



Regd. DL(ND)-11/6158/2012-13-14

# TELEWAVE

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

Price : Rs. 4/-

## NEWS FLASH



Chief Guest Sh. A.N. Rai, Director(HR), BSNL Board, Guest of Honour Shri Rakesh Kapoor, ED(CN), BSNL Corporate Office, New Delhi and Shri Prahlad Rai, GS AIBSNLEA inaugurating the OPEN SESSION by lighting the lamp on the occasion of CWC Meet on 5<sup>th</sup> April'2013 at Guwahati.

Editor, Printer & Publisher

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**VOL. 8 ISSUE - 4**

**APRIL -2013**

[Restricted to Members only]

**CENTRAL HEAD QUARTERS**

CH-17-2-15,  
P&T, Chemmery Staff  
Quarters, Atul Grove Road,  
New Delhi -110001

**Glimpses of Central Working Committee meeting of the AIBSNLEA held on 5th and 6th April 2013 at Prag Hotel, Pan Bazar, Guwahati (Assam)**



**Flag Hoisting by Com. P. Venugopal, President CHQ**



**Dias View**



**Chief Guest Shri A. N. Rai, Director(HR), BSNL Board addressing the OPEN SESSION**



**Guest of Honour Shri Rakesh Kapoor,ED (CN), BSNL Corporate Office addressing the OPEN SESSION**



**Guest of Honour Shri A K Mehra, CGM Assam Circle addressing the OPEN SESSION**



**Guest of Honour Shri D P Singh, CGMT NE- I addressing the OPEN SESSION**

## NEWS FLASH

- Sh. M.F. Farooqui assumed the High Office of Chairman TC & Secy(T) on 01.04.2013.
- DPE issued order on 08.04.2013 for payment of IDA at revised rates w.e.f. 01.04.2013 i.e. IDA has revised from 71.5% to 74.9% w.e.f. 01.04.2013 (increased by 3.4%).
- BSNL Corporate Office issued letter on 19.03.2013 to All Telecom Circle Heads regarding to send ACRs for the period from 2005-06 to 2009-10 in respect of the officers having seniority no. for OC -14290 to 16747 ; SC- 14049.6.1 to 17198.277; ST- Refer annexure-'B' of attached letter for future STS regular promotions.
- BSNL Corporate Office issued letter for calling of nominations of outstanding sportspersons for career progression on 21.03.2013.
- BSNL Corporate Office Called of ACRs and Vigilance Clearance w.r.t. Regular promotion to the grade of CE(C) on 31.03.2013.
- tele.net announces the winners of the Telecom Operator Awards 2013 on 20.03.2013 and the award categories in which BSNL bagged the award are as under: (i) Best National Fixed Line Operator (ii) Best Long Distance Operator and (iii) Best Broadband Operator.
- The civil contempt petition jointly filed by AIBSNLEA, SNEA (I) & BSNLEU in the Hon'ble High Court of Delhi against Secretary, DoT and CMD, BSNL admitted by the Hon'ble HC of Delhi on 25.03.2013 and directed to issue contempt notice to respondents and further posted on 25.07.2013.
- AIBSNLEA, SNEA(I) and BSNLEU jointly filed petition on 08.04.2013 in the Hon'ble Pr. CAT, New Delhi praying "declare that the Impugned Order dated 11.03.2013, issued by DoT tantamount to non-compliance of the Orders dated 17.04.2012, 15.02.2013 and 04.03.2013 passed by the Hon'ble High Court of Delhi in WP No. 22515/2005".
- BSNL Corporate Office issued letter on 21.03.2013 for wanting CRs w.r.t. STS Ad-hoc promotion in respect of executives belonging to ST category of Finance wing.
- BSNL issued letter to All Circle Heads on 18.03.2013 regarding Vacancy position in the grade of JAO/AAO as on 1.3.2013.
- DoT issued order regarding extension in the period of deemed deputation of Group A officers of various services of the Department of Telecommunications (DoT) transferred to Mahanagar Telephone Nigam Limited (MTNL) / Bharat Sanchar Nigam Limited (BSNL).
- DoT/BSNL Corporate Office issued order on 11.03.2013 regarding absorption of Group 'A' Officers of Indian Telecom Service (ITS), Telegraph Traffic Service (TTS), Telecom Factory Service (TFS), P and T Building Works Service (Civil, Electrical and Architectural), Indian P and T Accounts and Finance Service (IPandT AandFS) and General Central Service (GCS) In Bharat Sanchar Nigam Limited.
- DoT issued order regarding redeployment of surplus Staff w.r.t. constitution of Surplus Staff Establishment (SSE) for Indian Telecom Services (ITS) on 11.03.2013.
- BSNL Corporate Office issued letter on 22.03.2013 regarding collection of ACRs for reparatory work for future DE (T)/AGM regular promotions .
- AIBSNLEA served notice to Shri R.K. Upadhyay, Chairman-cum-Managing Director, BSNL on 11.04.2013 regarding Organisational Action Programmes commencing w.e.f. 29<sup>th</sup> April'2013

***AIBSNLEA wishes a very happy & prosperous Navratra,  
GUDI PADWA & UGADI to you & your Family***

**Key Note Address delivered by Shri Prahlad Rai, General Secretary  
in the Open Session of Central Working Committee  
Meeting of AIBSNLEA held at Guwahati on 05.04.2013**

It is a matter of great pride and privilege for me to have such a gathering of distinguished personalities present here on the occasion of the Central Working Committee Meeting of our Association i.e. All India Bharat Sanchar Nigam Limited Executives' Association being held here in Guwahati, It is one of the fastest developing city in India and is a major city in Eastern India. Guwahati is often referred as "gateway" of North Eastern Region of the country. Our delegates in this CWC Meeting, who are the representatives of 25,000 strong BSNL executives, have come to attend this Meeting from every nook & corner of the country-from Kashmir to Kanyakumari and Lakshadweep to Andaman & Nicobar. Thus, this CWC Meeting has given us a unique opportunity to discuss the issues related to the growth of BSNL which gives us bread & butter and also to discuss the issues related to our career prospects.

2. Under this background, I certainly feel privileged to use this opportunity to share the views of our Association with this distinguished gathering on the issues pertaining to telecom as well as the matters concerning the members represented by our Association.

At the time of formation of BSNL from a Govt. Department to a corporate entity, BSNL faced unique challenges, in which serious doubts were raised about its capability to sustain productivity and profitability. But with true grit determination, dedication and sincerity, BSNL has belied these misconceptions and sustained its position. In a period of 13 years, BSNL have *Wireless customer base of about 97.46 million, Wiredline customer base of 20.76 million and 9.93 million Broadband connections upto the month of Jan'2013.* This year is a very challenging year for us to improve its position since in last three years, BSNL has faced losses of about Rs.1800 Crores, 6300 Crores and 8600 Crores respectively. We are confident that this year under the leadership of **Shri R.K. Upadhyay, CMD, BSNL**, we will be achieving the targets set by the Govt.

Over the past 12 years, assets of BSNL have grown almost double. with an assets base of about 68,000 crores at the time of its formation, now the asset base has become more than 1,36,000 crores. In the area of Landline telephones, lot of disconnections are taking place and our market share declined which is a matter of serious concern to all of us. We re-assure our best co-operation and support in achieving the targets set by the Government to turn around BSNL.

We are holding our CWC Meet when big changes in Telecom Sector are in the offing. In the rapidly changing scenario in Telecom, the regulatory regime and competition in Telecom are a fait accompli. We are not afraid of competition. With

all the constraints around, our colleagues in BSNL in all major cities and other places are facing competitions with exemplary courage. In a bid to fall in line with the international standards, the Telecom Regulatory Authority of India (**TRAI**) has proposed certain standards to be ensured for quality of service along with provision of imposing penalties, if the prescribed quality of service is not maintained. Technological innovation, the rise of the customer-driven markets and regulatory actions are dictating new management styles. Now, there is pressure on us not only to increase DELs i.e. number of telephone connections but also to retain the customer base, especially the creamy layer by rendering quality service & good customer care.

The Govt., based on TRAI recommendations, has completely phased out the Access Deficit Charges (ADC) by 31<sup>st</sup> July'2011. It was assured that BSNL would be suitably compensated in the form of ADC for meeting the obligations in respect of rural telephony or other un-economic services but the same has been withdrawn. It seems that the Govt. is heading towards limiting its commitment to a short period. BSNL, the major service provider of universal services in rural, remote, in-accessible and hilly areas, provided reliable service connectivity across the country including ice-lands, should be fully exempted from making the contribution towards USO fund and the net contribution made by it till date which is about Rs. 8000 Crores should immediately be refunded to BSNL.

National Telecom Policy (NTP)'99 does not envisage recovery of any license fee from BSNL (then DoT) in respect of its fixed line services. In respect of GSM line services the license fee was to be paid by BSNL but the same was to be fully reimbursed being a national service providers having immense rural and social obligations. BSNL has been paying the license fee in respect of basic services and cellular services also. Accordingly, BSNL has suffered a total financial loss of about Rs. 26,000/- Crores up to 31.03.2013. Further it is facing the recurring financial loss of Rs. 1200 Crores per annum on the payment of license fee and Rs. 1750 Crores towards USO contribution per annum contrary to NTP'99.

Recently Union Cabinet approved the National Telecom Policy -2012 (**NTP - 2012**) on 31.05.2012. The Cabinet also approved introduction of Unified License and authorised the Department of Telecommunications to finalise the new Unified Licensing regime with the approval of Minister of Communications & IT. The policy will certainly benefit the Private Operator but nowhere any preferential treatment to BSNL/MTNL has been offered being the State own PSUs. The merger and acquisition policy should not be for enabling

trade in license and spectrum by the unscrupulous players quick profits.

BSNL has requested to DoT for financial support in order to make its wired line services/rural telephony financially viable by compensating the losses of Rs. 44,000 Crores incurred by BSNL due to difference in ADC admissible to BSNL, payment from USO fund against difference of rentals set by TRAI and the rental being charged by BSNL for the rural DELs provided through USO scheme. The operational expenditure of about Rs. 5000 Crores per annum of its 76 lakh rural lines and reimbursement of Rs. 500 Crores annual losses being faced by BSNL on telegraph services but the Telecom Commission has only reduced USOF contribution from 5% to 3% which gave very small amount relief to BSNL.

Govt. has charged Rs. 18,500 Crores for 3G and BWA spectrum auction and as per the allocation guide-lines in which BSNL has been given one block of spectrum on the cost of highest bid in the respective service area, whereas BSNL should have been allocated 3G and BWA spectrum free of cost in lieu of complete phasing out of ADC or on benchmark price and should immediately refund Rs. 8313 Crores of BWA Spectrum Charges to BSNL.

BSNL should expand its GSM, 3G and Broadband Services looking into tremendous public support and demand. BSNL Management's decision to outsource CDR billing, its improper implementation and Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue. All these days, BSNL's own employees were successfully carrying out these jobs. Non implementation of ERP in targeted period has also not allowed BSNL to make **Enterprise resource planning** successful.

Recently BSNL Management has decided that cities / urban areas having very good potential for CFA revenue should be identified and special focus should be given for making TNF areas technically feasible so that various services like land-line, broadband, leased circuits etc. can be provided on demand in these cities. Accordingly, top 41 SSAs in terms of revenue and 4 SSAs in NCR have been identified due to their importance; the NCR towns i.e. Ghaziabad, Noida, Gurgaon and Faridabad have been included in the list. Its true implementation will certainly increase the revenue of BSNL.

We acknowledge the comments of **CMD BSNL Shri R.K. Upadhyay** that "The need of the hour is to approach the customer right at his doorstep rather than waiting for the customer to approach us. Only a personalized service to the customers can help us tide over the growing trend of customer churn. Let us start thinking like a businessman and bring professionalism in our approach and behavior". We acknowledge the comments of **Director (EB/HR), BSNL Shri A.N. Rai** that "improving the work culture and public interface to improve our image. He is also stressing

on the need of an attitudinal change for making customers delighted and to improve the marketing strategies, so that, more and more customers are attracted".

We acknowledge the comments of **Director (CM) Shri R.K. Agarwal** that "for making the customers delighted by providing quality service and to stress upon making value added services more popular. Also to give wide publicity to BSNL Special Plans in pushing up the growth of new connections, this will result in higher revenue from the services."

We acknowledge the comments of **Director (CFA), BSNL Shri N.K. Gupta** that "BSNL's wireline customer base and its revenue are shrinking day by day in spite of providing required store materials such as CLIP instruments and U/G PIJF cable etc. by Corporate Office, which is a matter of serious concern to all of us".

We acknowledge the comments of **Director (Finance), BSNL Shri K.C.G.K. Pillai** that "Stressing on the need of an attitudinal change for making customers delighted to continue with BSNL. All out efforts are required to earn more & more revenue by providing quality service".

**3.** Despite having a definite edge over the Private Operators in many areas, BSNL has some weaknesses too. The main weakness lies in its structure itself i.e. the Management believes and possesses a work culture which does not suit the need of the hour. There is no denial that the dependency on other Departments / Organizations like Planning Commission, Department of Electronics, Department of Expenditure, Department of Telecommunications and Department of Public Enterprises delays the decisions. BSNL has to be given the freedom to decide its own issues. After all, it is the BSNL Management which is responsible and accountable to the Public whereas others are not. In this background, BSNL needs to be given the full autonomy in decision making both on functional and financial front. In the process of decision making, innovative ideas and bold initiatives need not be distrusted and overcome by the age old DoT systems and procedures of ensuring safety and propriety.

In the modern management concept, it is also necessary to decentralize the administrative and financial powers for not only reducing the burden on the top management but also to give adequate freedom to the lower formations. Unfortunately, a typical DoT work culture is still continuing in BSNL, which tends to keep the powers centralized and prevents any move in positive direction. The BSNL again suffers most in the absence of a sense of team spirit. The conviction of team leaders to live in isolation keeps them away from the realities. In the challenging current business scenario with highly competitive market conditions and customer expectations in terms of quality of service, BSNL will have to gear up itself to improve its performance in achieving excellent growth in all spheres. Accordingly, BSNL needs to take immediate steps to motivate its work force, their skills and profile through trainings, seminars,

moral education and attractive incentive schemes etc. so that it meets the challenges and increases its profitability in future and also prevents the brain drain.

4. As a Service Association we can't remain silent spectator to the problems of our cadres. As already stated, our members are frustrated due to non-settlement of the following pending grievances:

**(a) Filling up of the vacant JAG, STS Group 'A' posts in BSNL:** BSNL Management should immediately fill up all vacant JAG, STS level Executives posts of all disciplines i.e. Telecom Engineering, Telecom Finance & Accounts, Telecom Factory, Telecom Civil/Electrical/Arch. Engineering Wings, PA/PS, AD(O/L), CSS etc .

**(b) Regular Promotion from JTO (T) to SDE (Telecom):** About 3000 SDEs (Telecom) posts against seniority-cum-fitness and 1000 LDCE quota are lying vacant. The DPC process to fill up the vacant SDEs posts should immediately be completed. The vacant posts of SDEs/AGMs (Telecom factory) should also be filled up at the earliest.

**(c) Serious irregularities in the TES Gr. B officers seniority lists :** While implementing Hon'ble Supreme Court Judgment DoT re-casted the seniority of 45 TES Gr. 'B' officers only whereas, thousands of TES Gr. 'B' officers are to be provided similar benefit. Now TES Gr. 'B' officers promotions to DE is being issued on the basis of two seniority lists i.e. one on rule-1966 and another on para rule-206 basis. It has caused serious anomaly and heart burn to the TES Gr. 'B' officers in BSNL. Request for implementation of one rule for preparing the TES Gr. B seniority list so that several court cases can be avoided.

**(d) DPC from AO to CAO and JAO to AO:** The DPC for filling up of about 500 vacant CAOs posts and about 800 AOs posts are to be completed. We request for an early issuance of the promotion orders.

**(e) Allowing to exercise option to Deptt. JAOs on their promotion:** The pay anomaly case of departmental JAOs was processed by PAT Cell. In this regard, a committee formed and the said committee finalized the report and submitted to competent authority for approval. The said Committee recommended five additional increment benefits to Deptt. JTOs/JAOs at par with direct recruit JTOs/JAOs and accordingly implemented. But allowing option to Departmental JAOs in the executives cadre is yet to be considered. We request to allow Deptt. JAOs to exercise their option in pay fixation on their promotion as an executive.

**(f) Amendment in BSNL Management Service Recruitment Rules-2009:** As per these BSNLMS RRs, the existing JTOs/SDEs (C/E/Arch) Engineering wings having diploma qualification were not eligible to be promoted to the grade of Assistant General Manager EE/Arch. In addition to this, in the Architecture discipline, having valid registration as Architect with the council of the Architects is made compulsory, which is gross injustice to the

absorbed Executives of Civil/Electrical/Arch Engineering wings in BSNL and against the DoP&T guidelines and CPWD RRs wherein Diploma holders are also allowed to be promoted to the grade of EE (C/E/Arch). It is requested to remove discrimination on the pretext of degree/diploma qualification to the promotion of EE from SDE (C/E/Arch) and provide parity with the JTO (T) / SDE (T).

**(g) MTRR:** BSNL has notified MTRRs for internal and outside quota (50%). BSNL absorbed Executives have been debarred to appear in the internal MT examination on the basis of age and qualification. We persuaded with BSNL Management for not making the provision of age and qualification for MT examination for the existing Executives against the guidelines of DPE and to allow a fair competition. But the BSNL Management did not modify the MTRRs and now it could not be implemented due to litigations which have not allowed induction of young executives at MT level.

**(h) Implementation of CPSU cadre hierarchy- Change of designations on each Time Bound upgradation on functional basis:** On each upgradation to the next higher grade, the designation and the duties/ responsibilities associated with the grade should also be allowed. BSNL Board decided to change the designations in BSNL C.O. i.e. JTO equivalent – Asst. Manager, SDE equivalent – Dy. Manager, Sr. SDE equivalent – Manager, DE equivalent – AGM, JAG equivalent – DGM, NFSG equivalent – Jt. GM, SAG equivalent – GM / Sr. GM and HAG equivalent – PGM. But changes of designations on each Time Bound upgradation on functional basis are yet to be decided. The views/ suggestions of the association on this have already been submitted.

**(i) Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL:** No intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 02.04.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with it corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade". Ignoring the DPE O.Ms. on implementation of 2<sup>nd</sup> PRC recommendation for standard pay scales E-2 & E-3 for JTO/SDE equivalent executives, BSNL Management is continuing efforts to implement E1A & E2A intermediate IDA pay scales in BSNL for JTO/SDE equivalent executives, which is not at all justified.

In view of the above, standard IDA pay scales E-2 & E-3 as recommended by 2<sup>nd</sup> PRC are to be implemented in BSNL for JTO and SDE equivalent executives to provide justice.

**2.1 Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives:** BSNL Corporate Office issued letter regarding Withdrawal of the system/practice

of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives availing higher scales of pay w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles on 22.03.2013. CWC may discuss the pros and cons of the order and decide our stand on this issue.

**(j) Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1-10-2000:** BSNL management has granted benefit of residency period w.e.f. 1.10.2000 to the Executives i.e. JTO/SDE (Civil/Electrical/ Arch./TF) Engineering wings, CSSs, PAs/PSs, JAOs etc. for whom the RRs were notified after 1.10.2000 and accordingly the pay scales were upgraded. After implementation of this order no Executive has been benefited. Whereas, as per Dr. Shahi's committee recommendations the upgraded scales for the above executives' should have been implemented w.e.f 1.10.2000 on actual basis or notional basis.

**(k) One time placement of SDE to Sr. SDE Grade:** As per DoT agreement and commitment of BSNL at the time of absorption of Group B officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would have been provided one time placement in the Sr. SDE grade. A proposal to give relief to the stagnating SDEs for their placement in the Sr. SDEs grade through Cadre Review Concept, on the backdrop of the demand of the Association to reduce the eligibility criteria from 12 years to 5 years (as approved by Telecom Commission in 1994) for placement in the existing scheme, was approved by DoT and discussed in the GoM. This was subsequently remitted to BSNL. It was assured by Hon'ble MoC&IT in the meeting held on 22.10.2001 with the Association that BSNL has agreed to the proposal in principle and a board memo was under preparation. We further understand that the memo was also finalized, but was not placed in the BSNL board meeting. Majority of TES Group B officers have been absorbed in BSNL and the BSNL Executives' Promotion Policy is implemented with effect from 01.10.2000, but the assurance given to provide one time placement of SDE to Sr. SDE on 01.10.2000 has not been implemented. The issue needs to be settled favourably.

**(l) Early settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:** Committee headed by PGM(FP) submitted its report on this issue and has not allowed stepping up of pay of seniors w.r.t. their juniors as per the provisions of EPP ignoring the Hon'ble CAT Ernakulam judgment against which the BSNL's appeal in the Hon'ble High Court Kerala at Ernakulam has been dismissed and now BSNL Management has filed SLP to go for appeal in the Hon'ble Supreme Court. It is not justified and against the natural justice. BSNL should

implement Hon'ble CAT Ernakulam judgment to provide justice to seniors.

**(m) Revision of pay scale of Assistant Directors (OL)** : The AD (OL) in BSNL are drawing pay scale Rs. 9850 – 250 – 14600 whereas, in the other Ministries the AD (OL) are drawing the pay scale Rs. 13000 – 350 – 18250 as per the BSNL's restructuring policy of executives cadres in BSNL to give parity with JTO/SDE(T) has to be considered. AIBSNLEA has been demanding to remove the discrimination. Accordingly a Committee headed by Addl. GM(Estt.) was constituted one year before for restructuring of AD(O/L) cadre but the said Committee has not submitted its report. Requested for early decision in this matter.

**(n) Promotion from JTOs Offg (TTAs) to JTOs Telecom on regular basis:** We are requesting to BSNL management to upgrade requisite number of TTAs posts to JTOs as one time measure to promote 1800 JTOs offg. on regular basis. We have also requested to provide pay fixation under FR-22 (I) (a) (i) instead of FR-35 to officiating JTOs since they are discharging the duties of JTO.

**(o) Sanction/creation of new posts of PPS in the field offices:** With the restructuring, there remain only two grades i.e. PA and PS. In the restructuring order it was specifically clarified that the Private Secretaries who were already promoted as Sr. Private Secretary shall continue to hold the designation in the field units till further orders. It was agreed by the then Director (HRD) that the posts of PPS in CDA pay scale of Rs. 10000-325-15200 will be created and attached with Heads of Circles. We request that all CGMs/PGMs (HAG level) may be provided with PPS.

**(p) Withdrawal of DoT Order for Inter Circle transfers of BSNL Executives' based on ODI/agreed lists -** Implementation of Hon'ble CAT, Jodhpur Bench, Jodhpur judgment in OA No-273/2010: We apprised Secy(T), DoT and also CMD, BSNL regarding Hon'ble CAT, Jodhpur Bench, Jodhpur judgment in OA No-273/2010, wherein the inter- Circle transfer order issued on the basis of ODI list has been quashed and requested him for its implementation in all the cases. But DoT has not yet withdrawal the order.

**(q) Amendment in Para II(d) from Revised Guidelines of BSNL Employees' Transfer Policy. Circulated wide 412-10/2009-Pers-I dt. 09-05-2012- which is discouraging the executives to serve Soft Tenure Areas of the Circle:** Revised Guidelines of BSNL Employees' Transfer Policy. Circulated wide 412-10/2009-Pers-I dt. 09-05-2012 has discouraged executives due to its Para II(d) to serve on Soft Tenure stations. The condition that "the Executives being posted in Soft Tenure from within the Circle may not be allowed to revert to the same SSA from where they were transferred, at least for one post tenure" this condition indicates that no one can return in the origin SSA before 5-6 years. CWC may discuss on this issue and give appropriate suggestion.

**(r) EPF Statement of BSNL recruited Employees:**

Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter and we are continuously monitoring the same. We requested Director (HR/EB) to resolve EPF issue for BSNL recruited JTOs. Director (HR/EB) informed that the said issue will be discussed in the Committee Meeting on 15<sup>th</sup> March'2013 and assured for early settlement of the issue.

**(s) Superannuation benefits to directly recruited employees as per DPE guidelines:** We requested Director (HR/EB) to resolve superannuation benefits to directly recruited employees as per DPE guidelines. We requested that BSNL has to deposit only 2% share and rest 10% share will be deposited by BSNL employees and this will help the directly recruited employees on superannuation. Director (HR/EB) assured to look into the matter.

**(t) Implementation of DPE OM dated 02.04.2009 on 78.2% IDA Pay fixation:** As per the Govt. decision, the fitment benefit @ 30% on the basic pay + DA @ 78.2% instead of 68.8% as on 01.01.2007 should be provided to all BSNL Employees and now as per the agreement with Forum of BSNL Unions/Associations on 12.06.2012, BSNL Board approved the proposal and send to DoT for issuance of Presidential Directives but the DOT Administration is delaying its implementation on one or the other pretext. It has caused serious unrest amongst the BSNL employees. We request for early implementation of DPE order.

**5. The following steps are required to be taken for the viability of BSNL:**

**A. Repatriation of ITS officers in BSNL:** The absorption issue of ITS officers in BSNL/MTNL is yet to be resolved. It seems that ITS officers Association opposition will continue as the demands of ITSA remains unsettled. We have been requesting to the DOT administration to settle the issue as per Hon'ble High Court New Delhi judgment at the earliest so that viability of BSNL is not affected adversely. Presently these officers are working under uncertainty, thereby not concentrating towards developmental and maintenance works. As a result, a serious stalemate has been created which needs to be sorted out immediately since it is affecting BSNL / MTNL and its employees.

DoT in Sept'2011 called again option from ITS officers to get absorbed in BSNL/MTNL. But ITS officers Association demanded to repatriate them to DoT from BSNL/MTNL. Hence, the ITS Officers did not exercise option in BSNL/MTNL. Meanwhile, Hon'ble High Court Delhi has also delivered judgment to repatriate all deputationist ITS Officers upto 31.03.2013. In this situation BSNL should immediately decide its contingency plan to fill up the vacant higher posts by promoting its own eligible executives and recruiting from Open market. But in any case, no deputation in BSNL should be permitted. BSNL should be led by its own

executives who own its responsibility and commitment to this company.

**B. Myth of the Privatization/Disinvestment of BSNL being a panacea of all its problems:** Privatization/ Disinvestment of BSNL can only help the Government to meet its budgetary deficits because BSNL shall not be allowed to utilize any of the revenue earned by its disinvestment for the growth/ expansion of BSNL. After formation of MTNL a Navaratna Company 46% of its shares have been offloaded in the Market but it has not led to any improvement in performance of MTNL or increase in its Market Share.

How will privatization / disinvestment help BSNL in its growth or increase of its market share? Only a motivated workforce, a Committed Management and faster decision process in finalization of Tenders, procurement of Equipments and clearance of associated bottlenecks can help BSNL in its growth and increase of its Market Share. Only a strong and growing BSNL can keep the Telecom Prices in check and will not permit free rein to private operators to form cartels and fleece the Public. But for the PSUs like BSNL the customers would have never got Telecom Services so cheap as of now.

**C. VRS:** BSNL Board approved the VRS on 04.10.2011 and the same was sent to administrative ministry (DoT) for its consideration. We oppose such move of VRS to One Lakh employees without having any roadmap that in what way it is going to benefit BSNL. BSNL Management instead of realizing its failure to manage company well is shirking its responsibility by pleading in all the forums that BSNL staff strength is the big problem of its losses is not at all justified. BSNL Management failed to extract the work from its employees and did not procure equipment, material in due time which has adversely affected the viability of BSNL. BSNL Management could not resist against the wrong policies of Govt. viz. payment of Rs. 18,500 crores as 3G and BWA spectrum charges, reimbursement of license fee and USO charges, withdrawal of ADC, payment of AGR and non-payment of OPEX charges etc. The ITS absorption issue continued to linger on and they are leading BSNL without owning the responsibility and commitment. These are the main reason, which has put BSNL under losses. Hence BSNL management instead of making BSNL employees as "Victim of the situation" should concentrate procurement of equipment, stores i.e. cables, telephones instruments, GSM equipments, Broadband modems, MLLN equipments, Drop wire etc to improve the quality of service and to strengthen its Marketing & Sale Units. BSNL Management should treat its manpower as its strength instead of liability by making its best use.

**D. Illogical interest and taxes being paid by BSNL:** Various illogical interests are being paid by BSNL to Govt. of India, which is directly affecting the viability of BSNL. BSNL should be exempted from paying building tax, paying excise duty on SIM cards, paying exorbitant electricity bills



by applying the logic of low usage of power instead of electricity being charged on the basis of power plant capacity, VTMs revised penalty charges and heavy charges being paid to municipality and panchayat for erecting towers whereas they are not charging anything from electricity companies.

**E. Instructions to all Govt. Departments/ Autonomous Bodies where the Govt. of India bears the cost of telephone expenditure for taking the telecom services from BSNL only to support BSNL:**

BSNL is operating in a very stiff competitive environment with sharp reduction in tariffs in order to serve the people of the Country as a responsible PSU. BSNL is maintaining the rural network with very low tariff for serving the rural India. In addition to this reimbursement of ADC charges is also withdrawn which has adversely effected the financial position of BSNL. The fixed expenses of the company are also increasing year after year. It is observed that some of the Government Departments/Autonomous Bodies are inclined to switch over to private network for various reasons.

As we are aware that the Ministry of Finance has issued instructions to all the Government Departments/ Autonomous Bodies for undertaking the air travel by Air India only for both domestic and international travel where the Government of India bears the costs of air passage to support the Air India. (F.No.19024/1/2009-E.IV, GOI, MOF [Department of Expenditure]).

BSNL Management should strongly take up the matter with Govt. for providing telephone connections/ broadband/ Value Added Services etc., to all Government Departments/ Autonomous Bodies from BSNL only in order to support BSNL and to provide better and reliable communication facilities to the country at large.

**F. Strengthening of Marketing and Sales units of BSNL:**

Private Service Providers are approaching to BSNL customers door to door and offering various attractive plans and taking away its creamy layer customers. BSNL is not allowing to offer matching tariff to those creamy layer customers to stop churning. Proper monitoring of franchisees / retailers who should have all available brands of BSNL, is required. More and more retailers / outlets of BSNL are also required in the market. BSNL should create teams to bring enterprise business by way of door to door marketing and should concentrate to provide quality service.

**G. Effective deployment of all assets & proper utilization of manpower:**

Land, building, A&P, Cable, experienced workforce are our assets. All these assets are to be gainfully deployed to fetch additional revenue. There are vacant lands and large vacant space in buildings. These spaces are to be commercially exploited to get hundreds of crores additional revenue every year.

Formation of special task force for this purpose will speed up to achieve the objective. Commercial hoardings in CSCs and other BSNL buildings, commercial advertisement in the telephone bills will also fetch additional revenue.

**H. Shortage of stores material:** About 70% of the revenue of BSNL comes from landline services for which special care should be taken to increase the subscriber base and retain the existing subscribers by providing continuous flows of store materials without any shortage and adopting regular maintenance for better service.

In the above background it is clear that there is no threat on BSNL as BSNL has got good infrastructure and expertise manpower but the measure problem is nothing but the senior managerial cadre (ITS) in BSNL should join BSNL ending the continuous deemed deputation status so that they can have sense of belongingness and commitment to BSNL. The committed workforce and leaders can only yield the better results.

The increase in the number of total connections provided by BSNL is phenomenal, though the total market share has decreased because of overall growth in the total number of connections provided by all the operators. The Group B and Group A officers absorbed in BSNL are playing crucial role in such a phenomenal growth by BSNL. But the Officers need motivation to perform tirelessly for the growth of the company because only a contended workforce can deliver up to the desired level of customer satisfaction. It is therefore, imperative that the Management settle the HR issues concerning all the executives as enumerated above. Hon'ble Sirs, our intention is definitely not to burden you with our cadre problems. What precisely we want to convey to our esteemed audience and the dignitaries sitting on the dais, is that telecom is moving towards faster growth and more and more customer friendly services and in the days to come we shall have to earn more and more confidence of our customers and make them delighted through our faultless and customer friendly services. We assure, all of our members will strive hard for this. We all together devote ourselves to the service.

Now, while concluding, I thank you all for giving me a patient hearing and at the same time we reaffirm our resolution that we shall be discharging our responsibilities even in the new environment efficiently and will move forward along with all of you to make BSNL of our dreams, a reality. We also assure our esteemed customers that this Association will do everything to ensure the best possible telecom services to them.

Thank you all,



(Prahlad Rai)  
General Secretary

## BRIEF REPORT OF THE 3<sup>RD</sup> CENTRAL WORKING COMMITTEE MEETING OF AIBSNLEA HELD AT GUWAHATI ON 5<sup>th</sup> & 6<sup>th</sup> APRIL 2013.

The Central Working Committee meeting of the AIBSNLEA held on 5<sup>th</sup> and 6<sup>th</sup> April 2013 at Guwahati. The meeting commenced at 9.30 hours at Prag Hotel, Pan Bazar, Guwahati, Assam with hoisting of Association flag in the presence of Central Head Quarters office bearers, Circle Presidents, Circle Secretaries, Special invitees and CWC members from all over the country. After hoisting of the Association flag by Comrade President, Comrade Prahlad Rai, GS and gave slogans like 'BSNL' Zindabad, 'AIBSNLEA' Zindabad, CWC Meet Guwahati Zindabad in the pleasant weather & warmth of unity. Com. P. Venugopal, President requested every one to assemble in the Conference hall to commence the meeting and requested to participate calmly and actively in the discussions to resolve various issues. Some Circles i.e. ALTTC GZB, J&K Circle, T&D Circle, UP(West) Circle and Shri P.C. Joshi, AFS(CHQ) due to their personnel problems could not attend the CWC Meet at Guwahati.

Com. P. Venugopal, President of AIBSNLEA presided over the meeting. President in his opening remarks requested every one to co-operate with the dias in completing the agenda points and various important issues in the crucial period. He welcomed all the CHQ Office bearers, Circle Secretaries, Circle Presidents, CWC members, special invitees and requested all to fully participate in the deliberations and make the CWC a grand success. He appreciated the efforts taken by the Assam Circle Secretary and his team for wonderful arrangement. He has also appreciated the NE I and NE II comrades for their support to the Assam Circle for conducting the CWC.

Com. K.K. Das, Circle Secretary, Assam Circle, welcomed all the CHQ Office bearers, Circle Secretaries, Circle Presidents, CWC members, special invitees and requested the participants to excuse them for the shortcomings, if any in the arrangement of accommodation, etc. to the participants and requested everyone to co-operate in conducting the meeting successfully and inform the host volunteers in case of any short fall in the arrangements. He informed that he felt honoured to host the prestigious meeting and extended his gratitude for the CHQ for giving an opportunity to host the meeting in Assam. He extended his best wishes to all the participants for their stay and safe return journey. Assam circle has welcomed all the

CHQ Office Bearers and all the CWC members by presenting "**Gamochha**" a tradition of Assam State.

President informed that Open Session is scheduled at 16 hours.

Agenda circulated was unanimously approved by the CWC

Two minutes silence observed in memory of the departed comrades.

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

The minutes of the CWC meeting held on 23rd and 24th August 2012 at Ahmedabad were confirmed unanimously.

The Circle Secretaries, CHQ Office Bearers i.e. AGSSs, OSs and Advisors places their report on Organisational activities and issues related to Viability of BSNL.

The open session on the occasion of CWC meet of AIBSNLEA at Prag Hotel, Pan Bazar, Guwahati, Assam commenced at 17.00 hours with. The dignitaries on the dias Shri A. N. Rai, Director(EB/HR), BSNL Board, Shri Rakesh Kapoor, ED (CN), BSNL Corporate Office, Shri A K Mehra, CGM Assam Circle, Shri D. P. Singh, CGM NE I, Shri S K Bahaduri, CGM NETF, Shri L. Anantharaman, CGM NE II, Com. P. Venugopal, President AIBSNLEA, Com. Prahlad Rai, GS AIBSNLEA, Com. Sopan Chakraborty, President AIBSNLEA, Assam Circle, Com. K.K. Das, C.S. Assam Circle were felicitated by presenting with Bouquets Shawls and Mementos.

The session was inaugurated by lighting the lamp by the dignitaries.

**Com. K. K. Das, Circle Secretary of Assam Circle** welcomed all the dignitaries on the dias, and all other members including media.

**Com. Prahlad Rai, GS AIBSNLEA CHQ** in his speech . informed that the CWC of AIBSNLEA being held here in Guwahati, and the delegates in the CWC Meeting are the representatives of 25,000 strong BSNL executives, through out the country. He stated that at the time of formation of BSNL from a Govt. Department to a corporate entity, BSNL faced unique challenges, in which serious doubts were raised about its capability to sustain productivity and profitability. But with true grit determination, dedication and sincerity, BSNL has belied these

misconceptions and sustained its position. In a period of 13 years, BSNL have Wireless customer base of about 97.46 million, Wiredline customer base of 20.76 million and 9.93 million Broadband connections upto the month of Jan'2013. This year is a very challenging year for us to improve its position since in last three years, BSNL has faced losses of about Rs.1800 Crores, 6300 Crores and 8600 Crores respectively. He also stated that the association is confident that this year under the leadership of Shri R.K. Upadhyay, CMD, BSNL, BSNL will be achieving the targets set by the Govt.

GS informed that BSNL, is the major service provider of universal services in rural, remote, in-accessible and hilly areas, provided reliable service connectivity across the country including ice-lands, hence, should fully be exempted from making the contribution towards USO fund and the net contribution made by it till date which is about Rs. 8000 Crores and demanded immediately refund of the same to BSNL. GS stated that National Telecom Policy (NTP)'99 does not envisage recovery of any license fee from BSNL (then DoT) in respect of its fixed line services. In respect of GSM line services the license fee was to be paid by BSNL but the same was to be fully reimbursed being a national service providers having immense rural and social obligations. BSNL has been paying the license fee in respect of basic services and cellular services also.

He stated that recently Union Cabinet has approved the National Telecom Policy -2012 (NTP - 2012) on 31.05.2012. The Cabinet also approved introduction of Unified License and authorised the Department of Telecommunications to finalise the new Unified Licensing regime with the approval of Minister of Communications & IT. The policy will certainly benefit the Private Operator but nowhere any preferential treatment to BSNL/MTNL has been offered being the State own PSUs.

He pointed out that Govt. has charged Rs. 18,500 Crores for 3G and BWA spectrum auction and as per the allocation guide-lines in which BSNL has been given one block of spectrum on the cost of highest bid in the respective service area, whereas BSNL should have been allocated 3G and BWA spectrum free of cost in lieu of complete phasing out of ADC or on benchmark price and demanded immediate refund of Rs. 8313 Crores of BWA Spectrum Charges to BSNL. He suggested that BSNL should expand its GSM, 3G and Broadband Services looking into tremendous public support and demand. He pointed out that BSNL Management's decision to outsource CDR billing, its improper implementation and Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue. All these days, BSNL's own employees were successfully carrying out these jobs.

**Com. Prahlad Rai** mentioned that the AIBSNLEA is consisting all the disciplines of executives which includes, Engineering, Accounts, Civil, Electrical, Architecture, PA / PS, AD OL, Telecom Factory, etc. etc. He requested the management to attend the HR and other issues of Filling up of the vacant JAG, STS Group 'A' posts in BSNL, Regular Promotion from JTO (T) to SDE (Telecom), Serious irregularities in the TES Gr. B officers seniority lists, DPC from AO to CAO and JAO to AO, Allowing to exercise option to Deptt. JAOs on their promotion, Amendment in BSNL Management Service Recruitment Rules-2009, MTRR , Implementation of CPSU cadre hierarchy-Change of designations on each Time Bound upgradation on functional basis, Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL, Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1-10-2000, One time placement of SDE to Sr. SDE Grade, Revision of pay scale of Assistant Directors (OL), Promotion from JTOs Offg (TTAs) to JTOs Telecom on regular basis, Sanction/creation of new posts of PPS in the field offices, Implementation of DPE OM dated 02.04.2009 on 78.2% IDA Pay fixation, Contractor Labour payment problem in Kolkatta Telecom and West Bengal Circle, Long pending Vigilance Cases, stream lining of EPF deduction status of BSNL recruited employees and superannuation benefits. Com. Rai suggested some of the steps that are required to be taken for the viability of BSNL including Repatriation of ITS officers in BSNL, Non-working of Call Centres of BSNL in Eastern Zone, due to non-payment of vendor for want of pending A/T, Myth of the Privatization/Disinvestment of BSNL being a panacea of all its problems, VRS, Illogical interest and taxes being paid by BSNL, Issuing Instructions to all Govt. Departments/Autonomous Bodies where the Govt. of India bears the cost of telephone expenditure for taking the telecom services from BSNL only to support BSNL, Strengthening of Marketing and Sales units of BSNL, Effective deployment of all assets & proper utilization of manpower, Shortage of stores material. GS stated that there is no threat on BSNL as BSNL has got good infrastructure and expertise manpower but the measure problem is nothing but the senior managerial cadre (ITS) in BSNL should join BSNL ending the continuous deemed deputation status so that they can have sense of belongingness and commitment to BSNL.

GS while concluding his speech thanked everyone for giving him a patient hearing and at the same time and reaffirmed the resolution that association members shall be discharging their responsibilities even in the new environment efficiently and will move forward along with all of you to make BSNL of our dreams, a reality. He also assured the esteemed

customers of BSNL that AIBSNLEA will do everything to ensure the best possible telecom services to them.

**Shri D P Singh, CGM NE- I** in his speech mentioned that there are problems, but the growth of BSNL is within your hand and you discharge your duty and the corporate Office will do its duty.

**Shri L. Anantharaman, CGM NE- II** expressed his gratitude for inviting for the session. He informed that he is having good reputation with the officers association and have meetings regularly.

**Shri S. K. Bhaduri, CGM NETF** suggested forgetting the difference of opinion and work united as a team to overcome the today's situation.

**Shri A K Mehra, CGM Assam Circle** expressed gratitude for inviting him and also for organising good cultural programme. He also informed that reduction of expenditure and increase of revenue should be the mantra in the minds of the officers and staff. He also informed that the call centres in Norther Region is not working not only due to A/T issue, it is due the inflated bill of the vendors. The services are met with the staff even though the call centres are shut down by the vendor one by one.

**Shri Rakesh Kapoor, ED (CN), BSNL Corporate Office** expressed that the gathering will discuss very fruitful points for the growth of BSNL. He requested to compare the online services provided by the Banks, Railways and Airlines and make the uptime and quality of bandwidth to the customers. He also suggested to Outsource non-working network . Middle level executive have to come with new vision and senior officers have their own role. We have to work together and should be a synchronization. The change should come from us.

**Shri A. N. Rai, Director(EB/HR), BSNL Board** on behalf of Assam Circle he welcomed all the delegates since he has worked in Assam for more than two and half years and he has an attachment with the circle. He stated that the financial viability is the utmost important for every one of us and Circle Secretaries being an important person in the Association, activities of the Circle and its financial performance should be aware to them. The executives of middle management is having important role. The importances of DE level officers are much in all Govt. departments including BSNL. The required focus on revenue is done by us needs to be assessed. The change in behaviour is also the need of the hour. We needs to improve our customer relation. Increase of more revenue is the viability of BSNL. Revenue is based on three factors viz. no. of customers, service they used and tariff of the service. There is no possibility of any reduction of tariff in the coming year. Usability of the service is based on the quality of service rendered by us and the number of customers availing the service. Executive of middle management has to deliver the

quality of service which will increase the number of customers. Where ever required outsourcing is to be done to improve the quality of service. Planning of new work in the newly developing areas are to be initiated at the level of JTOs / SDEs which can be worked out to see the financial viability to provide the connections in the said area. The work of road widening work and other related works on the road is not going to stop ever and methods are to be adopted to keep the service to the customers. He also stated that by December 2013, private operator are planning to launch wireless broadband. There will be difficult to meet the challenge if we fail to maintain the broadband services. The service to the customers by the staff and officers are to be from 8 am to 8 PM. He pointed out that Lack of co-ordination between the executives for which there is no need of any direction from anybody. The middle level executives are only responsible and others are only to support you. He requested the association to shoulder the responsibility of providing good service.

As regards the issue of the executive, the management is with the Association. However getting contempt against the CMD cannot be accepted and tolerated. Get the cases withdrawn many cases can be settled. In case of court cases there are chances of non-settlement of the cases for years together.

**Com. P. Venugopal, President AIBSNLEA CHQ** in his address mentioned that the interactive speech of Director (HR) with the house is appreciated. In spite of non availability of required equipment, services are provided and there is increase in revenue. The efforts of AIBSNLEA making customer delight year have yielded good result. The long period of 18 to 20 years to get a promotion from JTO to SDE is painful in the Corporate set up. He also stated that the designation matters a lot for everybody as in the case of creation of Sr. G.M., every cadre need designation along with the upgradation. The expenditure is getting increased for which the middle level executives are not responsibility. In generally there is an acute shortage of stores and there is a management failure to provide the required equipment to provide services to the valued customers. The support of DOT is not available and in spite of TRAI direction, DOT is not paying the dues to BSNL. At the same time DOT is levying interest from BSNL for delay in payment. The pension contribution at the maximum of scale is getting profit to the DOT which needs the payment of contribution in actual. As BSNL being a company should have their own decision making power instead of depending on DOT which is not at all supporting at any level. He stated that change of designation, standard pay scale of E1 and E2, reduction of post, junior drawing more pay than senior due the system

fault, option case of JAOs which needs extension of 6 months, regularisation of JTOs are burning issues which demoralize the executives. The efforts taken by the Director (HR) to settle the case of 78.2 % was commendable and needs such approach to settle these burning cases. He requested Director(HR/EB) to use his good offices with DOT to get the 78.2% case approved.

As regards increase of revenue training classes can be conducted in our training centres, proper utilisation of quarters by allocating to other public sector, reconnection of landlines, creation of ATM centre in exchange building are already done by our field officers.

President on behalf of the members, assured the best services to its valued customers and thanked Assam Circle for wonderful arrangements.

**Shri Sopan Chakraborty President, AIBSNLEA, Assam Circle**, expressed sincere thanks to all the dignitaries on the dias, special invitees, General Managers, for sparing their valuable time and attending the open session. He expressed thanks to every one and all those who have supported directly and indirectly in making the open session very success.

House was adjourned after National Anthem & Dinner followed at 20.50 hours with national anthem.

#### **Summing up by the G.S.**

While summing up the issues related by the Circle Secretaries, G.S. explained the status of the cases with the rulings on the subject, stand of the BSNL Corporate Office and the actions taken by the Association to settle the cases. He explained the transfer policies and norms followed by the Corporate office with regards to NE I , NE II, J & K and Andaman Circles.

As regards the one time recruitment of JTO / JAO has already been discussed with the Director (HR) and as per the Director no other Govt. organization is adopting such methods to recruit the officers. BSNL being a Govt. company cannot adopt any such policy / method till it is available in any other department/ PSUs. The case of ONGC will be made available by the CS Assam to CHQ.

As regards getting the officers relieved on tenure transfer, the concerned Circle organization should settle the issue with the Circle management by resorting all methods including trade union action. In case, even after such actions the circle cannot settle the issue, then only the case should be referred to CHQ to get the intervention of the BSNL C.O.

An adhoc body has been formed in ALTTC, Ghaziabad. Due to the financial constrained they could not attend the CWC.

GS pointed out that as per the reports of the circle secretaries the membership is not tallying with the CHQ quota paid. There is a vast difference. It is difficult to pay the TA / DA to the CWC members

without clearing the CHQ quota. Hence requested all the Circle Secretaries to ensure the remittance of CHQ quota by their Circle / District.

C.S. BRBRAITT to submit the detailed note on the trainings so that some methods can be adopted to the optimum utilization of the training centres of country.

CS Corporate Office has to increase the membership with the support of Circle President. Many are ready to pay the subscription, efforts should be made to collect the subscription and enroll the new / non-members.

As regards the suggestion of CS CO to have vision and mission, GS informed that as per constitution of the association there is a vision, mission and aims and objects based which the association is performing.

As regards the case of relieving of executives from ERP, the matter has already been taken up with the Director (HR). volunteers have already been called for and orders have been issued with the own cost hence the opted executives do not want to get relieved with own cost. As per the discussion with Sr. G.M. a letter will be submitted by the Association to convert the own cost to Govt. Cost and the same will be submitted very shortly and the orders will get modified accordingly.

As regards the issue of frequent transfer of CGMs in Jharkhand, the matter will be taken up with the Director (HR).

The Individual cases referred by the C.S. Karnataka will be taken up with Corporate Office. As regards the case of Sr. G.M. Bangalore, the officer is manipulating. Present CGM is posted at the Karnataka Circle on his request and will not get changed.

As regards the remittance of quota to CHQ, CS informed that if required the CHQ quota from the Branches can be collected by the Circle and remit it to the CHQ on quarterly basis in order to monitor and ensure the remittance of quota.

As regards the case of BSNL absorbed G.M. of Kerala, the association could not be much due to the vigilance case involved. The officer has been transferred based on the CVC recommendation after its preliminary enquiry.

As in the case MiniMol, Distt. Secretary, Trivandrum, the inquiry officer has submitted the report and based on which the case is to be decided by CGMT, Kerala Circle.

The membership of Kolkatta Circle is getting reduced and GS request the CS to look into the case.

As regards the case of pooling of Vehicles, the matter will be taken up the management.

As regards the membership in the Maharashtra Circle, the membership is contradictory with the data submitted in the CWC at Ahmedabad and Guwahati. The membership should be maintained and quota should be cleared within 2 months.

As in the case of transfer of Shri Prabhakar Patil, the case will be taken up with proper form.

The next Pre AIC CWC Meet and 4th AIC will be held during 09.11.2013 to 12.11.2013 at Nashik in Maharashtra State. The pre-CIC will be held in the afternoon of 9.11.2013 and will be restricted to half day.

Even though Rs.10/- per member is being collected towards the AIC, the quota received in reality is very less and the cash balance of the association is not healthy.

It is mandatory to print the souvenir to meet the expenditure for which the support of all the Circles are required.

Com. R.B. Athani stated that while looking to the financial viability of BSNL, the viability of the Association also has to be printed and depending on diary income or printing souvenir is temporary and the permanent income is the subscription collection and requested every one to be aggressive in collecting the subscription.

C.S. M.P. Circle should settle the issue of payment of training centre towards the rent payment.

GS appreciated the Odissa Circle for making the profit with quality of service.

CWC directed the NE- I circle to remit the quota of all the members.

Punjab Circle is lacking in membership and requested the CS to concentrate on increase of membership.

CS Rajasthan to submit the detailed note on the case of online booking of I.Q. through out the country. The issue of payment of own cost transfer of officers will be looked into and taken up with the management.

As regards the Health Check up the matter will be taken up to extent the facility to all executives or stop for the senior officers.

Issue of increase of TA / DA , APAR Review will be taken up with the management.

CS Tamil Nadu to ensure the timely remittance of quota by branches without any difference in number of members between the Circle Quota and CHQ quota.

The case of West Bengal Circle, the 5 days week pattern to field units, CMD is not ready. As regards the question bank, publication cannot be done as the number of question available with training centre is limited. Publication of seniority list on site is not agreed by the administration as the same may invite multiple court cases. As regards the payment of TA / DA to ITS officers, the matter will be looked into. All the other issues which are common including the case of declaring Darjiling as tenure station will be taken up and pursued with the BSNL C.O. As regards the online training, the matter of relaxation

of 55 years will be taken up. The same can be made as per either online or offline with one week training the same will be looked into considering the expenditure involved.

As pointed out by the AGS (Civil / Electrical), the DPC in the Telecom Factory is being conducted. AGS informed that the support to the CHQ is good.

GS appreciated the efforts and support extended to the GS by the AGS Com. Bhagwan Singh in making correspondence, site updation and all other works and he is the only help available in the head quarter. The CHQ is managing the office affairs with the help of Com. Bhagwan Singh and somebody else has to be willing come forward for the same.

GS informed that as and when required Com. K.P. Nair is visiting Delhi and helping the CHQ and is well aware of the matters related to the PA / PS and getting full support from him in all respect to handle the cases of PA / PSSs.

Com. Devesh Kumar OS (N) report, UP West is not responding to the direction of holding the Conference and CHQ will interfere.

Appreciated the support of Com. Amit Gupta to the Assam Circle for arranging the CWC. GS informed that being a veteran leader Com. Amit Gupta is an asset to the organization and when-ever required, the GS and President is taking the help which he extends unconditionally.

As in the case of the jurisdiction under OS (S), all the circles in south India is upto the expectation of the CHQ and in the case of Chennai Telephones, some more efforts are required. Visits may be made to the field to find out the reasons for not collecting the subscription. As the CS of Chennai is not able to attend the CWC due to his personal constraints and difficulties and has already been informed to the GS. The case is genuine and requested com. Srinivasan to extent full support and work hard on behalf of the C.S.

Due to the efforts of the OS (W), Chhatisgarh Circle could form the new Circle body. M.P. Circle is moving towards the growth. T & D Circle activities will be looked into.

Both the Advisors Com. Karan Singh and Com. V.K. Paramsivam has extended support to the CHQ and requested all the advisors to come forward with more proposals for the viability of the BSNL.

As suggested by the OS (W), Circle Secretaries should ensure that all the branches in their circle is functional and their circles are maintained the website regularly.

CWC directed all the Circles to clear the CHQ quota within 3 months based on the number of membership given by the Circle Secretaries.

GS REPORT :

The report of the General Secretary was read out and detailed discussions and deliberations were

taken place para by para and the following are decided:-

To celebrate the AIBSNLEA Foundation Day on 1.5.2013

To increase the members and update the collection of subscription from time to time and remit the same to CHQ regularly.

To collect Rs.200/- per member towards the legal fund to meet the requirement of increasing expenditure towards the court including the case against the ITS officers and a separate account will be maintained for the same within 30.6.2013.

To continue the printing and publication of journal with minimum pages and required number of copies till next AIC.

Present practice of diary printing has been reviewed under present context and it is decided to print a minimum number of diaries which will be purchased by the members at their own cost. To get the requirement of diaries from the Circles / Districts by end of June 2013 and in the case of considerable number of diaries are required, the printing will be initiated. In case the management is ready to procure the diary, number of quantities will be increased accordingly. The cost of diary will be a maximum of Rs.150/- per diary.

The issue of settlement of pay anomaly cases wherein senior executives are drawing less pay than their juniors have been discussed in length. After lot of discussions and deliberations and taking into the suggestion of the CWC, it was decided to implead in the case at Supreme Court against the BSNL management.

The case of settlement of TTAs officiating as JTOs was discussed in detail especially in the event of holding the examination of JTOs by the Corporate office. After detailed deliberations and listening to the opinions of the various members of the CWC and Circle secretaries, it was decided that the issue should be included in the forthcoming agitation programme and should protest strongly. However, association can give agitational Call on this issue alongwith other pressing issues also.

It was also decided to extend financial assistance to the original applicants, in case the need arises. This is applicable in the case of AO / Sr. AO promotion of which is treated as time bound instead of post based promotion

The case of considering the Diploma Holders to the grade of E.E. is under active consideration of the Corporate Office and a favourable decision in this regards is expected very soon.

Com. Karan Singh pointed that as per the DPE guidelines issued in the month of October 2012 in respect of fixation of pay for the persons whose increment fall in the month of January, they will get less pay than the persons getting increment in the

month of February to December. This will be taken care by the CHQ.

CPCs from SDE (T) to DE Regular case has been discussed in detail and the left out name and details have been given to the AIBSNLEA CHQ by Com Karan Singh and action will be taken on the issue by CHQ. GS explained the status of Membership verification of the Executives' Association in BSNL.

The cases of withdrawal of local officiating arrange was briefed by the G.S. and its pros and cons of the looking after arrangement in lieu of the local officiating. Based on the majority the looking after arrangement is not going to be benefited to the executives. The order is not clear with reference to duality, financial power, ,etc. The views of the management are that they do not want to give benefit to the executives. Hence, it was decided to oppose the order and while serving for the next agitation programme, this issue will also be included in the said programme.

The issue of arbitrary reduction of JAG and STS posts by 30% under the garb of Remuneration committee even without conducting elementary work study which is a unwarranted and motivated attack on bare minimum promotional avenues available to 35000 executives was briefed by the G.S. and the present status.

The case of serious anomalies in the TES group 'B' officers' seniority list was discussed in details. GS explained that in certain cases the custodian of the seniority list is DOT and in certain cases it is BSNL by putting blame from each other.

Status of following HR issues were briefed by the G.S. one by one and appraised of the approach of the BSNL Management towards the issues and the stand of the Association:

Implementation of Executives Promotion Policy in BSNL, Implementation of CPSU cadre hierarchy-Change of designations on each Time Bound upgradation on functional basis, Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1.10.2000, One time placement of SDE to Sr. SDE, Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors, Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE, Management Trainees Recruitment Rule-2009, DGM Recruitment, CPCs to fill up the vacant JAG, STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc/ Regular basis, JTO to SDE (T) CPC against seniority cum fitness quota, JTO to SDE Roster cases (WP 16102/2011& WP 26246/2011), Posting on promotion from JTO to SDE(T) of LDCE quota, CPCs from SDE (T) to DE (Adhoc), CPCs from SDE(T) to DE Regular, CPC form DE to DGM (Engg.), Restructuring of AD (O/L) Cadre, Regularization of offg. JTOs, CPC from JAO to AO, CPC from AO to

CAO Regular, CPC from CAO to DGM(F), CPC from CAO to DGM(F) [Left out case], Confirmation of Postal JAOs, CPC from JTO (E) to SDE (E), CPC from SDE(E) to EE(E), CPC from EE(E) to SE(E), CPCs from SE to CE and CE to Sr. CE, CPCs to fill up vacant AEs(Arch) and SDEs(Arch) Posts, CPC from JTO(C) to SDE ( C ), CPC from to SDE(C) to EE(C ), Promotion orders from Assistants to Section officers and personal Assistant to Private Secretaries in the erstwhile CSS and CSSS, Issue of promotion order from JTOs (TF) to SDEs (TF) on regular basis, SDE (TF) to DE/AGM (TF) and DE to DGM(TF), Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives, Arbitrarily reduce JAG and STS posts by 30% under the garb of Remuneration Committee even without conducting elementary work study – unwarranted and motivated attack on bare minimum promotional avenues available to 35,000 Executives, Serious anomalies in the TES Gr. 'B' officers' seniority lists, Generalization of court judgment dated 26.04.2010 of Hon'ble CAT Bangalore Bench, Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL, Restructuring of AD (O/L) cadre, Regularization of Postal JAOs, being made to get early hearing of court case, Allowing to exercise option to Deptt. JAOs on their promotion, 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, Pay fixation case of JTOs 2007 & 2008 batches, Removal of FR-35 for officiating JTOs, Regularization of Officiating JTOs, Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.from 01.01.2007 in BSNL, Special drive for recruitment of JTO's/JAO's as Circle cadre to meet the requirement of Tenure Circles, Withdrawal of DoT Order for Inter Circle transfers of BSNL Executives' based on ODI/agreed lists, Amendment in Para II(d) from Revised Guidelines of BSNL Employees' Transfer Policy. Circulated wide 412-10/2009-Pers-I dt. 09-05-2012- which is discouraging the executives to serve Soft Tenure Areas of the Circle, Two weeks of training to executives whose pay is upgraded and on every promotion under EPP, Grievances of PA/ Stenographers' cadre viz. Post based promotions for P.A/P.S, Common Recruitment Rules & Nomenclature, Introduction of Promotion Policy for Stenos (Dying cadre), Declaration of hard tenure stations in HP Circle, Declaration of Nagaur SSA, Churu SSA and Chittorgarh SSA as soft tenure stations in RAJ Circle, Request transfer cases of DEs from AP, MH, GUJ, Kerala Telecom Circle to KTK, TN, Chennai TD, STR/STP Circles, EPF Statement of BSNL recruited Employees, Superannuation benefits to directly recruited

employees as per DPE guidelines, Meetings of Staff welfare Board / Sports & Cultural Board BSNL, Payment of pension contribution of the IDA pay scales, Payment of Income TAX on leave encashment amount of BSNL pensioners, Repatriation of ITS Group 'A' Officers from BSNL.

G.S. also briefed the details of the Other Organizational Activities like Establishment of Association office and permanent assets, Winding-up of all constituent Associations, Venue for next AIC, Harassment of Executives terrorization by Contract labors in Kolakata Telephone Circle and WB Telecom Circle, Organisational Action programmes, Functioning of United Forum of BSNL Executives Associations. The views of the sister associations, members of the united forum and joint forum were also provided by the G.S.

Towards the viability of BSNL the issues of Viability of BSNL/MTNL & Joint/Forum of BSNL/MTNL Unions/Associations Activities, Illogical interest and taxes being paid by BSNL, Instructions to all Govt. Departments/Autonomous Bodies where the Govt. of India bears the cost of telephone expenditure for taking the telecom services from BSNL only to support BSNL, Strengthening of Marketing and Sales units of BSNL, Effective deployment of all assets & proper utilization of manpower were also taken detailed discussions.

The following resolutions were unanimously adopted by CWC :-

1. Immediate withdrawal of looking after arrangements and allowing officiating Promotion till the time all vacant DE/DGM level posts are filled up on adhoc/regular basis.
2. CPCs to fill up the vacant HAG/SAG/JAG, STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc/Regular basis
3. Regularization of Officiating JTOs and Removal of FR-35 pay fixation.
4. Implementation of assured Executives Promotion Policy in BSNL:
  - (a) Implementation of CPSU cadre hierarchy-Change of designations on each Time Bound upgradation on functional basis:
  - (b) Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:
  - (c) Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE:
  - (d) Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1.10.2000:
  - (e) One time placement of SDE to Sr. SDE:
5. Amendment in Management Trainees Recruitment Rule-2009 and DGM Recruitment:
6. Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL:



7. Arbitrary reduction of JAG and STS posts by 30% under the garb of Remuneration Committee even without conducting elementary work study – unwarranted and motivated attack on bare minimum promotional avenues available to 35,000 Executives:  
8. Serious anomalies in the TES Gr. 'B' officers' seniority lists:

9. Restructuring of AD (O/L) cadre:

10. Regularization of Postal JAOs:

11. Withdrawal of 19.02.2010 order treating the promotion of AAO/Sr. AO/Sr. SDE as time bound promotion instead of post based promotion.

12. Allowing to exercise option to Deptt. JAOs on their promotion who got promoted on or after 07.05.2010:

13. 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:

14. Special drive for recruitment of JTO's/JAO's as Circle cadre to meet the requirement of Tenure Circles:

15. Implementation of DoT Order no. 17-38/2009-VM.I dated 21.02.2013 for Inter Circle transfers of BSNL Executives' based on ODI/agreed lists -

16. Two weeks of training to executives whose pay is upgraded and on every promotion under EPP on the basis of offline examination process in Training Centers.

17. Grievances of PA/ Stenographers' cadre :

(a) Post based promotions for P.A/P.S to PPS/Sr. PPS:

(b) Common Recruitment Rules & Nomenclature in BSNL.

(c) Introduction of Promotion Policy for Stenos (Dying cadre):

18. Stream lining of EPF Statement of BSNL recruited Employees:

19. Superannuation benefits to directly recruited employees as per DPE guidelines:

20. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.from 01.01.2007 in BSNL:

21. Extension of LTC facility to retiring officer after August'2013.

22. Executives are being harassed and terrorized by contract labour in KTD and WB Circles-protest against.

CWC also directed GS to immediately serve a notice for Organisational Action Programmes for the early settlement of above pressing issues.

The issue of transferring of funds / assets of the constituent association were discussed in detail. Com. B S Reddy, Chairman of the committee formed for the purpose of pursuing the earstwhile G.Ss of TESA and AFSOA has detailed about the discussions taken place with both the G.Ss and the attitude of both the G.Ss in settling the issue.

G.S. submitted a detailed statement on the issue and complete details of the discussions with both General Secretaries and also stated that legal notice have already been issued to the G.S. TESA as per the decision of the earlier CWC with copy to the Registrar of Societies for not initiating action against the TESA for not adhering to the bye-laws

A letter addressed to the G.S. AFSOA duly signed by the members of the earstwhile AFSOA now holding various positions in the AIBSNLEA with copy to the earstwhile president of AFSOA request them to transfer the assets of AFSOA to the AIBSNLEA immediately were presented to the house and it was decided by the signatories to hand over the said letter through Com. G R Sharma by hand and also a copy through post.

Com B. Ravindranath, FS presented the audited receipt and payment accounts for the period 1.1.2012 to 31.12.2012 & 1.1.2013 to 31.3.2013, balance sheet as on 31.12.2012 along with income and expenditure for the period ended as on 31.12.2012. Since the account has not been submitted after getting the audited from the statutory audit, and there seems to be few errors, it was decided that Com. Keshava Rao, Advisor will extend the support to Com. Rabindranath, F.S. and Com. Jai Ram, auditor. The account finalised in all respects duly re-audited for the entire period from Kolkatta AIC duly checked by Com. Keshava Rao, will be presented in the next AIC by the F.S.

It was decided that all the comrades holding any position in the present CWC at Guwahati and will be retiring from the service prior to AIC will be the special invitees in the subsequent AIC.

It was also decided to allow the retired officers namely All Indian BSNL Pensioners' Association which is working for the welfare of the retired officers through out the country around 100 members to hold the AIC at the same venue. They will also attend the open session of the AIBSNLEA. The expenditure of boarding and lodging will be born by them. This will have better co-ordination between the working and retired Executives Associations.

A resolution proposed by Com. R.B. Athani, AGS(Engg.) and which is seconded by Com. B S Reddy, OS(S) that the CWC appreciated the Circle body of Assam Circle, NE I and NE II for excellent arrangement of transportation, stay and food, etc. Com. K K Das, Circle Secretary, Assam Circle extended sincere thanks for inviting the retiring officers to the AIC at Nasik.

Meeting concluded with vote of thanks is given by Com. Manas K. Roy, Vice President, CHQ to the chair and National Anthem.

President Shri P. Venugopal declared CWC Meet closed.

## AIBSNLEA WRITES

### 1. Notice for Organisational Action Programmes commencing w.e.f. 29<sup>th</sup> April'2013.

Ref: No. AIBSNLEA/CHQ/CMD/2012-13 Dated: 10.09.2013  
(Annexure-II- Available on CHQ Website)

We are constrained to inform you that despite our several requests in the informal meetings for the settlement of the pending issues of the Executives' in BSNL remain unsettled due to the indifferent and un-helping attitude of the BSNL Management. All the pending issues were deliberated in the Central Working committee Meeting of AIBSNLEA held at Guwahati (Assam) from 05<sup>th</sup> to 06<sup>th</sup> April'2013 and CWC expressed its dissatisfaction against non-settlement of the pending issues. The issues were submitted in the form of Resolutions passed in CWC Ahmedabad meeting to the Management in the letter under reference (**Annexure-II- Available on CHQ Website**). The non-settlement of the legitimate issues has caused serious resentment amongst the members of this Association. The pending and pressing issues are as under which need immediate settlement. The brief Note on Pending issues which needs immediate settlement is attached as per **Annexure-I (Available on CHQ website)**.

1. Immediate withdrawal of looking after arrangements and allowing officiating Promotion till the time all vacant DE/ DGM level posts are filled up on adhoc/regular basis.
2. CPCs to fill up the vacant HAG/SAG/JAG, STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc/ Regular basis
3. Regularization of Officiating JTOs and Removal of FR-35 pay fixation.
4. Implementation of assured Executives Promotion Policy in BSNL:
  - (a) Implementation of CPSU cadre hierarchy- Change of designations on each Time Bound upgradation on functional basis:
  - (b) Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:
  - (c) Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE:
  - (d) Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1.10.2000:
  - (e) One time placement of SDE to Sr. SDE:
5. Amendment in Management Trainees Recruitment Rule-2009 and DGM Recruitment:
6. Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL:
7. Arbitrary reduction of JAG and STS posts by 30% under the garb of Remuneration Committee even without conducting elementary work study – unwarranted and

motivated attack on bare minimum promotional avenues available to 35,000 Executives:

8. Serious anomalies in the TES Gr. 'B' officers' seniority lists:
9. Restructuring of AD (O/L) cadre:
10. Regularization of Postal JAOs:
11. Withdrawal of 19.02.2010 order treating the promotion of AAO/Sr. AO/Sr. SDE as time bound promotion instead of post based promotion.
12. Allowing to exercise option to Deptt. JAOs on their promotion who got promoted on or after 07.05.2010:
13. 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:
14. Special drive for recruitment of JTO's/JAO's as Circle cadre to meet the requirement of Tenure Circles:
15. Implementation of DoT Order no. 17-38/2009-VM.I dated 21.02.2013 for Inter Circle transfers of BSNL Executives' based on ODI/agreed lists -
16. Two weeks of training to executives whose pay is upgraded and on every promotion under EPP on the basis of offline examination process in Training Centers.
17. Grievances of PA/ Stenographers' cadre :
  - (a) Post based promotions for P.A/P.S to PPS/Sr. PPS:
  - (b) Common Recruitment Rules & Nomenclature in BSNL.
  - (c) Introduction of Promotion Policy for Stenos (Dying cadre):
18. Stream lining of EPF Statement of BSNL recruited Employees:
19. Superannuation benefits to directly recruited employees as per DPE guidelines:
20. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.f. 01.01.2007 in BSNL:
21. Extension of LTC facility to retiring officer after August'2013.
22. Executives are being harassed and terrorized by contract labour in KTD and WB Circles-protest against.

Against the non-settlement of the above pressing issues and indifferent attitude of the BSNL Management, AIBSNLEA decided to start Organizational Action Programmes as follows.

1. Savingram Campaign and Holding of Special General Body Meetings on 29<sup>th</sup> April'2013 at all SSAs/ Circle/BSNL Corporate Office level.
2. Observing Protest Day by holding MASSIVE DEMONSTRATION at all SSAs/ Circle/BSNL Corporate Office level during Lunch/Closing hours on 1<sup>st</sup> May'2013.
3. Two Days MASS DHARNA on 15<sup>th</sup> & 16<sup>th</sup> May'2013 at all SSAs/ Circle/BSNL Corporate Office.

4. Further course of Organisational Action Programmes will be decided in due course of time, in case the issues are not settled.

We would therefore request you to kindly intervene in the matter to resolve the above mentioned pressing issues at the earliest so that the above Organizational Action Programmes may be avoided

**Copy endorsed to** Shri Sh. M.F. Farooqui, Chairman TC & Secy (T), DOT, New Delhi, Smt. Rita Teotia, Addl. Secy(T), DoT, Govt. of India, New Delhi-110001, Shri Shahbaz Ali, DDG(TPF), DoT, Govt. of India, New Delhi-110001, Shri A.N. Rai, Director (EB/HR), BSNL Board, New Delhi-110001, Shri N.K. Gupta, Director (CFA), BSNL Board, New Delhi-110001, Shri R.K. Agarwal, Director (CM), BSNL Board, New Delhi-110001, Shri K.C.G.K. Pillai, Director (Fin), BSNL Board, New Delhi-110001, Shri A.K. Jain, Sr. GM (Pers), BSNL CO, New Delhi-110001, Shri Neeraj Verma, GM (SR), BSNL CO, New Delhi-110001 and Shri R.K. Goyal, GM (Estt), BSNL CO, New Delhi-110001

*No. AIBSNLEA/CHQ/CMD/2013 Dated: 11.04.2013  
(Addressed to Shri R.K. Upadhyay, Chairman-cum-  
Managing Director, Bharat Sanchar Nigam Limited, New  
Delhi -110001.)*

**2. Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives availing higher scales of pay w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles-reg.**

**Ref:-** Pers. Cell, BSNL Co letter nos. 412-13/2013-Pers.I (I) dated 22-03-2013 and 412-13/2013-Pers.I (II) dated 22-03-2013.

We would like to draw your kind attention on the above cited references on the subject matter vide which it was communicated that withdrawal of local officiating arrangement and introduction of a new system of look after arrangement in executive cadres. In this connection, we would like to put forward the following practical suggestions before you, while implementing the new procedure vis-à-vis the exercise of inter-SSA transfer of executives going to be effected.

(I) Certain SDEs/DEs (equivalent) when they got their officiating promotions were sent out side SSA and now completed tenure of 2 years there. An en-block transfer / repatriation to parent SSAs of all such officers may be allowed on their reversion to parent cadre. This is required essentially because they are not bound to serve out-side the SSA in the reverted lower cadre. Many of them will be

entitled to function in the higher cadre as "look-after officers" as per the new scheme of C.O, in their parent unit due to their up-graded position gained by their time-bound promotion status. The remaining others also should not be retained outside SSA in a lower cadre without their willingness because they were sent out-sides only to officiate in a higher post.

(II) There may be certain others, still officiating in the higher cadres such as D E/ DGM within their parent SSA itself, though they are not yet placed in the time-bound up-gradation status of E4/ E5. Such officers will immediately be reverted/ downgraded to their original cadre in view of the corporate office orders cited above. If any of them are found sufficiently long-standing in an SSA as per norms of transfer policy or not worked outside SSA so far, they should be included in the long-stay list for inter-SSA (III) As you are aware, an executive under orders of temporary/ regular promotions, deserves a right to refuse/ decline the position offered subject to certain conditions, even if he is enjoying a time-bound up-gradation in the scale of offered post. The refusal will not affect the time-bound up-gradation status of the officer, at any rate. Obviously this is applicable to the case of "look-after" arrangement also and a question to mandate "look-after" with a change of station will not be valid in this scenario. (An executive is not obliged to accept any additional charges in lieu of time-bound up-gradation, which was earned by him as per clear and unambiguous provisions in the EPP).

[Policy to be followed in case where persons refuse promotion to a higher grade is decided by OM No. 1/3/69-Estt(D) dated 22nd November, 1975 from Cabinet Secretariat, Department of Personnel and A.R. which says that, "When a government servant does not want to accept a promotion which is offered to him, he may make a written request that he may not be promoted and the request may be considered by the appointing authority, taking relevant aspects into consideration"... .... "However, no fresh offer of appointment on promotion should be made in such cases for a period of six months from the date of refusal of first promotion." But the OM further says that, when adhoc promotions against short-term vacancies are refused, even this penal provision is not applicable and he can be considered every time when short-term vacancies arise. We would therefore request you to kindly issue necessary guidelines for not making mandate look after arrangement willingness of all E4/E5 grade officers with choice of stations/ area preferred may be obtained before issuing an order of look-after by the competent authorities on the basis of All India seniority. Non-willing officers may be spared and the spare positions may be offered to the juniors in the eligible list and avoid unwanted litigations in this

crucial stage of the PSU. Also ensure SC/ST roster implementation.

**Copy endorsed to** Sh. A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001 and Sh. Neeraj Verma, GM(SR), BSNL CO, New Delhi-110001

*No.AIBSNLEA/CHQ/Dir(HR)/2013 Dtd:01.04.2013  
(Addressed to Sh. A.K. Rai, Director (HR), BSNL Board, New Delhi-110001.)*

**3. Amendment in Para II(d) of Revised Guidelines of BSNL Employees' Transfer Policy circulated vide Pers. Cell, BSNL CO letter no. 412-10/2009-Pers-I dt. 09-05-2012- which is discouraging the executives to serve Soft Tenure Areas of the Circle.**

**Ref.:** BSNL CO letter no. 412-10/2009-Pers-I dt. 09-05-2012.

We would like to draw your kind attention on the Para II(d) of the revised guidelines of BSNL Employees' Transfer Policy circulated vide above referred letter, which has discouraged executives to serve on Soft Tenure stations.

The Para II (d) of the above cited letter tells that "the Executives being posted in Soft Tenure from within the Circle may not be allowed to revert to the same SSA from where they were transferred, at least for one post tenure". This condition indicates that no one can return in the original SSA before 5-6 years. Further the posting tenure has been increased from 2 to 3 years, which is also unjustified. In such circumstances, it will be difficult to serve such soft tenure stations as compared to other normal station.

It is therefore requested you to kindly remove such condition in the said letter so that executives can be motivated to serve in the Soft Tenure stations of the Circle already declared by Pers. Cell of BSNL CO vide above cited reference.

Copy endorsed to Sh. A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001 and Sh. Neeraj Verma, GM(SR), BSNL CO, New Delhi-110001.

*No.AIBSNLEA/CHQ/Dir(HR)/2013 Dtd:01.04.2013  
(Addressed to Sh. A.K. Rai, Director(HR), BSNL Board, New Delhi-110001.)*

**4. Bulk Inter-SSA transfer of executive's- in the cadre of JTOs/ SDEs in Kerala Telecom Circle- reg.**

**Ref:-** Letter No. AIBSNLEA/KER/GEN/2012-13 Dated 2-3-2013 of Circle Secretary, Kerala, sent to CGM, Kerala **(enclosed)** .

We would like to draw your kind attention on the above cited reference in the subject matter, which is addressed to the CGMT Kerala regarding Bulk Inter-SSA transfer of executive's- in the cadre of JTOs/ SDEs in Kerala circle.

It is now learnt that the circle administration is going to implement bulk inter-SSA transfers without having a proper discussions with recognized associations with regard to the valid problems raised by us, especially the points mentioned under item-3 of the letter, which reads as follows:-

" It is noticed that, the service done in other SSAs for periods less than two years (during the DOT era, and before declaring BSNL Transfer Policy in 2007 ) is not counted as a break for calculating length of stay in the lists now published. As a result of this, those who have already gone out of the SSA on transfer will be again and again transferred.

If the period of service in other SSAs with length of less than two years is not considered as a break in the calculation of long stay in the parent SSA, a good number of seniors who worked outside SSA in the interest of service, are again forced to go out, while juniors who never went outside, are not included in the transfer list. To avoid this anomaly, we request that, the service rendered in other SSAs prior to 2007 ie., prior to the year in which BSNL transfer policy came in force, may be counted for break for the calculation of long standing even though it is a period less than two years, in view of the fact that, such a stipulation was not there prior to 2007. (Alternately, we suggest to prepare a list of executives, cadre-wise, who never worked out- side the SSA so far and get a list of long standing from this group for the purpose of inter-SSA transfer. Immediate requirement of inter-SSA transfers may be met from this list and only on exhausting this list a further processing of the general list as per transfer policy can be allowed.) "

BSNL transfer policy does not insist to implement bulk transfers every year based on the same as a routine process. Transfer only for the sake of transfer, will not do anything good at this juncture. The competent authority can affect transfer in the interest of service on certain principles that suit the local situations also. The alternate suggestion submitted by us above is the most practical one in view of the special circumstances prevailing in this circle.

We would therefore request you to kindly intervene in the matter so that suitable guidelines will be issued to the CGMT Kerala in this regard before issuing a bulk transfer order this year.

Copy endorsed to Sh. A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001 and Sh. Neeraj Verma, GM(SR), BSNL CO, New Delhi-110001.

*No. AIBSNLEA/CHQ/Dir(HR)/2013 Dtd:01.04.2013  
(Addressed to Sh. A.N. Rai, Director (EB/HR), BSNL Board, New Delhi-110001.)*

**5. Discrepancies in providing telecom facilities to BSNL officers working in MTNL service area –reg.**

We would like to draw your kind attention that there are following discrepancies in providing telecom facilities to BSNL employees / officers working in MTNL service area.

1) There is no provision in billing software in MTNL to allow free calls admissible on monthly basis for service connections of BSNL officers both on landlines & GSM mobiles. On the contrary, monthly rental is also charged which is wrong. This results into receipt of cumulative bills to the tune of thousands of rupees.

2) The BB facility at residence cannot be obtained on RSRTC because of problem indicated on point no. 1 above. There is no provision of separate bill for BB usage charges.

3) A separate LL connection is required to be taken in private capacity to avail BB facility.

4) In BSNL 60% REBATE is given to BSNL officers (Max. Rs.300/- PM) on BB usages but it is not available in MTNL area.

We would therefore request you to kindly intervene in the matter and instruct to all concerned to issue necessary guidelines as suggested above in the interest of BSNL employees / officers, who are working in MTNL Service area.

Copy endorsed to The Sr. GM(Admn.), BSNL C.O., New Delhi-110001.

*No. AIBSNLEA/CHQ/Dir(HR)/2013 Dtd:20.03.2013  
(Addressed to Sh. A.N. Rai, Director (HR), BSNL Board, New Delhi-110001.)*

**6. Regularization of all qualified officiating JTOs by a one- time personal up-gradationm Urgent step to be taken before conducting the ensuing JTO LICE-**

Ref :- Your latest letter No. AIBSNLEA/CHQ/CMD/2013 dated 25-02-2013 addressed to the CMD, BSNL on the above subject.

Kindly refer to your letter dated 25-2-2013 cited above addressed to the CMD with reference to a series of correspondences already made by the association demanding regularization of all qualified officiating JTOs by a one-time personal up-gradation.

We have placed the following suggestion/ demand before the competent authority to protect the interest of the

affected group of officiating JTOs, in view of the JTO-LICE declared to be conducted before a proper settlement of their genuine issues. Our request as quoted from the letter dated 25-2-2013 reads as follows:-

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

(2) It may also be clarified that, the seniority of all those who are exempted now and regularized through up-gradation later, will be decided as per the rules regarding fixation of seniority prevalent for the cadre.”

We would therefore request you to kindly take necessary action as suggested above to protect the interest of 2500 JTOs(Offg.) and also the BSNL's interest.

Copy endorsed to The GM(Estt.), BSNL C.O., New Delhi-110001.

*No. AIBSNLEA/CHQ/Dir(HR)/2013 Dtd:20.13.2013  
(Addressed to Sh. A.N. Rai, Director (HR), BSNL Board, New Delhi-110001.)*

**7. Part Time Distance Learning Scheme – Non-reimbursement of MBA Course Fees to certain Executives from Civil Wing -reg.**

Ref:- CGMT,Kerala Lr.No.HRD/10-13/2011/Vol.II/20 dated 16.09.2011.

This is to bring to your kind notice that, it was communicated vide reference above to certain executives of this circle working in the Civil Wing that their application for the reimbursement of the course fee for the MBA degree undergone by them cannot be considered for reimbursement as the degree was not taken from an approved institution by the District Education Council.

But the fact is that they have actually taken the MBA degree from Kerala University which is an approved one by District Education Council and hence the above observation is wrong. This fact was brought to the notice of Circle Office duly discussed with AGM/Addl. GM(HR) and it could gather that the reason for the non-reimbursement of tuition fee was not due to the above reason as wrongly communicated

to them but was due to the non-receipt of approval from CGMT prior to 1.10.2010 by the concerned executives to undergo the part time MBA Course.

In this connection, it may kindly be noted that all the affected executives had already applied in time seeking permission to undergo the course and the same was duly granted by their controlling officers of HAG level in Civil Wing. Accordingly, they had started joining the course and had successfully completed too. Later it was understood that the competent authority for according sanction is CGMT and thus the matter was subsequently taken up by the above HAG level officers to CGMT well before 1.10.2010 for post-facto approval but unfortunately did not materialize yet.

Any delay happened in taking up the matter with CGMT by the controlling officers mentioned above is not due to any lapse of the applicants concerned as they all had applied well in time to their respective controlling officers and got permission too. So non-reimbursement of the MBA denial of natural justice to them as they had been deprived with the non-reimbursement of their legitimate entitlement. They are thus penalized for administrative reasons for which they were in no way responsible.

It is therefore requested to look into the matter and cause immediate action for the issuance of orders for the reimbursement of course fee to those who had already submitted their applications seeking permission before 1.10.2010 to undergo MBA course from the approved institution.

Copy endorsed to PGM(BW), BSNL Corporate Office, New Delhi-110001.

*No.AIBSNLEA/CHQ/GM(Trg.)/2013 Dtd:20.03.2013  
(Addressed to Shri Neeraj Verma, GM(Trg.) BSNL Corporate Office, New Delhi-110001.)*

**8. Anomaly in pay Fixation - Case of DR.JTOs of 2007 & 2008 Batch DR. JAOs in respect of whom result declared in April 2010 and Departmental JAOs who got promoted through internal departmental competitive examination for which results declared in year 2010{ both 10% & 40% } - Reg.**

Ref:BSNL CO Lr.NO: 1-50/2008-PAT(BSNL)Dtd 05.03.2009.  
BSNL CO Lr.NO:1-16/10-PAT (BSNL) Dtd 7.5.2010.  
BSNLCOLrNO:1-69/09-PAT(BSNL) Dtd 24.5.2010.  
BSNL CO Lr. NO : 1-69/09-PAT(BSNL) Dtd 19.5.2011.  
BSNL CO Lr. NO : 1-29/10-PAT (BSNL) Dtd 03.1.2012.  
BSNL CO Lr. NO : 1-29/10-PAT (BSNL) Dtd 19.3.2012.  
BSNL COLr.NO:1-05/12-PAT (BSNL) Dtd 20.12.2012.

Kindly refer to the letters cited under Ref. (5) dated 03.01.2012 and (6) dated 19.03.2012 above wherein the pay of directly recruited JTOs /JAOs was fixed at Rs.19020/- by grant of 5 Five advance increments in the revised IDA pay scale of Rs.16400-40500 on their date of joining in BSNL after completion of induction training. Further para 2 of letter cited under reference (7) dated 20.12.2012 reads as follows:

"Accordingly, it has been decided with the approval of BSNL Board that on promotion to the grade of JAO through internal departmental competitive exams for which results declared in year 2010 (both 10% Quota & 40% Quota), the pay of such JAOs may be fixed in the revised E1 pay scale of Rs. 16400-40500/- by granting one notional increment @ 3% of their existing pay in the feeder grade or at Rs.19020/- by way of granting five advance increments on the minimum of the revised E1 scale, whichever is higher. In this regard Para No (3) of letter dated 05.03.2009 wherein the revision of scales of pay of Board level and below Board level executives of BSNL were notified [cited under reference (1) above ] reads as follows. "The annual increment will be at the rate of 3% of the Revised Basic pay and the same will be rounded off to the next multiple of rupees ten".

"Annual Increment will be at the rate of 3% of the revised basic Pay and will be rounded off to the next 10 Rupees". This was further clarified vide letters dated 24/05/2010 and 19/05/2011 (Cited under ref (3 & 4). It reads as follows. "Annual increment will be at the rate 3% of revised Basic Pay. In case of calculation of Increments under the revised pay structure, paise should be ignored, but any amount of a rupee or more should be rounded off to next multiple of 10. To illustrate, if the amount of Increment comes to Rs 1900.70 paise then the amount will be rounded off to Rs1900; if the amount of increment works out to Rs. 1901, then it will be rounded off to Rs 1910".

Hence it is amply clear that increment should be granted @ 3% on the Revised basic

Pay and the amount should be rounded off to next multiple of 10 subject to the condition stated in the letter cited under ref (3) and (4).

But as per Annexure to the to the letter cited under reference (6) dated 19.03.2012 sample pay fixation in the pay scale of Rs 16400-40500 (E1) in respect of directly recruited JTOs of 2007 & 2008 batch and JAOs in respect of whom results declared in April, 2010 has been worked out as per BSNL CO letter No.1-29/2010-PAT (BSNL) dated 03-01-2012 [cited under reference (5)] By granting of Five Advance Increments in the minimum of E1 Scale of Rs 16400, the amount arrived at Rs. 19020. It is presumed that the pay fixation has been done as follows.

DR.JTOs in respect of whose Date of Appointment is 17/08/2009 & 12-09-2010.

Minimum of E1 scale = Rs. 16400

Add I increment @ 3% on Rs. 16400 = Rs. 492

Total= Rs. 16892

Add II increment @ 3% on Rs. 16892 Rs. 507

Total= Rs. 17399

Add III increment @ 3% on Rs. 17399 Rs. 522

Total= Rs. 17921

Add IV increment @ 3% on Rs. 17921 Rs. 538

Total = Rs. 18459

Add V increment @ 3% on Rs Rs. 554

Total = Rs. 19013

Rounded off to Rs = 19020

But as per this calculation neither the rounding off rules as envisaged vide of letters dated 24.05.2010 & 19.05.2011 [Cited under as reference (3) and (4)] nor the rules for grant of increment as envisaged in letter dated 05.03.2009 and 07-05-2010 [Cited under reference (1) and (2) ] has been followed] .

Hence as per orders cited above pay fixation by grant of five increment in the minimum of E 1 pay scale of Rs 16400 has to be done as follows as per the rules on the subject .

DR.JTOs in respect of whose date of appointment is 17.08.2009 and 12.09.2010 and for JAOs who got promoted through internal competitive examinations for which results declared in year 2010 [both 10% Quota & 40% Quota]

Minimum of E1 scale = Rs. 16400

Add I increment @ 3% on Rs.16400 = Rs. 492

Total = Rs. 16892

Rounded to multiples of next 10 = Rs. 16900

Add II increment @ 3% on Rs.16900 = Rs. 507

Total = Rs. 17407

Rounded off to multiples of next 10 = Rs. 17410

Add III increment @ 3% on Rs.17410 = Rs. 522.30

Total = Rs. 17932.30

Rounded off to multiples of next 10 = Rs. 17940

Add IV increment @ 3% on Rs.17940 = Rs. 538

Total = Rs. 18478

Rounded off to multiples of next 10 = Rs. 18480.00

Add V increment @ 3% on Rs.18480 = Rs. 554.40

Total = Rs. 19034.40

Rounded off to multiples of next 10 Rs. 19040

Pay to be fixed on 17.08.2009 and 12.09.2010 at Rs.19040.

Hence in the light of the above the pay of DR.JTOs of 2007 and 2008 Batches (appointed on 17.08.2009 and 12.09.2010) DR. JAOs in respect of whom result declared in April, 2010 and the JAOs who got

promoted through internal departmental competitive examinations for which results were declared in year 2010 (both 10% Quota & 40% Quota) has to be fixed subject to the minimum of Rs.19040/ = instead of Rs 19020.

The difference is just Rs.20/-.

It is not a question of the quantum of money but the underlying principle based on which grant of increment and rounding off is regulated as per rules on the subject. Hence it is requested to issue necessary corrigendum to the BSNL CO office order (No 2 of 2012) 1-29/2010-PAT (BSNL) dated 19-March-2012 [cited under reference(6)] and BSNL CO Lr. No: 1-05/2012- PAT (BSNL) dated 20-12-2012 [cited under reference (7)] please.

We profoundly hope that the needful will be done at the earliest.

Copy endorsed to Shri A.N. Rai, Director(HR), BSNL Board, New Delhi-110001.

No.AIBSNLEA/CHQ/Dir(Fin.)/2013 Dtd:18.03.2013

(Addressed to Shri K.C.G.K. Pillai, Director(Finance), BSNL Board, New Delhi-110001.)

#### 9. Withdrawn of CUG Service in Raj. Telecom Circle - reg.

We would like to draw your kind attention on a message floated by Rajasthan Telecom circle to its CUG subscriber's i.e "Service no. CUG is to be migrated on 11-03-13 to HLR based where short code dialing will not be available, however calls dialed within the group will not be charged."

It is reliably learnt that BSNL is withholding the CUG services on the name of out dated Server while CUG services are smoothly running on all CUG Groups and very much attractive & popular among the Corporate Subscribers.

Presently only BSNL is providing short code dialing in CUG, while other operators are not providing this feature. If this facility is withdrawn in the name of upgradation of Server, BSNL is going to lose around 50000 subs and an amount of Rs. 3.5 Crores per month in Rajasthan only. We are having nearly 500 CUG Groups in Rajasthan and most of them are appreciating this facility (short code dialing). The CUG subs are threatening to port out if this facility is withdrawn. We would therefore request you to kind intervene in the matter and take necessary action at the earliest so that BSNL can be saved against heavy financial loss.

Copy endorsed to Shri R.K. Agarwal, Director(CM), BSNL Board, New Delhi-110001.

No.:AIBSNLEA/CHQ/Dir(CM)/13-14 at Jaipur13-3-13

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

## BSNL DOT ORDERS

### 1. Transfer of officers appearing in Agreed List/ODI List-Instructions regd.

This undersigned is directed to refer to your D.O. Letter No. 21-14/2012-Pers. II, dated: 28.12.12 on the subject cited above and to state that in view of the observations made in your said D.O. letter, instruction issued vide this Department's letter of even no. dated: 04.02.2012 & dated 12.01.2011 has been reconsidered- reviewed as under:

(i) An officer appearing in Agreed/ODI Lists should be transferred to another post which must not either be a sensitive post or an allowance post.

(ii) In case of a report from the CBI or the concerned Vigilance Cell about undue interference by such an officer in the due process, he may be posted outside the Circle (In case of an officer having all India transfer liability) or shifted from his post within the Circle/SSA (In case of an officer having transfer liability within the Circle/SSA).

2. This issues with the approval of Secretary (T)

Copy for Similar action Chairman-cum-Managing Director, MTNL, New Delhi and Sr. DDG (SW)/DDG (TEC)/DDG (Estt.)/DDG (FEB)/JS (A) DoT.

Copy for Information CVO, BSNL., New Delhi and CVO, MTNL, New Delhi. *Dated : 25 Feb. 2013 (Addressed to Sh. R.K. Upadhyay, Chairman-cum-Managing Director, BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi-110 001.)*

### 2. Introduction of Look After Arrangement by Executive availing higher scales of pay-proviso and clarification thereof.

Further to this office order No. 412-13/20134-Pers.I (II), dt. 22nd March, 2013, on the subject mentioned above, some feedback on the operational aspect of 'Look After Arrangement' has been received in this office. Accordingly, it has been deemed necessary to add the following **proviso** to modalities of 'Look After Arrangement' as below:

1. Circles having no eligible executive under the look after arrangement to man the post of DE or DGM, may temporarily resort to manning such posts by the senior executives in the next lower scale till the availability of executive of appropriate scale.

2. Where a senior executive (w.r.t. all India seniority list) in a circle is not eligible purely due to pay scale under this arrangement as compared to his junior,

such seniors may also be deployed for look after arrangement in relaxation of these rules till further order.

**Also**, following clarification in the matter will facilitate the issues:

1. I may be categorically clarified that the 'Circle seniority' has to be derived for the executives within a circle w.r.t. their standing in the 'All India seniority list'.

2. Further, it also needs to be clarified that the phrase "to mandate" in second para of the order dt. 22-March-2013 stands for putting in place an arrangement for being exercised by CGMs. In no way it carries the sense of 'mandatory'.

This issues with the approval of the Competent Authority.

Copy endorsed to The PPS to CMD, BSNL/all Executive Directors, BSNL C.O., New Delhi, The CVO/PGM/GM (Pers.)/(Estt.)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O., The AGM (Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O., All DMs (Pers.1/Admn.1/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O., The Rajbhasha Adhikari, BSNL C.O. for Hindi version and Spare copy/Order Bundle.

*No. 412-13/2013-Pers.I Dated : April 1<sup>st</sup> 2013 (Addressed to All Heads of Telecom Circles/Metro Districts/Maintenance Regions/Projects/Stores/Brbrait/ALTTC, All other Administrative Units, Bharat Sanchar Nigam Limited.)*

### 3. Modification in policy for provision of Concessional Broadband Connection to the below JAG level employees in BSNL at their residence to include JAG level and above:

The Management Committee of BSNL Board in its 160th Meeting held on 6th March, 2013 decided to modify the policy for provision of Concessional Broadband connection to the below JAG level employees in the BSNL at their residence and has approved to extend the same to JAG and above level retired BSNL officers at their residence residing in BSNL service areas only.

The revised policy is as follows:

a. Provision of 60% discount on rentals as is being allowed on the Concessional Broadband Connection to the BSNL. retired employees below JAG level in terms of Circular No. 01/2012-PHA dated 27.07.2012 as also extended to the JAG and above



level retired BSNL officers residing in BSNL service area only.

b. Other charges including charges for modern etc will be borne by the officer concerned.

c. All other terms and conditions of circular no. 21/2008-PHA dated 24.09.2008 of the policy remain unchanged.

These instructions will come in force with immediate effect.

Copy endorsed to PP to Chairman & Managing Director, BSNL, All Directors of the Board of BSNL, All Executive Directors BSNL, All PGMs/Sr.GMs/GMs/ Company Secy. BSNL Co. New Delhi, DGM (IT), BSNL. Co. New Delhi, BSNL Intranet site, DG. P&T Audit, Sham Nath Marg, Delhi, DM (OL) for Hindi Version, All recognized staff/Executive association and Guard file.

No. 2-06/2005-PHA (Pt) Dtd : 22<sup>nd</sup> March 2013  
Circular No. 01/2013-PHA

(Addressed to All the Chief General Manager, Telecom Circle/ Telephone Disgtricts, & other Administrative Units, Bharat Sanchar Nigam Limited.)

#### 4. Reference to CVC seeking second stage advice

Ref: Dy CVO O/o CVO BSNL, New Delhi, Letter No. 216-51/2004-O&M dated 14/02/2013

The undersigned is directed to forward herewith the letter received from Dy VO O/o CVO BSNL, New Delhi vide letter No. 216-51/2004-O&M dated 14/02/2013 regarding the subject cited as above (copy enclosed for ready reference) The instructions contained in the said letter is as follows "It is reiterated and clarified that irrespective of level of public servant, second stage advice should be sought in case of all employees where the Disciplinary Authority opinion is at variance with 1st stage advice rendered by either by CVC or by CVO BSNL".

It is therefore requested to all the Disciplinary authorities in the Circles for adherence to the above procedure invariably.

This issues with the approval of competent authority.

File No. 400-12/2013-Pers. 1 Dated : 20<sup>th</sup> March 2013  
(Addressed to All Heads of Telecom Circles/ Metro District/Maintenance Region/Projects/Stores/ PRBRAIT/ALTTC, All other Administrative units, Bharat Sanchar Nigam Limited.)

#### 5. Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL.

The system/practice of Local Officiating Arrangement or Local Officiating Promotions in the grade of SDE(DM)/DE(AGM)/DGM equivalent of all streams has been continuing in some BSNL circles against temporary vacancies in these grades under the erstwhile guidelines of DoT.

Owing to administrative and legal problems attached with this system, it has been decided by the Management to withdraw/abolish the system of Local Officiating Arrangement/promotions in its entirety. Accordingly, all the Circle Heads/Controlling Officers are hereby enjoined to take definite necessary action to ensure that the system/practice does not continue beyond 31<sup>st</sup> March 2013.

This issues with the approval of the Competent Authority.

Copy endorsed to The PPS to CMD, BSNL/all Directors/all Executive Directors, BSNL C.O., New Delhi, The CVO/PGM/GM (Pers.)/(Estt)/(Trg.)/(EF)/(FP)/(BW)/(Civil)/(Elect.)/(Arch.)/(TF), BSNL C.O., The AGM (Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O., All DMs (PersI/Admn.1/II/CSS/L&A/Paybill/Cash/Pension, BSNL.C.O., The Rajbhasha Adhikari, BSNL C.O. for Hindi version and Spare copy/Order Bundle.

No. 412-13/2013-Pers.I (1) Dated : 22<sup>nd</sup> March 2013  
(Addressed to All Heads of Telecom Circles/ Metro Districts/Maintenance Regions/Projects/Stores/ BRBRAIT/ALTTC, All other Administrative Units, Bharat Sanchar Nigam Limited.)

#### 6. Limited Departmental Competitive Examination (LDCE) against 35% & 15% quota for promotion to the cadre of JTO-Clarification thereof.

I am directed to refer to issue raised by various circles as to whether engineering degree in instrumentation /instrumentation technology is equivalent to Bachelor of Engineering /Bachelor of Technology in any of the disciplines viz Telecommunication

Electronics/Electrical/Radio/Computer in terms of column no 12 of JTO RR 2001

In this connection, I am directed to convey the approval of competent authority for treating Engineering degree in instrumentation / instrumentation Technology as equivalent to Bachelor of Engineering/Bachelor of Technology in any of the disciplines viz telecommunication/ Electronics/Electrical/Radio/Computer as mentioned in JTO RR 2001 for LDCE of 35% and 15% quota.

No.5-21I2013/Pers-IV Dated : March 13<sup>th</sup> ,2013

## MEETING WITH DOT & BSNL OFFICERS

**GS, President met GM (Estt) BSNL CO on 03.04.2013 and discussed**

(a) Withdrawal of local officiating promotion of officiating JTOs regarding: We expressed our serious concern against some circles misinterpretation of Personnel cell order of withdrawal of officiating arrangement for JTOs officiating also. GM (Estt) mentioned that 1800 officiating JTOs case is altogether different case which is not comparable with other officiating promotions. Hence local officiating arrangements will continue and it is being communicated to all the circles.

(b) Allowing to exercise option in pay fixation, case of departmental JAOs joined after 7-5 2010: We explained that departmental JAOs joined after implementation of NEPP on 7.5.2010 should be allowed to exercise option from the date of their joining. GM(Estt) assure to reexamine the case at the earliest.

(c) Antedating of DNI: we requested that Anti-dating of DNI, should be allowed to seniors w.r.t their juniors as per the old order and the later clarification should be withdrawn which is not removing the pay anomaly. GM (Estt) assured to reexamine the case based on our feedback given.

(d) Regularisation of officiating JTOs: We requested to take one time measure by upgrading 1800 TTAs Posts to JTOs to regularize officiating JTOs. GM (Estt) mentioned that till the time LICEC of JTO is held no step can be taken to amend the RRs to provide relief to officiating JTOs. However, he assured that as soon as the LICE is conducted and contempt case in Hon'ble High Court, Chandigarh is withdrawn, the necessary steps in this regard may be taken.

**GS, President, AGS(HQ) met Chairman TC & Secy(T) Sh. M.F. Farooqui on 02.04.2013** and greeted him on assuming the High Office of Chairman TC & Secy(T) on 01.04.2013. We assured him our fullest co-operation. Also we requested for early issuance of presidential directive on 78.2% IDA pay fixation of BSNL employees as approved & sent by BSNL Board long before. We submitted a brief letter on this issue which he marked to Member(Finance). He assured to look into the matter.

**GS, President, AGS(HQ) visited Member(Fin.), DoT Office on 02.04.2013** and perused for early clearance of 78.2% IDA Pay fixation case which is to be sent to Secy(T) and Hon'ble MOC&IT for the approval and to issue presidential directives.

**GS, President, AGS(F), Auditor(CHQ) met CMD BSNL on 02.04.2013** and requested him to attend our CWC Meet OPEN SESSION at Guwahati on 5th April'2013. CMD mentioned that he was interested to attend the meeting and accordingly he programmed also but due to some other unavoidable work he will be away from HQ from 4th to 7th April'2013. However, he assured to attend our 4th All India Conference in Maharashtra Circle. We also requested for getting issued presidential directives on 78.2% IDA pay fixation from DoT. He assured to look into the matter.

**GS, President, AGS(F), Auditor(CHQ) met Director(EB/HR), BSNL Board on 02.04.2013** and confirmed his programme to attend CWC Meet at Guwahati and discussed:-

(a) Withdrawal of officiating arrangement of offg. JTOs in Kerala Telecom Circle: We expressed our serious concern against withdrawal of local offg. arrangements of offg. JTOs in Kerala Telecom Circle. Director(EB/HR) asked Sr. GM(Pers.) to speak with CGMT Kerala Telecom Circle not to withdraw local offg. arrangement of offg. JTOs. He clarified that the Pers. Cell order is limited to SDE and above levels officiating arrangements. Accordingly Sr. GM(Pers.) spoke to CGMT Kerala Circle not to withdraw local offg. arrangement of offg. JTOs.

(b) CPC to fill up DGMs, DEs and SDEs vacant posts: Director(EB/HR) in the presence of Sr. GM(Pers.) assured that as soon as Hon'ble High Court Kerala judgment is delivered DE to DGM and DE regular CPCs will be completed. CPC from JTO to SDE will now be expedited since Chennai court case is dismissed today. SDE to DE CPC is in progress to fill up 760 DEs posts but promotions will be issued after vacating the stay order by Hon'ble CAT Chennai.

(c) Consideration of Pending request/tenure transfers cases of DEs/SDEs: We requested that SDEs/DEs who have completed more than two years service in Dec'2012, their request for transfer should be considered at the earliest. Sr. GM(Pers.) assured to examine the pending cases particularly of TN, KTK, STR, STP to AP, KRL, MH and Gujarat Telecom Circle and other tenure Circles.

(d) Clarification on look after arrangements: We extended thanks to Sr. GM(Pers.) for issuing clarification after our discussions on look after arrangements. However, still some issues needs clarification.

(e) Consideration of request transfer of executives who were already transferred on the basis of ODI list/agreed list: We requested for early implementation of DoT order dated 21.02.2013 on ODI/agreed list transfer. Director(EB/HR) assured to look into the matter.

**GS, President, AGS(F), Auditor(CHQ) met ED(CN) Sh. Rakesh Kapoor on 02.04.2013** to confirm his visit to Guwahati. ED(CN) confirmed his programmed to attend our CWC Meet at Guwahati on 5th April'2013.

**GS, President, AGS(F), Auditor(CHQ) met GM(SR) on 02.04.2013** and discussed:

(a) We requested GM(SR) for the early settlement of pending HR issues i.e. withdraw of online examination under EPP, restructuring of AD(O/L), Creation of PPS posts, Allowing diploma holders SDEs(C/E/Arch) to get EE promotion, holding of CPCs to fill up vacant DGMs, DEs, SDEs equivalent posts, streamlining of EPF contributions. GM(SR) assured to discuss the issues with the concern officers for early settlement.

**GS met PGM(BW) on 02.04.2013** and requested to fill up vacant SDEs(C), EE(C), SE(C) and CE(C) vacant posts. PGM(BW) mentioned that the seniority list of JTOs(C) has been finalized and the ACRs of eligible JTOs(C) has been called to hold CPC. Accordingly CPCs to fill up EE, SE and CE are to be initiated but SE to CE some court case is pending & stay order is there. However, efforts are being made for holding of CPCs.

(a) Allowing diploma holder SDEs(C) to EE promotion: PGM(BW) mentioned that matter is under consideration of RRs amendments and shortly decision will be taken in this regard.

**GS, President, Auditor(CHQ) met GM(FP) on 02.04.2013 and discussed**

(a) CPC from CAO to DGM(F): GM(FP) mentioned that today also he has spoken to CVO for giving VCRs of eligible CAOs and he has assured to provide VCRs within one or two days. However, he assured for early promotion order.

(b) CPC from CAO(Adhoc) to CAO regular: GM(FP) mentioned that after completion of DGM(F) CPC, the CPC of regular CAO will be completed.

(c) Consideration of request/tenure transfers of CAOs/AOs: GM(FP) mentioned that during this month, all pending request/tenure transfer cases of CAOs/AOs will be considered.

(d) Confirmation of postal JAOs: GM(FP) mentioned that matter is under consideration for early settlement.

**GS, President met Sr. GM (Pers.) on 01.04.2013 and discussed**

(a) CPC from DE to DGM: We requested to pursue with BSNL's Advocate through CGMT Kerala Circle for early delivering of judgment on 147 SDEs Seniority case in the Hon'ble High Court Kerala at Ernakulam. Sr. GM(Pers.) mentioned that it is learnt that judgment is being written by Hon'ble High Court Kerala and judgment is expected shortly. He assured that as soon as the judgment is received the CPC from DE to DGM will be completed.

(b) CPC from SDE(T) to DE: We requested to expedite CPC from SDE(T) to DE. Sr. GM(Pers.) mentioned that CPC work to fill up 760 DEs posts is in process but could not be expedited due to stay order granted by Hon'ble CAT Chennai. The next date of hearing is in this month only.

(c) CPC from JTO(T) to SDE(T): We requested to expedite CPC from JTO(T) to SDE(T) to fill up about 3000 vacant SDE posts. Sr. GM (Pers.) mentioned that all the CGMs have been requested to submit assessment sheets to BSNL C.O. at the earliest to expedite CPC. However, he assured for an early action in this regard.

(d) CPC from SDE(TF) to AGM(TF): We requested our serious concern against delay in completing CPC from SDE(TF) to AGM(TF) for the last one year. Sr. GM (Pers.) mentioned that for implementation of SC/ST roster points, the proposal has been sent to the Competent Authority for approval. After the approval the CPC will be expedited.

(e) Restructuring of AD (O/L): We requested our serious concern against non-submission of Committee report on restructuring of AD(O/L) cadre for the last one year. Sr. GM (Pers.) assured that tomorrow he will discuss the matter with AGM (Pers.), Convener, for drafting the report. However, he assured an early action in this regard.

(f) PA/PS pay fixation case of Kerala Telecom Circle: We requested for the settlement of PAs/PSs pay fixation case of Kerala Telecom Circle, pending since long. Sr. GM (Pers.) assured to look into the matter.

(g) Withdrawal of local offg. Arrangements and introduction of Look after arrangements: We expressed our serious concern against arbitrary withdrawal of local offg. arrangements of JTO/SDE/DE/DGM and introduction of look after arrangements wherein so many deficiencies are observed viz. Mandate 'Look after' arrangements - we pleaded

that mandate word is arbitrary and do not allow executive to forgo look after arrangements, which was available in local offg. arrangements. Similarly, look after arrangements should be based on All India seniority list with minimum transfer by calling volunteers. To implement SC/ST roster on look after arrangements since the administrative & financial powers are given. Also allow pay fixation on look after arrangements to executives in higher grade who could not get Time bound promotion in that grade. Sr. GM(Pers.) after detail discussions mentioned that BSNL Management Committee long before decided to stop local offg. arrangements to discourage court cases and accordingly order is issued. He assured that above points will be examined and necessary clarifications will be issued immediately.

**GS, AGS(HQ) met Director(HR), BSNL Board on 20.03.2013** and discussed

(a) Regularization of offg. JTOs: We requested for regularization of offg. JTOs as one time measure. Director (HR) advised us to give proper suggestions in this regard. We assured that by today evening, we will submit the same. In this regard, we have submitted the suggestions in writing to Director (HR), BSNL Board.

**GS, AGS(F), AGS(HQ), CS BSNL CO met Addl. Secy(T), DoT on 20.03.2013** and discussed

(a) Implementation of 78.2% IDA pay fixation case of BSNL employees: We requested for early clearance of 78.2% IDA pay fixation case as the same is a part of basic pay and also it affects the pensionary benefits of retired officers, which has been approved by BSNL Board long before. Addl. Secy(T) mentioned that decision will be taken as per rule and the same will be informed to BSNL Board at the earliest.

(b) Repatriation of ITS officer's case: We requested to provide the copy of Cabinet decision on ITS Officers absorption issue and expressed our serious concern against arbitrary deployment of ITS officers in BSNL, which is in violation of Hon'ble Delhi High Court judgment dated 15.02.2013. Addl. Secy(T) mentioned that the cabinet decision has been mentioned in the terms & condition of the letter dated 11.03.2013 and she clarified that ITS Officers will not be promoted against BSNL/MTNL posts & they will be relieved in diminishing order on year to year basis in next ten years and detained is already explained in Annexure-'C' of letter dated 11.03.2013. She further clarified that ITS Officers will get their promotion against 463 Group-'A' posts in DoT.

**GS, AGS(F), AGS(HQ), CS BSNL CO met Shri Uma Shanker, Jt. Secy(T), DoT on 20.03.2013** and greeted him on assuming the charge of Jt. Secy(T), DoT and discussed

(a) Implementation of 78.2% IDA pay fixation case of BSNL employees: We requested for early clearance of 78.2% IDA pay fixation case of BSNL Employees. Jt. Secy(T), DoT mentioned that the case is pending in his office to examine the BRPSE observations on BSNL viability. He categorically mentioned that "I am fully convinced that your claim of 78.2% IDA pay fixation is correct. However, I am trying to fulfill the requirement of BRPSE recommendations" and assured for early clearance.

**GS, AGS(HQ), CS Chhatisgarh Circle met Sr. GM(Pers.) on 19.03.2013** and discussed

(a) Promotion from DE to DGM: We requested to fill up vacant DGMs posts from eligible DEs. Sr. GM(Pers.) mentioned that he will talk with CGMT Kerala Circle for pursuing in the Hon'ble High Court Kerala through BSNL's Advocate for early delivering the judgment on 147 SDEs (LDCE Quota) Seniority Case. Thereafter only the promotion order will be issued.

(b) Restructuring of AD(O/L) Cadre: We expressed our serious concern against non-holding of Committee Meeting and submission of report on this issue for last one year. Sr. GM(Pers.) assured to look into the matter and for early completion of the Committee report.

(c) Regarding recently issued transfer orders in the grade of SDE(T), which is called volunteers for posting in ERP Cell, BSNL CO: We expressed our serious concern against Own Cost transfer order issued on dated 12.03.2013 by BSNL Corporate Office on which volunteers has been asked for posting in BSNL CO. Sr. GM(Pers.) mentioned that if transferred SDEs(T) represents to Pers. Cell that the transfer orders are issued on Govt. Cost, they will immediately join ERP Cell, the transfer order will be modify on Govt. Cost immediately.

(d) Consideration of tenure/request transfer cases of DEs/SDEs: Sr. GM(Pers.) mentioned that all the pending request/tenure transfer cases will be considered in the month of April'2013.

**GS, AGS(HQ) met Sr. GM(Pers.) on 14.03.2013** and discussed

(a) CPC from JTO to SDE(T): We requested to expedite CPC from JTO to SDE(T). Sr. GM(Pers.) mentioned that all the CGMs have been requested to send screening committee reports to BSNL C.O. by 20.03.2013 to expedite the CPC.

b) Restructuring of AD(O/L) Cadre: We expressed our serious concern against non-holding of Committee Meeting and submission of report on this issue for last one year. Sr. GM(Pers.) assured to look into the matter and for completion of the Committee report.

(c) Non-Settlement of the Grievances of Telecom Factory executives: We requested Sr. GM(Pers.) for early settlement of the long pending issues of Telecom Factory executives, also submitted the brief note on the discussions of our Mumbai TF Branch representatives with Director(HR) during his visit to TF Mumbai. Sr. GM(Pers.) after discussions on all the issues assured to look into the matter.

**GS, AGS(HQ), CS Delhi Circle met GM(FP) on 14.03.2013** and discussed:

(a) CPC from CAO to DGM(F): We resented against delay in expediting CPC from CAO to DGM(F). FM(FP) mentioned that VCRs from CVO are not being received even after continuous efforts. However, today we brought to the notice of Director(Fin.) and he has assured to personally speak to CVO for an early action in this regard.

(b) Consideration of tenure/request transfer cases of AOs/CAOs: GM(FP) mentioned that all the cases will be considered in the month of April'2013 positively.

**GS, AGS(HQ), GS & President SNEA(I) and Vice President & AGS, AIGETOA met Director(HR/EB), BSNL Board on 12.03.2013** and thanked for issuing Child Care Leave order for BSNL Employees and discussed:

(a) Holding of Committee Meetings on CPSUs Cadre Hierarchy and finalization of E-2, E-3 standard IDA pay scales: We expressed our serious concern against non-holding of Committee Meetings on CPSUs Cadre Hierarchy and finalization of E-2, E-3 standard IDA pay scales. Director (HR/EB) mentioned that he will intervene in the matter and assured an early action in this regard.

(b) Implementation of 78.2% IDA pay fixation case: We requested Director (HR/EB) for pursuance in DoT of 78.2% IDA pay fixation case. Director (HR/EB) assured to look into the matter.

(c) Reduction of 25% DGMs/DEs posts in BSNL in the grab of Remuneration Committee: We resented against DOT/BSNL's move to reduce 25% posts of DGMs/DEs in BSNL under the grab of Remuneration Committee. Director (HR/EB) informed that BSNL

Management is aware with the issue and will present the actual facts in the BSNL Board Meeting and assured to look into the matter.

(d) EPF issue for BSNL recruited JTOs: We requested Director (HR/EB) to resolve EPF issue for BSNL recruited JTOs. Director (HR/EB) informed that the said issue will be discussed in the Committee Meeting on 15th March'2013 and assured to look into the matter.

(e) Superannuation benefits to directly recruited employees as per DPE guidelines: We requested Director (HR/EB) to resolve superannuation benefits to directly recruited employees as per DPE guidelines. We requested that BSNL has to deposit only 2% share and rest 10% share will be deposited by BSNL employees and this will help the directly recruited employees on superannuation. Director (HR/EB) assured to look into the matter.

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

(g) CPCs to fill up vacant DEs/SDEs(T) posts: We requested to allow utilization of MT quota STS posts till MT recruitment as per BSNL MSRRs and to expedite CPC from JTO(T) to SDE(T). Director(HR/EB) mentioned that to fill up STS vacant posts, he will discuss with CMD, BSNL and spoke to Sr. GM(Pers.) to collect VCRs at the earliest to expedite JTO to SDE(T) CPC. He also mentioned that LDCE quota promotion of 2627 JTO to SDE will be issued only when the stay order on promotion granted by Hon'ble CAT Guwahati is vacated. However, the case is posted for hearing on 20th March'2013.

## CHQ OFFICE BEARERS VISIT

### **CEC Meet of MP Circle at Indore on 22.03.2013:**

CEC of AIBSNLEA MP Circle was a grand success. The CEC was blessed by General Secretary Shri Prahlad Rai and Organizing Secretary (West) Shri CM Saste. In the first session Circle Secretary Com. Parwez Khan presented report of MP Circle before the Executive Committee Meeting at Indore for the Period October 2011 to February 2013. The dais of open session was blessed with not only the top most leadership of AIBSNLEA but also with the top most Management of MP Circle. CGM MP Circle Shri N.K. Yadav along with Sr. GM (Admin) Shri Prakash Ballal, Sr. GMTD Indore Shri. G.C. Pandey & Sr. GM (NOP) Shri. Piyush Khare were there to address our members. The Anchor of Open Session our Senior Most Comrade Shri. A.B. Banke conducted the program in a very dignified manner. DS Indore presented the welcome speech & win the heart of all those who were present. After welcome speech Circle Secretary AIBSNLEA MP Circle presented the Key Note address.

This association was formed in BSNL by merger of 10 separate associations of Group B & Group-'A' officers of different stream in DOT. Earlier in DOT these association were functioning separately but after the merger in AIBSNLEA the things are changed totally. Now the service matters & welfare matters of all these 10 associations are being taken strongly & continuous persuasion by our beloved GS Shri Prahladh Rai the results are well seen. We are the proud circle to hold first ever CWC of AIBSNLEA at Bhopal & again the CWC was successfully organized at Jabalpur on 19th To 20th October 2011. As you know BSNL's survival at this stage is on threat, Market share is declining. Basically our existence is due to Wired Line Service but the real competition is between Land line & Mobile. If we want survival then our land line services should be improved & should be at par with Mobile services. In today's open session we have chosen the topic which itself explain our concern regarding revenue generation of BSNL. GS spoke to concern officers of DOT to pursue regarding implementation of 78.2% IDA Pay fixation the other day. It is understood that DOT has further sent a letter to CMD, BSNL to reply some more queries. It seems that DOT administration is dragging the issue on one pretext or the other. Hence, Forum of BSNL Unions and Associations need to take immediate steps in terms of harder Trade Union actions to get the justice for BSNL

Employees. BSNL Management who signed agreement with Forum of BSNL Unions/Associations on this issue has never pursued the matter in DOT for its implementation. He also discussed important HR issues. We have a serious concern regarding non settlement of seniority cases in different courts since long time. We request CHQ to resolve the seniority cases by conducting meeting with all executive associations ITS Repatriation Issue : On this issue I would like to narrate these lines of a prominent Urdu poet "Souch ko Badlo Sitare Badal Jayegain Nazar ko Badlo Nazare Badal Jayegain, Zaroorat Nahi Kashtiyen Badal ne ki Dishauan ko badlo Kinare badal jayegain".

After the Key Note address of CS Organizing Secretary Com. C.S. Saste addressed the open session & summaries the issues his experienced & well balanced address was well appreciated by the house.

Sr. GM (NOP) spoke & gave valuable suggestions on the subject of open session.

Sr. GMTD Indore Shri. G.C. Pande in his address outline the achievements of Indore SSA & appreciate the role of not only the group B officers in outstanding realization but also the role of all the staff of Indore SSA on the subject. He informed that Directorate will soon issue the orders for all India on the same pattern as Indore for outstanding realization. A very attractive & informative address was given by CGM Shri N.K. Yadav. Replying to the various points raised in the Key Note address CGM was very positive & covered all the issues. Replying to one of the point "CGM said that from the next year, now no kadvi davai".

After the address of CGM, our beloved GS addressed the house. It was wonderful to listen GS. Every issue related to each cadre was covered by GS. Regarding court cases, ITS repatriation, 78.2% IDA issue, Viability of BSNL, shortage of store, role of group B officers in the growth of BSNL, DOT's attitude in resolving various issues and all those issues which were in the mind of our members was covered by GS. All those who were in the house was overwhelmed by the address of GS. The approach of GS & his knowledge of all the issues of all the cadres was very much appreciated by all those present there. The vote of thanks was given by Circle Vice President Shri Vijay Kumar. After the lunch the house reassembled and CEC continued. Important decision taken by CEC Shri G.D. Sejkar was

nominated as ACS & Shri Sabir Husain as Web site secretary. CEC passed the resolution "To congratulate Indore branch for hosting successful CEC & Open Session in Indore" It was decided to hold next CEC at Ujjain.

**Circle executive committee meeting of AIBSNLEA AP Circle on 23.03.2013:** The Circle executive committee meeting of AIBSNLEA AP Circle was conducted at Hyderabad on dated 23.3.2013 as notified earlier. The CEC was given a warm welcome by Com. Nageswara Rao OS. As per the agenda, the reports of CS, DSs and Circle office bearers was put before the meeting and was adopted. Similarly the report of Financial Secretary also was placed before the house and the same was accepted. CS in his brief report explained the issues taken up by the association from the date of 4th Circle conference to till date and also explained the developments to the body.

In the afternoon session GS joined the meeting along with other CHQ office bearers i.e. OS(S) CHQ, Advisor CHQ and Auditor CHQ. Advisor CHQ enumerated the achievements of CHQ and asked all to strengthen CHQ. Auditor CHQ gave instances of the issues where in the CHQ intervened in crucial issues of the organisation and asked that CHQ needs to be strengthened.

OS(S) CHQ in his brief address informed the members that the elections for recognition of association for executives is likely to take place shortly and asked all to mobilize membership in a big way so that the very good work in progress from AIBSNLEA can continue further and assured GS that he is taking care so that AIBSNLEA will be the most leading association in south. Of course in North it is already leading.

CS (SNEA) and GS (Officiating JTO's association) were also present during the session.

Com GS Prahlad Rai touched upon many issues of vital importance to the executives and the gist is Pension contribution at the highest of the basic pay than the current basic pay is costing the company to the tune of Rs. 400 Crores more than required. The loan what so ever was not taken by BSNL is shown as notional and BSNL is asked to pay the interest at very high rates, compulsorily. As the unions and associations have been opposing the divestment of BSNL we could save the national property worth several lacs of crores from getting diverted to private people. Remember the case of VSNL. MTNL is disinvested is not showing any appreciable difference and if so where is the need to disinvest

BSNL. Even if disinvestment is made to the tune of 30% there is no guarantee that the money so got will be utilized for BSNL growth. That money will be utilized by Govt. for education roads etc.,

VRS was imposed on MTNL. But what is the result? Things have not improved. For them they do not have Govt. pension. Management is not ready to discuss the issue of managing BSNL after VRS and BSNL being a PAN INDIA company cannot be compared to other smaller PSUs. If unbundling of Copper to the last mile is agreed the revenue that we have been getting by L/L and B/B ,L/C etc, we will be losing. GOI is yet to refund BWA spectrum charges to us and JOINT forum is perusing such issues.

In the field there are no stores for maintenance such as Drop wire, instruments, cables and management wants us to bring profits. But, we can surely say that BSNL executives have been performing very well in the given circumstances. Repatriation of ITS officers was ordered because of our continuous efforts only and they have been still continuing without any conviction/commitment. If the agreed 78.2% IDA fixation is not given we may have to go further on struggle.

GS also has thrown light on the issues various CPCs, issue of AD(O/L), Civil and electrical wing issues and replied to all the queries raised by the comrades.

CS summed up the deliberations by giving suitable replies to the queries raised by members in between and presented a memento to GS.

The meeting was chaired by Com Raja Sekhar, President and Vote of thanks submitted by Com Ram Mohan OS.

**KARNATAKA CEC MEETING HELD AT BELLARY ON**

**16.03.2013:** A well decorated, arranged and mammoth gathered CEC meeting was held at Vaishali Residency, Opp. O/o GMTD, BSNL, Station Road, Bellary on 16/3/2013. Meeting started at 930 AM with invocation song sung by Com Shrinivas Padki CWC member. Com S Venkataswamy DS, Bellary welcomed and felicitated guests Com R B Athani AGS(Engg), CHQ, Com B Ravindranath FS, CHQ, Com H Y Andeli, CS, Com M R Nagaraj CP, Com K R Idli FS, Com Tarikere ACS, Com Krishnegouda VP-I to dais by garlanding with shawl. Com M R Nagaraj Circle President presided over the meeting and conducted the proceedings.

CS placed Report for period from 26/05/2012 to till date) and FS placed finance report before house.

Com B Ravindranath FS, CHQ spoken on fund position of BSNL, ITS repatriation, 78.2% IDA merger, Child care leave, Extending of LTC for retiring

staff ,filing a case of senior drawing less salary in Hon'ble Supreme Court, Restructuring of ADOL, DPCs are delayed due to stays in various court cases, sanctioning of PPS posts, Civil and Electrical issues.

Com R B Athani AGS spoke on organisational issues.he appreciated and thanked comrades of Bangalore, Mysore, Davanagere and other SSAs for increasing membership. BSNL will loose land line customers heavily due to road widening at Hubli and other places if senior officers are not taking issues with concerned authority viz. Municipality/PWD/NHWI etc. leakage of revenue in IP sites, reducing LL installation charges of 750/-, regularization of JTO(oftg) immediately.

Circle President spoken on financial condition of Karnataka Circle ,He appealed to all not to withdraw GPF since GPF Account is maintained by Govt, of India. CP replied the queries raised by members on ERP.He clarified allocation of Maintenance fund to all SSAs without discrimination. CS spoken on General Transfers, Time bound promotion a twice year, Sanction strength of SDEs is calculated based on Revenue of LL,BB, Mobile, CDMA, etc Posting of SDEs will be done accordingly during General transfers. So, Executive staff may be redeployed in SSAs based on the working strength of SDEs. Members have discussed on Field problems I,e Replacement of life expired batteries of BTSS, Xges etc, AMC for Engine Generators, A/Cs,EPBTs etc. No tenders for cable laying, maintenance of OF cables , Motor vehicles at Kolar and other SSAs, shortage of BB Modems, EPBTS, Dropwire, MLLN QMH, CTUs V-35 Modems ,maintenance of WIMAX SVC, Fund for maintenance etc.Com S B Balareddiyavar CWC member placed the resolution and passed -thanking Bellary comrades for making excellent arrangement for conducting CEC meeting. Com Mahantesh Banagar, ACS(HQ) spoke about organisation, holding of frequent meetings with members and Admn, sparing some time for union activities etc. and gave vote of thanks. Meeting ended at 1830 hrs with concluding remarks by President.

**Circle Executive Committee (CEC) Meeting of AIBSNLEA Gujarat Circle held 02.03.2013:** The Circle Executive Committee (CEC) Meeting of AIBSNLEA Gujarat Circle was held on 02.03.2013 at 'Hotel Golden Plaza', Ahmedabad in a grand manner. Circle Office bearers, CWC Members, Advisors, Branch President, Branch Secretary and CEC Members from all over Gujarat attended the CEC Meeting. Shri C.M. Saste, Organization

Secretary (West) CHQ and Shri M.M.Kanani Advisor CHQ were also attended and addressed the meeting.

Shri R.C. Dhala, Circle President welcomed all participants and took the item as per agenda points circulated. In his Circle Secretary report Shri R.M. Belani, Circle Secretary elaborated the achievements and activities carried out during the period. He also requested OS (W) to take-up the pending issues with CHQ for their early settlement.

All the Branch Secretaries also submitted their branch report and issues to be taken-up at Circle as well as CHQ level. Shri T. Raja, Finance Secretary presented finance report and requested the branches to ensure collection of contribution in time. Shri Raveendra Babu, CWC Member raised various issues pertaining to PA/PS cadre. Com. R.S Parihar, Advisor, AIBSNLEA, Gujarat, in his address appealed all the members to change the erstwhile DoT mindset and serve the customers more efficiently. He stressed upon the excellent customer care mechanism. Com. A. Guha, Advisor, AIBSNLEA, Gujarat in his address stressed upon the need for team work in BSNL is essential in the present scenario is must.

Com. M.M.Kanani , Advisor AIBSNLEA CHQ , in his address, mentioned the need of settlement of the problems related to transfer and HR issues facing by BSNL Executives due to shortage and substitute problem for account officers, AGM/DE, DR-JTO in various SSAs. Consideration of Intra circle transfer request for DR-JTO/SDE/DE.

Com. S.M.Saste, Organizing Secretary (West) CHQ in his address explained that the BSNL is suffering from the discriminatory attitude of our management, DOT and the Govt. of India. He explained the efforts being put by CHQ in resolving the issues of BSNL Executives. He explained the burning issues like ITS Repatriation process and Cabinet Note and 78.2 % IDA fitment benefit case. He assured to look into reported issues at CHQ related to Gujarat Executives. He also impressed upon the need of Organisational joint action programmes and the concern of trade Unions in Viability of BSNL to get the legitimate demands and right. He informed nos. of court cases are hurdles in releasing promotion orders and for the settlement of HR issues in almost all cadres.

Com. Shri J.J. Pandey ATD Branch President extended vote of thanks.



## Status of Court Cases

- **SDE to DE promotion Seniority case:** The SDE to DE promotion Seniority case came up for hearing on 10.04.2013 in Hon'ble Chennai CAT, Chennai and posted for hearing on 15.04.2013.
- **JTO(T) to SDE(T) roster case (WP 16102/2011 & 26246/2011) :** Congratulations! Appeal filed by AIGETOA against Hon'ble CAT judgment is dismissed on 02.04.2013 by Hon'ble High Court Chennai. BSNL Corporate office will issue guidelines for joining of those JTOs, who are all already promoted as SDE but not yet joined.
- **Hon'ble Delhi High Court judgment dated 19.03.2013 in Writ Petition 1803/2013 filed jointly by AIBSNLEA, SNEA(I) and BSNLEU praying for quashing the order of DoT dated 11.03.2013 to deploy unabsorbed ITS in BSNL.** Hon'ble bench clearly states that the impugned orders dated 11.03.2013, which both in letter and spirit violate the orders which are passed in W.P.(C) 22515/2005 and especially the order passed in CM No. 16683/2012 (our impleadment application).

Judgment:

"Learned senior counsel for the petitioners, on instructions rightly states that the petitioners are really aggrieved by the impugned orders dated 11.3.2013 which both in letter and spirit violate the orders which are passed in W.P.(C) 22515/2005 and especially the order passed in CM No. 16683/2012".

"— Petitioners are also at liberty to initiate, if so required, appropriate independent proceedings in accordance with law".

The order of Hon'ble High Court is the outcome of DoT and BSNL order dated 11.03.2013 and a clear endorsement of the prayer contained in our WP. On the basis of this order, we are filing original application in Pr. CAT, New Delhi. We engaged Senior Advocate Shri Neeraj Kaul for this case.

## Circle/Branch News

- A General Body Meeting of AIBSNLEA, Karimnagar District Branch, AP Circle was held on 19.03.2013 and following Branch Office Bearers were elected unanimously: President – Sh. B. Jnanandha Rao, DGM, KAA; Branch Secretary-Sh. S.V. Ramana, JAO, KAA; Financial Secretary – Sh. CH Damodhar, AO, KAA.

**Glimpses of Central Working Committee meeting of the AIBSNLEA held on 5th and 6th April 2013 at Prag Hotel, Pan Bazar, Guwahati (Assam)**



**Guest of Honour Shri L. Anantharaman, CGM NE- II addressing the OPEN SESSION**



**Guest of Honour Shri S. K. Bhaduri, NETF addressing the OPEN SESSION**



**Com. P. Venugopal, President AIBSNLEA CHQ addressing the OPEN SESSION**



**GS Shri Prahlad Rai addressing in the OPEN SESSION**



**Cultural Programme**



**Cultural Programme**

## Glimpses of Central Working Committee meeting of the AIBSNLEA held on 5th and 6th April 2013 at Prag Hotel, Pan Bazar, Guwahati (Assam)



Cultural Programme



Audience View



Audience View



Audience View



Shri Prahlad Rai, GS AIBSNLEA is addressing the Media Persons



Dias view at National Anthem