA , 9%-10% is still our growth and there is 15%-20% decline in the growth of CFA part. He mentioned that in HOCC he will discuss the points for the proper maintenance of Wi-Max services in HP. He mentioned the need of recovering the cable and re-utilize them for the best utilization of the store. He informed that he has written also to Corporate Office about the cut of Mtce. Budget to BSNL HP. He mentioned the need of proper rollout of the rollout projects. He appealed to all that our core network should be upgraded for enhance our customer base. He mentioned the need that due to geographical situations of HP Circle, the Executives of HP Circle should not be posted in other tenure stations. At last he appealed all to work with full determination and dedication for the growth of BSNL.

AIBSNLEA Shimla District Secretary Com R.K. Gupta extended the vote of thanks.

The entire Conference Hall was Jam Packed.

At the last stage of Circle Conference, unanimous elections were held for the selection of new Circle body. Com. Sandeep AO (CMTS), Com. Rakesh Chopra, AGM and Com. Naresh Thakur, AGM were elected as Circle President, Circle Secretary and Circle Finance Secretary respectively Special Meeting at Hotel Ashoka, Chennai on 02.09.2013: The special meeting at Hotel Ashoka Chennai was held on 2-9-13 and the meeting started at 18-30 hrs as GS has to attend the function STR, Chennai office at Guindy. The

meeting was presided over by Com. A. Thomas. Our CGM, Com. GS, Com. V.K. Paramasivam, Advisor, CHQ were present. The meeting started with Tamizh Thai Vaazhthu. our President Com. A. Thomas, delivered the Welcome Speech. CS read the report subsequently highlighting many points stressing the need for seniors to be posted to CHTD as there are vacancies existing in CHTD and CGM was elaborated by our GS on our personal meeting with him at 14-30 Hrs in his chambers with our Circle office bearers. Com.VKP stated the JAO pay scale which ended in a stalemate is set to momentum by our association by giving proofs and expected that the case will be favorable to us. Com. Prahlad Rai elaborated the SDE to DE posting and JTO to SDE posting. He also mentioned that CAO regular DPC and JAO to AO DPC will be coming in next one or two months. There is also a proposal to relax norms for DE to DGM Telecom posts (around 500 posts). He said everyone should see the viability and existence of BSNL and the arguments for VRS is not correct as the same did not work in many PSUs.

CGM in his speech said the points given by CS in speech will be considered and told that he will once again reiterate to fill-up all DE posts .He also requested that though we are positive in finance terms compared to previous years if only we put our effort the trend cannot continue. He also told that CM requires improvement .He once again requested our GS to take-up with CO-BSNL the cable issue and funds issue. He expressed his thanks to one and all for inviting him. Sr.GM(F) could not attend the function due to his pre occupations.

Vote of thanks was proposed by Com. Sriram, ACS followed by National Anthem.

CS sincerely thank all the comrades for making their presence in large numbers and also the comrades who made the function a grand success!

GS Message on the occasion of BSNL DAY

It is a perfect time for our members to access the challenges put forth and works out strategies to meet the Quality of Services, Customer Care and Expansion of BSNL's Business so the revenue of the company increases many folds.

Now the time comes, we have to analyze our strength and weakness and will follow the motivated team work strategy in BSNL and everyone should try to justify his Job on daily basis and ensure the best utilization of the existing infrastructure - GS AIBSNLEA

STATUS OF COURT CASES

• **Status of ITS court case in Hon'ble Pr. CAT, New Delhi:** The captioned matter was listed for hearing on 30.9.13 as Item No. 63 under the ready for hearing matters in Court No. 2 before the bench comprising of Hon'ble Mr. George Paracken and Hon'ble Mr. Sudhir Kumar at the Central Administrative Tribunal, Principal Bench at New Delhi. Mr. Rajshekhar Rao appeared on behalf of the Applicants. Counsels for the Respondents were also present. Mr. Rao made brief submissions as regards the disregard of the Hon'ble High Court's Orders in W.P. 22515/2005 by the Respondents and the issuance of the Impugned Orders dated 11.03.2013. The Respondents objected to the maintainability of the OA in as much as a Contempt Petition has already been filed and is pending before the Hon'ble High Court of Delhi. On this, Mr. Rao submitted that it is settled position of law that the relief sought in a contempt petition is only limited to punishment in so far as the violation of the Judgment is concerned and the relief sought herein for quashing of the Orders can only be sought from the appropriate forum i.e. the Central Administrative Tribunal. In fact, even the Hon'ble High Court while disposing of the Writ Petition had granted liberty to the Applicants to seek remedy before the appropriate forum.

However, the Ld. Bench was of the view that the Applicants will have to amend the prayer clause and has directed the Applicants to amend the Application accordingly. Furthermore, Hon'ble Mr. George Paracken was of the view that there are similar orders already passed on this issue pertaining to BSNL and has directed the Counsel for BSNL to file a list of all such similar pending cases in Court. In view of the same, the matter has now been adjourned sine die. In the interregnum, we will be taking steps to move an appropriate application for amending the Prayer.

• **Status of 270 SDEs(LDCE Quota) Seniority Court Case:** In the above noted contempt petition, contemnors CMD BSNL, Sh. A.K. Garg, Director(HR), BSNL and AGM(Pers.), BSNL C.O. were directed to appear before the Hon'ble Court at the time of issue of show cause notice on 26.07.2013.

This matter after notice was listed for hearing on 23.09.2013, all the contemnors stated in para supra were present in the Hon'ble Court since the respondents had filed counter affidavit after 16.09.2013 therefore the Petitioner sought time to file rejoinder affidavit. The Hon'ble Court granted time to file rejoinder affidavit and dispense with the appearance of contemnors during the hearing of contempt petition. Now the matter shall be listed for hearing in Nov.2013.

Extract of discussions in SCOA 23rd SCOVA meeting on 23/09/2013

20.09.2013: MOS Sh V. Narayanasamy took the chair at 4.00 PM. Joint Secy. DOP &PW Welcomed the Minister, officers from different Departments / Ministries & the SCOVA members. After JS welcome address introduction of members & officers started. Shri S.C. Maheshwari Genl. Secy. BPS while introducing himself pointed out to the Minister that while BPS was thankful to the minister for increasing frequency of SCOVA meetings, organization will be grateful if instead of few hours at least one full day is earmarked for these meetings and that a system need to be put in place to lay down as to what type & numbers of items will be accepted for inclusion in SCOVA Agenda. After introduction the MOS addressed the meeting highlighting the work of the DOPPW & the important circulars issued in the recent past. He assured that pensioners' issues will be dealt on priority by his Ministry.

Final ATR on 22nd SCOVA meeting was then taken up for review. Lively discussion followed each item members expressed their concern over the delay in issuing revised PPOs representatives of every Ministry/Department tried to blame pensioners for the delay stating that they were not getting details from pensioners & sought assistance of Pensioners' Associations. MOS however directed all departments/ministries to suo-motto issue PPOS to all pensioners within the target dates.

Commenting on item No2 of ATR i.e. revision of exgratia to CPF/SRPF retirees, Secy. Genl. BPS pointed out that the amount of ex-gratia of Rs 645/- per month was too little for the survival of a person. The Secretary DOPPW retorted that these retirees were not pensioners.

Secretary General BPS pointed out that these retirees too have a right to survive but no positive reaction could be evoked from official side or the honorable Minister. Position of items 3to 9 remained the same as given in the ATR. However, While discussing item 9 of ATR it was pointed out that the M/O Railways was still not uploading on their website all the orders & circulars issued by Railway Board.

Regarding item 10 & 11 of the ATR regarding anomaly in fixation of pension to DOT employees & merger of 78% IDA with basic pension benefit to the absorbed BSNL Pensioners, after discussion it was decided that the department of Telecommunication will put up positive proposals by 30.09.2013.

ALL INDIA BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION

4TH ALL INDIA CONFERENCE OF AIBSNLEA AT NASHIK
(MAHARASTRA)
FROM 10TH TO 12TH NOVEMBER -2013.

Make it a Grand Success

by

- **Attending the Conference in large numbers.**
- **Electing the delegates as per the constitution and intimation their names and arrival particulars to the host Circle. Delegates to be elected @ one delegate per 30 Paid members.**
- **Collecting as many advertisements as possible for the AIC SOUVENIR and dispatching the same along with Draft / Cheques to the host Circle.**
- **Raising Legal Fee at the rate of Rs. 200/- per member and remitting the amount to the Financial Secretary, CHQ.**
- **Clearing the CHQ quota upto the month of October -2013.**
- **Depositing the Delegates fee @Rs.1200/- Per Delegate to the host Circle immediately on reaching Nasik.**
- **Intimating the arrival and departure programme to the host Circle.**
- **CHQ Office bearers/Advisors/Circle President/Circle Secretaries/CWC Members will be EX- OFFICIO Delegates. Cooperating with the Host Circle in all respects.**

LONG LIVE AIBSNLEA!

**Glimpses of 4th Circle Conference of AIBSNLEA HP
Telecom Circle on 11.09.2013 and 12.09.2013 at Manali**



Dias View and Facilitation of Shri Pradeep Kumar, CGMT HP Telecom Circle on the occasion of OPEN SESSION



Falicitation of Shri J.C.Menaria. Sr. GMTD Dharmshala



Facilitation of Sh. Devesh Sharma, Organizing Secretary (North)



Shri Pradeep Kumar, CGMT HP Telecom Circle addressing the OPEN SESSION



Shri Devesh Sharma, OS(N) addressing the OPEN SESSION



Shri Rakesh Chopra, Circle Secretary HP Circle addressing the OPEN SESSION

Glimpses of 4th Circle Conference of ODISHA Circle at Bhubaneswar on 27th and 28th September, 2013



Flag hoisting



Dias View



CGMT OS Circle addressing the OPEN SESSION



Sh. Prahlad Rai, GS addressing the OPEN SESSION



Audience View



Audience View