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# TELEWAVE

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ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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## NEWS FLASH

- DoT issued Presidential Directives for implementation of 78.2% IDA pay fixation order to BSNL employees on 10.06.2013 and on the basis of Presidential Directives, BSNL issued order on 11.06.2013 regarding benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10.06.2013.
- Forum of BSNL Unions/Associations leaders called off the Indefinite Strike to be organized from 12th June, 2013 in view of the orders issued by DoT & BSNL for implementation of DPE OM dated 2nd April, 2009 on implementation of 78.2% Pay fixation w.e.f. 10.06.2013.
- BSNL Corporate Office issued Promotion / Transfer in the grade of CE(Civil) on regular basis on 11.06.2013.
- BSNL Corporate Office issued Promotion and posting to the grade of DGM in telecom Factory Stream in the Pay scale of Rs.32900-58000 on purely on temporary and ad-hoc basis on 29.05.2013.
- BSNL Corporate Office issued Promotion and posting order on 10.05.2013 of 07 Nos. of left out cases of Executives of STS level of Telecom Finance to JAG level of Telecom Finance on purely temporary and ad-hoc basis.
- BSNL Corporate Office issued letter regarding un-assessed/not assessed cases/ VC awaited cases on 03.06.2013 w.r.t. Promotion from JTO (T) to SDE (T) against 67 percent seniority-cum-fitness quota for vacancy year 2008-09 and backlog vacancy cases.
- BSNL Corporate Office circulated all India Eligibility List of JTOs (TF) and called assessment sheet for promotion to SDE (TF) cadre on 22.05.2013.

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**GS WRITES**

Forum of BSNL Unions and Associations continuously persuaded for implementation of DPE OM dated 2<sup>nd</sup> April, 2009 on 78.2% IDA Pay fixation for the last four years. The OM was issued as a total package of 2<sup>nd</sup> PRC recommendations and that time the BSNL's net profit for the year 2008-09 was Rs. 574 crores after tax and 1272 crores before tax. But the BSNL Management continuously pleaded that since BSNL has started making losses since the years 2009-10 onwards, it is not possible to implement the DPE order. BSNL Unions and Associations also did not pressurize the Management for its implementation. But on dated 25.05.2012 & 21.05.2013 BSNL Management issued order for the payment of all the allowances as recommended by 6<sup>th</sup> CPC to the deputationist ITS Officers in BSNL ignoring the losses of BSNL which gave clear cut message that BSNL's losses is not the real criteria to deny the implementation of DPE order but it is the willingness of the Management to whom they give or to whom they deny. It created unrest and resentment among the BSNL employees and the Forum of BSNL Unions / Associations served notice of Indefinite strike w.e.f. 12<sup>th</sup> June 2012 and Mass Dharna on 6<sup>th</sup> June, 2013 which was very successfully implemented but later on the indefinite strike call was deferred in view of the agreement signed between BSNL Management and the representatives of BSNL Unions/Associations on 12<sup>th</sup> June, 2012.

BSNL Board approved the proposal for implementation of 78.2% IDA pay fixation and sent to DoT in Sept'2012 for approval. DoT raised queries twice which were immediately replied by BSNL. But, instead of giving approval DoT referred the case to BRPSE for comments since BSNL is making continues losses. BRPSE replied that it has no concern with regard to pay and allowances paid by the PSU but it is concern only when some revival plan is submitted. Delay seriously frustrated the BSNL employees and finally the BSNL Unions/Associations served notice for Indefinite strike w.e.f. 12<sup>th</sup> June 2013. In response to the agitation Call given by Forum, the DoT administration and BSNL Management started thinking for the settlement of issue and finally with the intervention of Secy(T), DoT Hon'ble MOC&IT approved the proposal on 10<sup>th</sup> June, 2013 and on the same day DoT issued the Presidential Directive for implementation of DPE OM dated 2<sup>nd</sup> April'2009 on 78.2% IDA pay fixation. On the basis of DoT Order, BSNL Corporate Office also issued order for implementation of DPE OM dated 2<sup>nd</sup> April, 2013. In this manner, the consistent efforts of BSNL Unions/Associations made Historical achievement for BSNL employees. AIBSNLEA was always at the forefront during struggle.

Once again, we extended our sincere thanks to all the members for their active participation in Mass DHARNA & Demonstration and also readiness to make indefinite strike call a complete success. We also extended sincere thanks to all the Senior Officers in DoT and BSNL for their positiveness in implementing the DPE order.

We requested for early issuance of promotion order form JTOs to SDE(T) of LDCE quota qualified JTOs as per Hon'ble PB CAT New Delhi directions. It is informed that Pers. Cell is pursuing with Sr. GM(Rett) for early declaration of

*Contd on page no.*

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## **Editorial**

### **Historical achievement of Forum of BSNL Unions and Associations on implementation of 78.2% IDA Pay fixation**

Forum of BSNL Unions and Associations served notice for Indefinite Strike w.e.f. 12<sup>th</sup> June 2013 in addition to Demonstration on 22<sup>nd</sup> May, 2013 and MASS DHARNA on 5th June'2013 against incorrect and partial implementation of DPE orders for BSNL Employees during Revision of wages and payment of IDA w.e.f. 1/1/2007 onwards: BSNL Employees were accorded 68.8% IDA merger w.e.f. 1/1/2007 vide DPE order dated 26/11/2008 amounting to net loss of 9.4% in pay fixation as on 1/1/2007 vide subsequent DPE order dated 2/4/2009 followed by recurring loss of IDA calculated by DPE on the basis of 78.2% IDA Merger w.e.f. 1/1/2007.

The full facts / history of the case regarding incorrect and partial implementation of DPE orders for BSNL Executives / Non-Executives during Revision of wages and payment of IDA w.e.f. 1/1/2007 onwards are detailed below:-

Merger of 50% of dearness allowance with basic pay to the employees of Central Public Sector Enterprises (CPSEs) following 1997 Industrial dearness Allowance (IDA) pattern scales of pay, has been approved by Government of India with effect from 01/01/2007 vide memo no.2(7)/2005 DPE- (WC) GL-III dated 26th February 2008. Accordingly, approval for merger of 50% IDA with basic pay for all BSNL employees was given by Deptt. of Telecommunications vide letter no.79-38/2006-SU dated 01/05/2008. Thereafter merger of 50% IDA with basic pay for all the BSNL Executives and Non-Executive Employees was implemented by BSNL Corporate Office vide memo no.14-3/2008-PAT(BSNL) dated 29/5/2008.

Revision of IDA scales of Pay for Board Level and below Board Level Executives in CPSEs with effect from 01/01/2007 was approved by Government of India vide memo no.2(70)/08-DPE (WC)-GL-XVI/08 dated 26th November 2008. Further approval for revision of IDA scales w.e.f. 01/01/2007 for all BSNL Executives has been accorded by Deptt. of Telecommunications vide letter no.61-01/2009-SU dated 23/02/2009 in terms of DPE memo ibid and implemented by BSNL Corporate Office vide memo No. 1-50/2008-PAT (BSNL) dated 05/03/2009 under the terms and conditions laid down by DPE vide Memo no.2(70)/08-DPE (WC) -GL-XVI/08 dated 26th November 2008.

Further Revision of IDA scales of Pay for Board Level and below Board Level Executives in CPSEs with effect from 01/01/2007 allowing benefit of merger of 50% DA with Basic Pay for Fitment Purpose was approved by the Government of India vide DPE O.M. No.2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009.

It was categorically stated in DPE O.M. No.2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009 under para 3 as below:-

"3. Government has also decided that benefits under this O.M. read with the earlier decision as conveyed vide O.M. dated 26.11.2008 and 09.02.2009 has to be viewed as a total package. It has also been decided that the pay revision package as communicated by earlier O.M.s along with the above modifications would be applicable to all the CPSEs."

The Government of India Instructions under DPE O.M. dated 2nd April 2009 quoted above, allowing benefit of merger of 50% DA with Basic Pay for Fitment Purposes were not taken into account by the Department of Telecommunications and BSNL for the Executives in BSNL while granting Revision of IDA scales of Pay for Board Level and below Board Level Executives in CPSEs with effect from 1/1/2007 vide DPE O.M. No. 2(70)/08-DPE- (WC) dated 26th November 2008.

All the DPE Circulars dealing with the subject of "Board level and below Board level posts including non-unionised supervisors in Central Public Sector Enterprises - Revision of scales of pay w.e.f. 01.01.2007 - Payment of IDA at revised rates- regarding." Clearly specify that:-

"2. The above rates of IDA would be applicable in case of IDA Employees who have been allowed revised pay scales (2007) as per DPE O.M. dated 26.11.2008, 09.02.2009 & 02.04.2009."

Moreover, the BSNL's net profit for the year 2008-09 was Rs. 574 crores after tax and 1272 crores before tax.

In spite of the clear instructions from Government of India and DPE in this matter, the Department of Telecommunications and BSNL only approved the payment of IDA scales and IDA at the revised rates as indicated in DPE O.M. dated 26.11.2008, but denied the benefit of 50% IDA Merger as specified in DPE O.M. dated 02.04.2009.

In response to Forum of BSNL Unions & Associations agitation call of indefinite strike from 12<sup>th</sup> June'2012, an agreement was signed between the BSNL Management & Forum representatives on 12.06.2012 and thereafter the BSNL Board approved the case for 78.2% IDA Merger w.e.f. 01.01.2007 and sent the case to Ministry of Communications almost one year ago and all the subsequent queries raised by DOT/ Finance Wing were answered by BSNL but the issue could not get clearance from DoT. The recent agitation call given by Forum was very successfully implemented in terms of Demonstration on 22nd May'2013 and MASS DHARNA on 5th June'2013 throughout the country. It created tremendous pressure on DoT Administration and BSNL Management for the settlement of the issue. Chairman TC & Secy(T) intervene in the matter and got the approval of Hon'ble MOC&IT for implementation of DPE OM dated 2nd April'2009 on 78.2% IDA Pay fixation w.e.f. 10.06.2013. Accordingly, DoT issued Presidential Directives on 10.06.2013 and BSNL also issued order for its implementation on the same day.

Finally, the injustice ended heaped upon BSNL Employees due to incorrect and partial implementation of DPE orders dated 26.11.2008 as amended vide DPE orders 2.4.2009 for revision of wages and payment of IDA w.e.f. 01.01.2007 onwards. It is Historical achievement of Forum of BSNL Unions & Associations. Let us, concentrate for the growth of BSNL to make it's a viable & vibrant organization.

## AIBSNLEA WRITES

### 1. Undue delay in the disposal of WPCs filed by and against BSNL before the Hon'ble High Court of Kerala in the matter of seniority of TES Group- 'B' Service – need for appropriate interference to avoid stalemate.

We would like to draw your kind attention on promotion from DE to DGM (Engg. Wing) and DE regular, which are pending for the last three years only because of a stalemate created by the pendency of certain writ petitions filed by and against BSNL in the Hon'ble High Court of Kerala in the matter of seniority of TES group B. OP CAT Nos. 2941/2011 and 3019/2011, WPC No 5406/2010, 26226/2010 etc in the matter of seniority of 147 competitive quota SDEs(T) were heard together by the Hon'ble High Court and reserved for final orders since last several months.

As you are aware several eligible DEs are retiring on superannuation without getting their eligible promotion to JAG posts only because of the stalemate created by the pending court cases. Now an uncertainty prevails as the pronouncement of orders is badly delayed for reasons not known. On enquiry we understood that a channel is still open before BSNL legal wing to approach the Hon'ble High Court, Kerala by filing a "re-posting petition" through the senior BSNL counsel stating the extreme hardship being suffered by the Dept in the absence of sufficient number of JAG appointments. It is known that clear instructions /guidelines of the Hon'ble Supreme Court exist on handling similar situations and the Dept is entitled to file the reposting petition for the very purpose of bringing the stalemate condition to the notice of Hon'ble High Court, Kerala for an early pronouncement of the judgment.

We would therefore request you to kindly intervene in the matter and issue suitable instruction to the Pers. Cell for initiating such an attempt through Senior BSNL Counsel in the true interest of the company.

Copy endorsed to Sh. A.N. Rai, Director (HR), BSNL Board, New Delhi-110001, 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/CMD,BSNL/13 Dtd:04.06.2013 (Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)*

### 2. Regularisation of officiating JTOs – follow up action with regard to assurance of the Management as per item No.3 in the record of discussions-

Ref:-1) Notice for organizational action No.AIBSNLEA/CHQ/CMD/2013 dated 11-4-2013.

2) Record of discussions with Management No.BSNL/7-4/SR/2013 dated 2-5-2013.

Your kind attention is drawn to the record of discussions held by AIBSNLEA with the Management on 29th and 30th April 2013 based on the notice for organisational action dated: 11-4-2013. The case of regularisation of officiating JTOs was one among the twenty two prime demands placed by the association and the details of discussions appear under item No.3 of the record of discussions cited above. A written commitment from the management side in this matter in our favour is reproduced below from the record of discussions as follows:

***"It was mentioned by GM (Estt) that BSNL is taking views of Sr. BSNL Counsel / Legal Cell to find if something can be done regarding officiating JTOs and the Association may give in writing anything that they want to be shown to Sr. BSNL Counsel."***

Through this commitment from the management side, now we got an ample chance to establish our valid and genuine arguments in a fruitful manner. We have already analysed all the legal aspects in the matter of regularisation of officiating JTOs and conveyed our findings to the authorities concerned through various correspondences. But the management side always ignored the facts presented by us and they repeated the same readymade negative reply quoting an imaginary "subjudice" situation.

The authorities kept mum when we alleged conspiracy and collusion on the part of top officers who handled CWP 5608/2007 in High Court of Haryana, in our letter No.AIBSNLEA/CHQ/CMD/2011-12 dated 7-4-2012. They also did not give a reply when we confirmed vide our letter No. AIBSNLEA/CHQ/CMD/2012-13 dated 15-05-2012, that, the petitioners in CWP 5608/2007 in High Court of Haryana, filed wrong information regarding eligibility and the BSNL favoured the culprits by not revealing the facts to the court of law. BSNL also filed wrong affidavit suppressing the real terms of the BSNL

Board's decision dated 30-3-2001 regarding diversion of DR quota.

**Our demand for a suitable vigilance inquiry in to these misdeeds were not responded by the management even after the elapse of a long period of one year. This shows that our findings are true and there is unpardonable lapse on the part of management.** The adverse orders in the WPC 5608/2007 and Contempt of Court case originated on this issue which is prolonging like anything for the past five years are the aftermath of corruption and colluding activities on the part of a vested interest group which BSNL Management could not prevent sofar.

It is in this circumstance, we proposed an amicable solution to regularise all officiating JTOs by a one-time personal upgradation of their substantive posts in the TTA cadre for whcih concurrence was already conveyed by the recognised trade unions and associations. A question of subjudice does not arise in this matter, since diversion of DR quota is not involved in it. There is no need of waiting for the conduct of LICE or conclusion of Contempt of Court case to settle the matter in this legally valid manner for which the BSNL management is fully empowered. Two different counsels were consulted on this matter and legal opinions was collected from them. Opinions were taken from Adv. M.R.Rajendran Nair, a Senior Advocate of the Kerala High Court and other from Adv.T. Sivadasan, a practicing Lawyer in High Court of Kerala and a former Registrar of the Supreme Court. The legal opinion given after examining all relevent documents in this matter states that,

(1) the regularisation of officiating JTOs by upgrading substantive posts, would not be in violation of the judgment passed by the High Court of Haryana in WPC 5608/2007 as diversion of DR quota is not involved in it. Hence a question of subjudice or contempt does not arise.

(2) The BSNL has got full powers to take such a decision.

(3) The demands made by us vide our latest letter No. AIBSNLEA/CHQ/CMD/2013 date 25-02-2013 addressed to CMD BSNL to exempt all officiating JTOs from appearing the ensuing LICE and to allow regularisation to all of them before giving posting to the others passing the LICE, are genuine and legally valid.

We are handing over these legal opinions along with the listed other documents including our earlier letters cited above with a suitable appeal addressed to the copetent authority with reference to the record of discussions(item-3) for onward transmission to the Sr. BSNL Counsel/ Legal Cell as stipulated therein. Managenet may also give a set of documents direct to the Sr. BSNL Counsel also with a request to allow us a hearing on the matter. (Documents Annexed are as listed below).

The BSNL Management has an obligation to allow this as per the written commitment as conveyed in the record of discussions.

We would, therefore, request you to kindly intervene in the matter so that Establishment Cell of BSNL CO take immeidate necessary steps as per legal opinion taken in this regard to regularize Offg. JTOs at the earliest.

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

**List of enclosures:-**

- 1).Legal Opinion from Adv.T.Sivadasan.
- 2).Legal Opinion from Adv.M.R.Rajendran Nair.
- 3).Letter No.AIBSNLEA/CHQ/CMD/2011-12 dated 7-4-2012.
- 4).Letter No. AIBSNLEA/CHQ/CMD/2012-13 dated 15-05-2012
- 5).Letter No. AIBSNLEA/CHQ/CMD/2013 date 25-02-2013
- 6).Record of discussions with Management No.BSNL/7-4/SR/2013 dated 2-5-2013.
- 7). Order of Supreme Court in Civil Appeal No.1533 of 2005 (SLP( C) No.19991 of 2003)
- 8). Legal Opinion on the Supreme Court Order by Adv. S Radhakrishnan, Kerala High Court.

*No. AIBSNLEA/CHQ/Dir(HR)/13Dtd:31st May'2013 (Addressed to Shri A.N. Rai, Director(HR/EB), BSNL Board, New Delhi-110001.)*

**3. Treatment of deployed ITS (Gr.'A') officers of DOT-our concern thereof.**

**Reference:-BSNL C.O. No.-15-01/2012-PAT (BSNL) dated 21st May 2013.**

In the above cited reference and subject matter, we would like to draw your kind attention that BSNL management has issued order in favour of ITS

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

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

We would, therefore, request you to kindly intervene in the matter so that allowances to BSNL employees i.e. LTC, leave encashment, cash payment on medical claims are restored or withdraw the above referred illegal order immediately.

Enclosed: As above.

Copy endorsed to Shri M.A.Frooqui, Chairman TC & Secy (T) DOT, Govt. of India, New Delhi-110001, Smt. Rita Teotia, Addl. Secy (T), DOT, Govt. of India, New Delhi-110001 and Shri A.N.Rai, Director (EB/HR) BSNL Board, New Delhi-110001.

*No. AIBSNLEA/CHQ/CMD/2013-14 Dtd:27.05.2013 (Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)*

#### **4.Review of the result of last JAO( Part II)Examination-reg.**

We would like to draw your kind attention on the recently declared result of JAO(Part II) Exam, wherein

out of the 169 candidates appeared in Kolkata, only 40 candidates qualified for this examination resulting a huge vacancy at CTD (about 180) will remain vacant. Sir, this was the last JAO(Part-II) Examination with old syllabus and few candidates who actually passed JAO(Part-I ) Examination officiated as JAO for the last ten years.

This year, the question of the fifth paper was very tough and the fact is, the candidates qualified in all other papers have failed to qualify in fifth paper only. Out of 161 candidates appeared in fifth paper, 126 candidates failed to qualify from Calcutta Telephones.

Considering the above facts, we would therefore, request you to review the answer script particularly the fifth paper and send the recommendation to the Competent Authority for giving some grace marks in fifth paper to the candidates who have qualified in all the other papers.

Copy endorsed to Shri K.C.G.K. Pillai, Director(F), BSNL Board, New Delhi-110001 and The Sr. GM(Rectt.), BSNL Corporate Office, New Delhi-110001

*No.AIBSNLEA/CHQ/Dir(HR)/2013 Dtd:17.05.2013 (Addressed to Shri A.N. Rai, Director (HR), BSNL Board, New Delhi-110001.)*

#### **5. Restructuring and revision of pay scale of AD (O/L) cadre-reg.**

We would like to draw your kind attention on the subject mentioned above. In this regard, please find enclosed a letter (attached as Annexure-'A') of Secretary, Department of Official Language, New Delhi vide no. 15/42/2013-O.L. (Service) dated 02.05.2013 copy forwarded to all the Ministries regarding pay Scales and Designation of AD (O/L) in subordinate offices

should be similar as given to Central Secretariat, Official Language cadres as per letter no.

1/1/2008-ic dated 24th Feb.'2008. In the said letter it is clearly mentioned that instructions of this letter should be implemented in BSNL also.

In view of above, you are kindly requested to take necessary steps to restructure the AD(O/L) cadre and also their revision of pay scales.

Endst.: A/A

Copy endorsed to Shri A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001

*No.AIBSNLEA/CHQ/Director(EB/HR)/13Dtd:15.5.13 (Addressed to Shri A.N. Rai, Director (EB/HR), BSNL Board, New Delhi-110001.)*

**6. Discrepancies in rebate/ reimbursement being given for Broadband usage to BSNL officers residing in MTNL service area-reg.**

We would like to draw your kind attention on the above mentioned subject. BSNL vide Circular no. 2-06/2005-PHA dated 03.06.2011(attached) issued modification in policy for provision of Concessional Broadband connection to the below JAG level employees in BSNL at their residence, wherein 60 % (Maximum Rs.300/- + ST) rebate is given to BSNL officers in the bill of broadband usage at their residences falling in BSNL service area but if the same employee is residing in MTNL service area, BSNL allows him a reimbursement of Rs.150/- + ST. This discrimination is on the part of BSNL and MTNL has nothing to do with it. There should be a uniform treatment.

Secondly, the procedure of reimbursement is so tedious that it is difficult to get the reimbursement even after sanction letter issued by PHA section. The procedure needs to be simplified as once the sanction has been issued by PHA/Admn. Section, there should not be any need to reprocess the case every month /quarter by the concerned officer through his unit head to get approval. In fact a standard proforma may be designed and the officer claiming for reimbursement should fill it up, enclose the original paid bills & copy of sanction issued by the PHA section and submit to cash section for payment.

We would therefore request you to kindly intervene in the matter so that above discrimination may be resolved at the earliest and also issue necessary instructions to PHA Cell of BSNL CO, New Delhi regarding easy procedure of reimbursement.

Copy endorsed to Shri A.N. Rai, Director(HR), BSNL Board, New Delhi-110001, Shri K.C.G.K. Pillai, Director(Fin.), BSNL Board, New Delhi-110001 and Shri A.K. Sanghi, Sr. GM(Admn.), BSNL Corporate Office, New Delhi-110001

No.AIBSNLEA/CHQ/Sr.GM(Admn.)/2013 Dtd:15.5.13  
(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)

**7. Replacement of all the life expired Battery sets and Power Plants in various exchanges & BTSs in Circles for smooth running of services-reg.**

We would like to draw your kind attention on the above mentioned subject. It is reported by all Circle Secretaries of AIBSNLEA during our CWC Meeting /

CEC Meeting that most of the Battery Sets installed in Exchanges & BTSs has already expired their active / operational life and Telephone exchanges & BTSs are running only on availability of electricity power. Due to lapses in tenders for procurement of Battery sets, now the exchanges and BTSs health in BSNL Network becomes critical and as a result quality of services affecting badly.

In this regard, it is proposed that BSNL should start the production of battery sets and Power Plants in BSNL's Telecom Factories immediately so that quality and quantities and Power Plants of batteries at lower cost are readily available on Circles demands and delay in procurement through tender formalities may be avoided. Also the scrap batteries may be reutilized for manufacturing of new battery sets.

You are therefore requested to issue necessary instructions to all concerned regarding production of Battery Sets and Power Plants in Telecom Factories so that quality of BSNL services can be improved effectively.

Copy endorsed to Shri A.N. Rai, Director(EB/HR), BSNL Board, New Delhi-110001, Shri N.K. Gupta, Director(CFA), BSNL Board, New Delhi-110001, Shri Anupam Shrivastava, Director(CM), BSNL Board, New Delhi-110001 and Shri K.C.G.K. Pillai, Director(Fin.), BSNL Board, New Delhi-110001

No.AIBSNLEA/CHQ/Sr.GM(Admn.)/2013 Dtd:15.5.13  
(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)

## BSNL /DOT ORDERS

### OFFICE ORDER

#### 1. Benefit of merger of 50% DA effectively amounting to 782% for the purpose of fitment w.e.f. 10.06.2013.

The pay of the Non-executive employees of BSNL was revised in pursuance of an Agreement dated 07.05.2010 signed on behalf of the BSNL Management with the representative union of non-executives employees of BSNL in terms of Department of Public Enterprises OM No.2(7)/2006-DPE(WC)-GL-XIV dated 09.11.2008 vide this office order No.1-16/2010-PAT(BSNL) dated 07.05.2010.

2. In pursuance of Presidential Directives of Ministry of Communications & Information Technology, Department of Telecom. issued vide letter No. 61 -01(2012- SU dated 10.06.2013, the undersigned is directed to convey the approval of the competent authority for allowing benefit of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment in respect Non-executive employees of BSNL with effect from the date of issue of Presidential Directives 10.6.2013.

3. No arrears will be paid and the revised fitment on the basis of DPE OM dated 2.4.2009 will be paid w.e.f. prospective effect only i.e. from the date of issue of Presidential Directives on 10.6.2013.

4. All instructions/guidelines issued by OPE from time to time in this regard may be scrupulously followed.

Hindi version will follow.

Copy endorsed to PPS to CMD, BSNL, Bharat Sanchar Bhawan, New Delhi, PPS to All Directors, BSNL Board, AU Executive Directors, BSNL C.O., AU CGMs/AU Heads of Administrative Units of BSNL, All PGMs/GMs, BSNL, C.O, Director(PSU-I), DoT, New Delhi w.r.t. DoT letter No. 61-01/2012-SU dated 10.06.2013, DGM(CA)/(EF)/(SEA)/(A&E)/(BW)1(Estt)/(Pers)/(SR)/(Restg), BSNL. Co., AGM(A&E)/(BW)J(Civii)/(EF)/(Pers. I, II, I & IV)/(R&P), BSNL CO., Pay Bill/Cash/L&A/Pen/JOL Sections, BSNL C.O., AD(OL), BSNL C.O. with a request to provide Hindi version within fifteen days, General Secretary, BSNL Employees Union / NFTE and Guard File.

No.1-16/2010-PAT(BSNL) Dated, the 10-06-2013

### OFFICE ORDER

#### 2. Benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10.06.2013.

The pay of Board level and below Board level Executives and non-unionized supervisors of BSNL was revised vide this office order of even number dated 5.3.2009 in terms of Presidential Directive issued by Ministry of Communication

and Technology, Department of Telecom. vide letter No.61-01/2009-SU dated 27.2.2009.

2. In pursuance of Presidential Directives of Ministry of Communications & Information Technology, Department of Telecom issued vide letter No 61-01/2012- SU dated 10. 06 2013, the undersigned is directed to convey the approval of the competent authority for allowing benefit of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment in respect Board level and below Board level Executives and non-unionized supervisors of BSNL with effect from the date of issue of Presidential Directives i.e. 10.6.2013.

3. No arrears will be paid and the revised fitment on the basis of DPE OM dated 2.4.2009 will be paid w.e.f. prospective effect only i.e. from the date of issue of Presidential Directives on 10.6.2013.

4. All instructions/guidelines issued by DPE from time to time in this regard may be scrupulously followed.

Hindi version will follow.

Copy endorsed to PPS to CMD, BSNL, Bharat Sanchar Bhawan, New Delhi, PPS to All Directors, BSNL Board, All Executive Directors, BSNL C.O., All CGMs/Alt Heads of Administrative Units of BSNL, All PGMs/GMs, BSNL CO., Director(PSU-I), DoT, New Delhi w.r.t. DoT letter No. 61-01/2012-SU dated 10.06.2013, DGM(CA)/(EF)/(SEA)/(A&E)/(BW)/(Estt)/(Pers)/(SR)/(Restg), BSNL.CO., AGM(A&E)/(BW)/(Civil)/(EF)/(Pers. I, II, III & IV)/(R&P) BSNL C O, Pay B1U/Cash/L&A/Pen/OL Sections, BSNL C.O., AD(OL), BSNL C.O. with a request to provide Hindi version within fifteen days and Guard File.

No.1 -50/2008-PAT(BSNL) Dated, the 10-06-2013

**3. In exercise of the powers conferred. by the Article 145 of Articles of Association of the Bharat Sanchar Nigam Limited (BSNL), the President is pleased to approve the proposal of BSNL regarding the fitment formula as per Department of Public enterprises OM No. 2(70)/OS- DPE(WC)-GL-VII/09 dated 02.04.2009. Accordingly, in partial modification of this Department's Order No. 61-01/2009-SU dated 27.02.2009, the benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 for the purpose of fitment in respect of the Board level & below Board Level executives and Non-Unionized Supervisors and Non- executives of BSNL is hereby allowed from the date of issue of this order.**

2. No arrears will be paid and the revised fitment on the basis of DPE OM dated 02.04.2009 will be paid with prospective effect only.



3. BSNL has to bear the additional financial implication on account of revised fitment benefit for pay revision from its own resources and no budgetary support will be provided.

4. All instructions/guidelines issued by DPE from time to time in this regard may be followed.

5. This has the concurrence of Internal Finance Division (TPF) Department of Telecommunications vide Dy. No. 05/17 1/PSF/13 dated 10.06.2013.

Copy endorsed to Secretary DoT, Member(F) / Member(T) / Member(S), DoT, AS(T), DoT, JS(T), DoT, DDQ(FEB), DoT for issuing necessary instructions to all CCAs and DDG(Estt.) / DDG(TPF), DoT

No. 61-01/2012-SU Dated the 10<sup>th</sup> June 2013

(Addressed to CMD, BSNL)

**4. Clarification regarding due date of subsequent time bound IDA scale upgradation under EPP to the executives who have opted for DNI from a later date than the due date at the time of 1<sup>st</sup> time bound scale upgradation - regarding.**

This office has received a reference from field unit (BBSR Circle) seeking clarification on due date of subsequent time bound IDA pay scale upgradation under Executive Promotion Policy to the executives who have opted for DNI under FR 22 1(a)1 from a later date than the due date of previous time bound upgradation. The issue, to be specifically clarified, is whether for the subsequent Time bound scale upgradation under EPP, the period of 5 years will be counted from the date of previous upgradation or 5 years from the date of option given under FR 22 1(a) 1.

The point raised has been examined in his office in consultation with Establishment Branch. It is clarified that for time bound scale upgradation under EPP, the scale is granted on the due date for all practical purposes and the option under FR 22 1(a)1 is considered only for the benefit of pay fixation from a subsequent date i.e. DNI in lower scale of pay. As such, for subsequent IDA scale upgradation, the period of 5 years will be counted from the date of 1st IDA pay scale upgradation granted to the executive and it has no connection with option for date of next increment.

This is issued with the approval of the Competent Authority. Cases may be settled accordingly.

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., GM(Recst.), BSNL CO, New Delhi, The AGM(Pers.II/Pers.IV/Pers.V/CSS), BSNL C.O., The DM(Admn.I/II/CSS/L&A/Paybill/Cash/Pension, BSNL C.O.,

The Rajbhasha Adhikari, BSNL C.O. for Hindi version, All AMs, Pers. I Section and Spare copy/Order Bundle. No.400-66/2011 -Pers.I Date:-4<sup>th</sup> June, 2013.

Addressed to All Heads of Telecom Circles/ Metro Districts/ Maintenance Regions/ Projects/Stores/BRBRAITT/ALTTC and All other Administrative Units, Bharat Sanchar Nigam Limited.

**5. Allotment of Staff Qtrs to the Officers of DOT Units viz VTM/TERM/CCA-Cells etc.**

Kindly refer to this office letter No. BSNL/6-1/SR/2009(Pt) dated 19.08.2010 vide which instructions were issued to all BSNL field units that whenever, BSNL accommodation is allotted to officers/officials of CCA-DOT & TERM/VTM-DOT and other organizations, it may be made with a provision that amount equal to flat rate of L/fee as well as HRA admissible to the employee would be remitted to BSNL by the concerned organizations. However, it is learnt that BSNL is not being remitted HRA from the DOT Officers who are occupying BSNL accommodation at various places.

2. In this context, it is requested to kindly arrange to furnish a Circle-wise detailed list of Staff Qtrs allotted to the Officers of DOT Units for whom HRA is not being received by BSNL indicating the names of Officer/Official, their working unit & date of possession of BSNL accommodation to this office for our information **(Fax No. 011-23734338)**.

3. Matter be treated as most urgent.

No. BSNL/6-1/SR/2013 Dated the 31.05.2013  
(Addressed to All CGMs, Bharat Sanchar Nigam Limited.)

**6. Holding of Limited Internal Competitive Examination (LICE) for promotion to the grade of JTO (T) under 35% and 15% quota. - Officiating JTOs.**

Please refer to this office letters No. of even number dated 14.1.2013, 5.4.2013 and subsequent letters issued by Establishment Branch (Pers.IV) including the letter No. 5-11/2009-Pers.IV (Pt) dated 8.3.2013 wherein detailed clarification in respect of officiating JTOs have been issued. Letter No. 3-10/20 13-Pers.IV dated 29.5.2013 and 30.5.2013 in respect of officiating JTOs also refers.

It is further clarified that officiating JTOs, who are also applicants for this LDCE were already allowed to appear in this LDCE for becoming regular JTOs and can very well appear in this LDCE.

Copy endorsed to GM (Estt.) as per his instruction & discussion on the subject.

No. 22-24/2012-Rectt. Dated: 31.5.2013  
(Addressed to All Chief General Managers, Telecom Circles/All Chief General Managers, Telephones - Kolkata/ Chennai and All Chief General Managers, Mtce., NTR, New Delhi.)

**7. Permanent absorption in BSNL-Case of Sh. A.D.Shirke. DE(Adhoc), (Staff No. 30330), O/o the GMT. BSNL. Satara-SSA( MH).**

Kindly refer to this office letter of even number dated 20.07.2012 along-with necessary enclosures thereto and subsequent reminder dated 03.01.2013 on the above subject vide which a case of above named officer was forwarded for your kind perusal & issuance of necessary order. However, approval for issuance of presidential order in r/o above named officer is not yet received.

2. Since, the officer exercised his option for absorption in BSNL within the stipulated time period & he has been cleared from vigilance angle also, it is, therefore, requested to issue necessary order in the matter please.

Copy endorsed to The General Secretary, AIBSNLEA, CH-17-2-15, Chemmery Qtrs, Atul Grove Road, ND 110001 w.r.t his letter No. AIBSNLEA/CHQ/Sr.GM(SR)/2013 dated 01.05.2013.

*No. BSNU11/SRJ2003/MH Dated the 14.05.2013  
(Addressed to The Under secretary (STG-II), Department of Telecommunication, Sanchar Bhawan, 20, Ashoka Road, New Delhi-110001.)*

**8. Vacancy position in the grade of JAO as on 01.03.2013 – reg.**

The undersigned is directed to draw your kind attention to this office letter of even no. dated 18.03.2013 followed by reminders dated 30.04.2013, 09.05.2013 and 17.05.2013 wherein it was requested to ascertain category wise vacancy position in the grade of JAO against 50%, 40% and 10% and sent the vacancy position in excel format at [adg\\_sea@bsnl.co.in](mailto:adg_sea@bsnl.co.in) immediately and in any case not later than 15.05.2013. However, the requisite information is yet to be received from your Circle.

The non-receipt of the information has been viewed seriously by the Competent Authority. It is, therefore, once again requested to furnish the staff statistics in the grade of JAO as on 01.03.2013 (in the prescribed formats) immediately and in any case not later than 07.06.2013. This is the final reminder and in the event of non-receipt of information it will be presumed that in the above Circles there is no requirement of JAO.

The information may also be faxed at 011-23766002 or/ and mailed at [adg\\_sea@bsnl.co.in](mailto:adg_sea@bsnl.co.in) immediately. Matter may be given TOP PRIORITY.

*No. 4-6/2013-SEA Dated: 28.05.2013.  
(Addressed to The Chief General Manager / Circle IFA, A&N/Bihar/JRKD/UP (E) Telecom circles, The Chief General Manager/Circle IFA, NTR and The Chief General Manager/ Circle IFA, T&D JBP/TS Kolkatta/TF Jabalpur/ IT Project Pune.)*

**9. LICE for promotion to the post of JTO to be held on 02.06.2013 - Court case by Screening test qualified JTO officiating-reg.**

It has been learnt that a no-of officiating JTO's have filed OA's in different courts for stay of the exam scheduled on 02.06.2013.

In this connection, I am directed to inform that similar case was filed by BSNL Officers Association vide OA NO.1467 /2013 in CAT, Principal Bench, New Delhi for grant of stay on the operation of Exam Notification, so far as the applicants and members of the applicants-association who have been officiating JTOs in different circles for the past 8 years are concerned, the case was heard on 27.05.2013 and the Hon'ble CAT has not stayed the examination scheduled for 02.06.2013. Further Hon'ble CAT has directed that all officiating JTOs are allowed to sit in the Exam, Since certified copy of judgement has not been received a letter received from advocate dealing the case is enclosed for taking necessary action in the matter.

Necessary action in the matter may kindly be taken as per court direction.

*No. 3-10/2013/Pers.-IV Dated 29<sup>th</sup> May,2013  
(Addressed to All Heads of Telecom Circles, Bharat Sanchar Nigam Limited.)*

In the above matter hon'ble Central Administrative Tribunal, New Delhi was pleased to order that vacancies of the officiating persons to the post of JTOs be reserved. The scheduled examination can be concluded on the date fixed i.e. 02-06-2013. All the officiating persons to the post of JTOs are allowed to sit in the examination.

The certified copy of the order shall be supplied to you in due course. The matter has been adjourned to 16-07-2013.

*(Addressed to Shri A.K. Singh, Assistant General manager (pers) BSNL, New Delhi.)*

**10. Preparatory work for promotion to the grade of Executive Engineer (Electrical) - Preparation of Eligibility List.**

The PCEs (E)/Sr. CEs (E)/ CEs (E) vide this office letter of even number dated 08.02.2013 followed by reminder dated 22.03.2013 were requested to forward the certificate as per the Performa regarding qualification details as per entry made in service book in accordance with BSNL MS RRs 2009 and subsequent clarifications issued by this office vide No 2-57/2012-Electrical dated 26.06.2012, latest by 28.02.2013.

2.0 It is seen that the required certificate has not been received from Haryana, Punjab Rajasthan & WB circle. Also the MH, Chennai TD, UP (E), HP, Gujarat, J&K, Delhi & WB circles have not catgorily forwarded the certificates in

respect of executives acquired degree through distance education mode.

3.0 This has resulted inordinate delay in processing of promotion case in the grade of Executive Engineer (Electrical).

4.0 The concerned PCEs (E)/Sr. CEs (EI/CEs (E) are once again requested to forward the required certificate in prescribed Performa as requested vide this office letter dated 08.02.2013 with out further delay.

Copy endorsed to PPS to Director (Enterprise) BSNL CO., New Delhi, PS to PGM (EI, BSNL CO., New Delhi, All CGMs BSNL, Concerned PCEs/ Sr.CEs/CEs(E) and Intranet Portal. No. : 2-65/2013-Electrical Dated: 28.05.2013

#### 11. Declaration of 'Soft tenure areas'.

Further to this office letter no. 412-10/2009-Pers.I dated 09.05.2012, the under mentioned areas /stations/SSAs are hereby declared as **Soft Tenure** areas:-

S.No	Circle	Soft tenure areas
1.	Andhra Pradesh	1. Adilabad SSA 2. Anantapur SSA 3. Karimnagar SSA 4. Khammam SSA, 5. Nizamabad SSA 6. Srikakulam SSA

The facilities/liabilities attached with soft tenure shall henceforth be applicable to the above mentioned areas/stations/SSAs as the case may be. This has the approval of the Competent Authority.

Copy endorsed to The PPS to CMD, BSNL/all Directors of BSNL Board, All Executive Directors, BSNL C.O., New Delhi, The CVO/PGM/Sr.GM/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/Admn.III/CSS/L&A/Paybill/Cash/Pension, BSNL C.O., The Rajbhasha Adhikari, BSNL C.O. for Hindi version and Spare copy Order Bundle.

*No. 400-36/2011-Pers.I (pt.)(1) Dated: May 22<sup>nd</sup>, 2013 (Addressed to all Heads of Telecom Circles/Metro Districts/Maintenance Regions/ Projects/Stores/ BRBRAIT/ ALTTC and All other Administrative Units, Bharat Sanchar Nigam Limited.)*

#### 12. Categorisation of 'Semi-hard tenure' areas-declaration of station/Areas there of.

Apart from the 'Hard tenure' and 'Soft tenure' areas w.r.t. transfer of executives in BSNL, it has been decided to denote certain areas as 'Semi-hard tenure area' based on the feedback regarding the specific circumstances. The Management has decided to include the following as 'Semi-hard tenure' areas:-

S.No	Circle	Semi-hard tenure areas
1	Himachal Pradesh	1. Entire Kinnour district 2. Entire Lahaul & Spiti Districts 3. Pangi and Bharmour Tehsils of Chamba districts 4. Dodra-Kawar Tehsil of Shimla District

Executives to be posted to the above mentioned areas shall be entitled to:

a) Period of tenure - (i) Three years for those with service of ten years or less (ii) Two years for those with service of more than ten years.

b) Retention of BSNL residential accommodation and RSTC at previous station of posting. If the executive is residing in rented or own accommodation, then facilities may be at par with NE region in respect of house rent allowance.

c) Posting at a choice Circle (out of three choices) subject to administrative convenience

This is in supersession of any previous orders in respect of the above mentioned areas.

This has the approval of the Competent Authority.

Copy endorsed to The PPS to CMD, BSNL/all Directors of BSNL Board, All Executive Directors, BSNL C.O., New Delhi, The CVO/PGM/Sr.GM/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/Admn.III/CSS/L&A/Paybill/Cash/Pension, BSNL C.O. and The Rajbhasha Adhikari, BSNL C.O. for Hindi version.

*No.400-36/2011-Pers.I (pt.)(2) Dated: May 22<sup>nd</sup>, 2013 (Addressed to All Heads of Telecom Circles/Metro Districts/Maintenance Regions/ Projects/Stores/ BRBRAIT/ ALTIC and All other Administrative Units, Bharat Sanchar Nigam Limited.)*

#### 13. Reconciliation of names/details of officers under transfer in the grade of SAG/DGM/DE/SDE - regarding.

Kindly refer to above cited .subject and letter of even no. dated 21.5.2013 of Director (HR) wherein the instructions of CMD, BSNL has been conveyed to you for furnishing the compliance report within a week giving a complete list of the officers transferred from your Circle and certifying that each of the transferred officers has been relieved and his pay & allowance for April, 2013 has not been drawn for them by your Circle as instructed by this office earlier.

2. You are accordingly requested that a complete list of the officers of various grades indicating their name/details grade wise alongwith their relieving status in attached proforma be sent to this office by 31.05.2013 before 1700

hours (email: agmpers2@gmail.com / fax 011-23734156) positively for their reconciliation at this end.  
Encl: As above.

Sl. No.	HR No.	Name of the officer	Desgn.	Under transfer to	Date of release	Whether pay & allowances stopped as directed by c.o.

*No.1 -3/2013-Pers.II May 21<sup>st</sup>, 2013*  
(Addressed to All Heads of Telecom. Circles/Metro Districts / Maintenance Regions/Projects / Stores / Factories /BRBRAIT/ ALTTC & All other Administrative Units, Bharat Sanchar Nigam Limited.)

**14. Releasing of officers under transfer in the grade of SAG/DGM/DE/SDE regarding.**

Kindly refer to my letter of even no. dated 11.4.2013 addressed to Circle Heads in continuation of several communications sent earlier by this office, whereby they were directed to release all the officers of SAG/JAG/STS/SDE level ordered for transfer to various Circles and furnish compliance report by 12.4.2013 for submission to CMD.

2. The feedback/reports received from Circles in this regard has been examined and it is observed that most of the officers under transfer still remain unrelieved either at Circle level or SSA level defeating the very objective of the exercise. The CMD, BSNL, who is personally monitoring the case, has viewed it very seriously and has desired to know as to why Circles are not complying with the repeated directions issued by this office in this regard.

3. You are accordingly directed to furnish compliance report within a week giving a complete list of the officers transferred from your Circle and certifying that each of the transferred officers has been relieved and his pay & allowance for May, 2013 has not been drawn for them by your Circle as instructed by this office earlier. Further, as desired by CMD, you are also directed to clarify as to why the repeated directions issued by the Corporate Office in this regard has not so far been complied with creating such a huge administrative embarrassment.

*No. 1-3/2013-Pers.II Dated 21<sup>st</sup> May, 2013*  
(Addressed to All Heads of Telecom. Circles, Metro Districts/Maintenance Regions/ Projects/Stores/ Factories/ BRBRAIT/ ALTTC & All other Administrative Units, Bharat Sanchar Nigam Limited.)

**15. Treatment of Deployed ITS (Group 'A') Officers of DOT**

Kindly refer to the DoT letter No. A-11013/64/2012-Abs. Cell (II-A) dated 11.3.2013 regarding deployment of ITS

officers in BSNL/MTNL, where in the clause (ii) of the terms and conditions annexed reads as below:

"During the period of their deployment in BSNL/MTNL, they will continue to be Government servants and will draw pay & allowances as are admissible to the Government officers of the equivalent grade."

Therefore, all concerned are hereby requested to take further necessary action, accordingly.

This, issues with the approval of competent authority.

Copy endorsed to PPS to CMD, BSNL, New Delhi, PPS to Dir (HR)/Dir( EB)/ Dir(CFA)/Dir(CM)/Dir(Finance) BSNL Board, All PGMs/Sr. GMs/GMs in BSNL C.O., New Delhi, DGM (A)/(CA)/(EF)/(Pers.)/(SEA)/(Civil)/(Arch)/(Elect.)/(TF) BSNL C.O, DM (Pay Bill)/(Cash)/(L&A)/(Pension), BSNL C.O., AD (OL) for Hindi version and Guard File.

*No. 15-01/2013-PAT(BSNL) Dated 21<sup>st</sup> May'2013*  
(Addressed to All Heads of Telecom Circles, All Heads of Other Administrative Units, Bharat Sanchar Nigam Limited.)

**16. Filling up the posts of Senior Hindi Translators by promotion and conduct of another Limited Internal Competitive Examination (LICE) for recruitment of Junior Hindi Translators in BSNL regarding.**

It has been decided with the approval of Competent Authority to conduct another examination for filling up the vacant posts of Junior Hindi Translators through LICE. Accordingly, the following action is required to be taken on priority basis:

(a) Immediate action be taken by recruiting circles for filling up of vacant posts of Senior Hindi Translators as per the provisions of Recruitment Rules based on the revised sanctioned strength notified by OL Branch vide letter dated 5<sup>th</sup> March, 2008. The vacancies in the Senior Hindi Translator cadre pertaining to non-recruiting circles/units may also be taken into consideration by recruiting circles. Further, due care for promotion against reserved points as per applicable roster may also be taken.

(b) To conduct another examination for filling up the post of Junior Hindi Translators through Limited Internal Competitive Examination(LICE) from internal candidates with the following educational qualifications as a special case:-

(i) Internal candidates possessing the educational qualifications as prescribed under Column 9 of the Recruitment Rules of Junior Hindi Translators.

OR

(ii) Internal candidates possessing Master's or Bechelor's Degree from a recognized University in any subject with Hindi or English as one of the subjects or Hindi or English as medium of examination. However, such internal candidates with English subject or medium of examination,

must have taken Hindi as one of the subjects at 10th level or above.

(c) The candidates selected against the relaxed educational qualifications as per sub para (b) above shall be required to undergo additional in-service training, as deemed necessary by the Organization.

(d) All other terms and conditions prescribed in the Recruitment Rules of Junior Hindi Translators shall remain unchanged. It may be ensured that the "Revised Scheme of Proficiency Test and Syllabus" of Junior Hindi Translator Examination, as circulated vide letter No. 201-01/2012-Pers.III dated 27.01.2012 is made applicable for the examination.

2. The Limited Internal Competitive Examination (LICE) shall be notified by DE Branch of the Corporate Office shortly. The Recruiting Circle Heads may ensure that vacancies arising out or likely to arise due to promotion of Junior Hindi Translator to Senior Hindi Translator and/ or Rajbhasha Adhikari are also taken into consideration while notifying the vacancies for the LICE. The non-recruiting circle/ unit Heads shall communicate the status of Senior/Junior Hindi Translator vacancies to the concerned recruiting circles so that these are also accounted for in the proposed LICE.

3. Keeping in view the notified vacancies, applicable reservation roster etc., a select panel may be drawn from amongst those who qualify in the LICE. The select panel will remain valid for a period of one year, extendable by six months, or declaration of the next LICE whichever is earlier.

4. The Heads of Circles are requested to take urgent action so that LICE can be held.

Copy endorsed to PPS to CMD, BSNL CO, New Delhi, PS to Director(HR), BSNL CO, New Delhi, GM(Pers.)/GM(IR)/GM(SR)/GM(Trg.) BSNL CO, New Delhi, DGM(Rectt.), BSNL CO, New Delhi with the request that arrangements may kindly be made for notification and conducting of LICE for promotion as Jr. Hindi Translators, DGM(Pers.)/(SEA)/(EF), BSNL CO, New Delhi, AGM(Pers.I)/Pers.II/Pers.V/TE/Pension, BSNL CO, New Delhi, General Secretary, BSNLEU, New Delhi, OL Section, BSNL CO New Delhi - for Hindi Version please, BSNL Intranet. and Spare Copy folder.

*No. 201-03/2012/Pers.III Dated 21.05.2013  
(Addressed to All Heads of Telecom Circles/Telecom Districts Bharat Sanchar Nigam Limited.)*

#### **17. III egal deployment of ITS Officers in BSNL - reg.**

The undersigned is directed to forward herewith a copy of letter dated 12.4.2013 from Shri Prahlad Rai, General Secretary, AIBSNLEA for considering the grievances raised therein expeditiously in accordance with the extant rules/ instructions under intimation to the representationist to whom a copy of this communication is also being endorsed.

Copy endorsed to Shri Prahlad Rai, General Secretary, AIBSNLEA, CH-17-2-15, Chemmery Quarters, Atul Grove Road, New Delhi 110001.

*No. 4/5/2013-P&PW-(D) Dated 2<sup>nd</sup> May,2013  
(Addressed to Department of Telecommunications, (Kind Attn: Shri D.P. Singh, Director Establishment), Room No. 308, Sanchar Bhawan, 20, Ashoka Road, New Delhi-1)*

#### **18. Stay particulars of SDE (Telecom) - reg.**

I am directed to request for furnishing the stay particulars of 25 SDEs (Telecom) in the order of their long stay in the enclosed format (Annexure-A) as per their stay details made in the HR package based on entries made in their service books. As you are aware, long stay lists furnished by Circles are operated by this office for inter circle transfer. Circles have also been requested earlier vide this office letter No.-1-3/2012Pers. II dated 01.11.2012, to upload the stay particulars of such long staying SDE(T) on their respective BSNL Intranet site, so that the said list goes to the notice of all concerned, and correction, if any, may be done in time to avoid administrative inconvenience. Accordingly, you are once again requested to upload the stay particulars of the officers on Circle Intranet for the sake of transparency.

While submitting the stay particulars, following points may invariably be kept in View:

a. The stay will be counted from the date of regular joining in the grade of JTO and equivalent grade i.e. to the first level of Executive Hierarchy.

b. Break period of two years or more shall only be recognized while computing post/ station/SSA tenure, except for the stations having the prescribed tenure of one year or one and half years. Tenure will be counted only for the period actually served at the tenure station after the date of joining. Extra leave taken over and above due for the tenure period of tenure station will be deducted from the required tenure stay at that station/Circle. The stay particulars of only those male officers who are less than 55 years of age as on 31.03.2014 may be included in the list. As Lady officers are to be posted to tenure circle only on their willingness, their names may be accordingly distinctly shown in the list.

c. The details of tenure circles posting under gone by the officers appearing in the list may also be indicated under a separate column given in the format.

d. The correctness of the data with reference to the Service Book of the officers must be ensured to avoid inconvenience, and accordingly, each page of the long stay list be signed by the DGM/ AGM concerned.

e. The data in respect of the officers ordered for transfer out of circles by the BSNL Corporate Office but yet to be relieved may also be sent in a separate sheet by the circle. Such officers/ names need not be included in the long stay list.

f. The stay particulars of SDE(T) furnished to this office be uploaded on their respective BSNL Intranet site as stated in preceding para, so that the correction, if any, may be done in time to avoid administrative inconvenience.

g. The above information with the approval of CGM may kindly be sent to this office latest by 31.05.2013 in both soft and hard copy. You are requested to send the soft copy in the email agmpers2@gmail.com. Also the data sent by circles in the long stay lists be verified from HRMS to ensure uniformity between long stay details and HRMS inputs.

Annexure "A"

Long stay list of SDEs as on :  
Name of Circle:

Sl.No	Name of Officer (Sh/ Smt.)	HRMS No.	Date of Birth	Territorial Circle (w.e.f. date of regular promotion/recruitment into the grade of JTO & others equivalent to the first level of Executive Hierarchy)	Administrative Circle (w.e.f. date of regular promotion/recruitment into the grade of JTO & other equivalent to the first level of Executive Hierarchy)	Total continuous stay in the circle territorial at present station (considering both Territorial & non-Territorial circles) starting from JTO/IE grade.	Remarks / detail of Tenure posting already undergone (indicate the period)
			dd/mm/yy yy	dd/mm/yy yy			

Note: 1. The dates should only be entered in dd/mm/yyyy format only 2. Only Regular/Adhoc Officers should be shown in the list, and not the Officiating officers. 3. Each column shown in the aforesaid table should be filled w.r.t. each officer named in the long stay list. 4. Before sending the data, it must be ensure that the HR data is complete in every aspect i.e. the career history must be shown in full. Certified that above particulars have been verified from the service book.

AGM(Staff/Admn) : DGM(Staff/Admn)  
Name of the officer : Name of the officer  
Designation : Designation:  
Name of the Office : Name of the Office:  
Ph.No. : Ph.No.:

NO.1-3/2013-Pers.II Dated :15<sup>th</sup> May,2013  
(Addressed to All Heads of Telecom Circles/ Metro Districts/ Maintenance Regions/ Projects/ Stores / Factories/ BRBRAITT/ ALTTC & All other Administrative Units Bharat Sanchar Nigam Limited.)

#### 19. Annulment of BSNL SLDRR 2011-approval of BSNL Board

BSNL Special Lateral Direct Recruitment rules 2011 (BSNL SLDRR) was notified vide No.437-101/2011 -Pers-I, dated 26-12-2011.

Due to several issues affecting the operation of the said recruitment rules, it has decided to annul the BSNL SLDRR

2011 and all its provisions/clarifications shall henceforth be treated as withdrawn and shall be relevant for no other proposes. This issues with approval of the BSNL Board.

No.437-101/2011-Pers-I

Dated: 13<sup>th</sup> May 2013

#### 20. Filling up of the vacant posts of Rajbhasha Adhikari on the basis of LICE as per Recruitment Rules-2005.

It has been decided by the Competent Authority to hold a Limited Competitive Examination(LICE) to fill up the vacant posts of Rajbhasha Adhikari. Approval of the Competent Authority is hereby conveyed for the following:-

i) To hold LICE-2013 for promotion to the post of Rajbhasha Adhikari as per Recruitment Rules 2005 of Rajbhasha Adhikari issued vide No. 23-35/2001-Pers.II dated 5.8.2005; Scheme & Syllabus issued vide No. 27-2/2009-Pers.II dated 16.8.2005 & clarification issued from time to time. The vacancies shall be filled up as per the re-fixed sanctioned strength and other instructions issued vide this office order No. E11022/1/2007-OL dated 5.3.2008.

ii) To conduct LICE taking into account accumulated vacancies which have occurred due to retirement; promotion, death or otherwise in the grade of Rajbhasha Adhikari upto 31.3.2013 including unfilled/carry forward vacancies of previous years.

iii) LICE may not be held in the Circles where there is a stay granted by the Hon'ble Court.

iv) Circles where the process of recruitment through LICE-2012 is not yet completed, may conduct LICE-2013 only after completion of the process of LICE-2012.

v) All the Recruiting Circles may send their category-wise Sanctioned Strength, Working Strength and Vacancy Position as on 31.3.2013 for LICE of Rajbhasha Adhikari to DE Section of BSNL C.O. and a copy of the same may be endorsed to AGM( Pers- II), BSNL C.O. at the earliest.

All the Recruiting Circles are requested to take necessary action for filling up the posts of Rajbhasha Adhikari in their Circles as per the Recruitment Rules 2005 of Rajbhasha Adhikari. The exact date and timings of the examination alongwith the relevant procedures to be followed shall be coordinated by DE Branch of BSNL C.O. separately. The instructions in regard to reservations, maintenance of post based reservation rosters etc. may be followed.

Copy endorsed to General Manager(Recruitment), BSNL C.O.: It is requested to take further necessary action for holding of LICE for promotion to the post of Rajbhasha Adhikari in BSNL, PPS to CMD, BSNL, PPS to Dir(HR), BSNL, All Unions/Associations, OL Section for Hindi version and Guard File.

No.30-01/2011-Pers.II

Dated :May 14th, 2013.

(Addressed to All Heads of Telecom Circles/Metro Districts, Maintenance Regions/Project Circles etc. Bharat Sanchar Nigam Limited.)

**21. Vacancy position in the grade of JAO as on 01.03.2013 – reg.**

The undersigned is directed to draw your kind attention to this office letter of even no. dated 18.03.2013 followed by reminder dated 30.04.2013 wherein it was requested to ascertain category wise vacancy position in the grade of JAO against 50%, 40% and 10% and sent the vacancy position in excel format at adg\_sea@bsnl.co.in immediately and in any case not later than 07.05.2013. However, the requisite information is yet to be received from your Circle. The non-receipt of the information has been viewed seriously by the Competent Authority. It is, therefore, once again requested to furnish the staff statistics in the grade of JAO as on 01.03.2013 (in the prescribed formats) urgently. The information may also be faxed at 011-23766002 or/ and mailed at adg\_sea@bsnl.co.in immediately and in any case not later than 15.05.2013. Matter may be given TOP PRIORITY.

No. 4-6/2013-SEA Dated: 09.05.2013.  
(Addressed to The Chief General Manager / Circle IFA, A&N/Bihar/JRKD/HRT/UP (E)/UTL Telecom circles, The Chief General Manager/Circle IFA, WTP/NTP, The Chief General Manager/Circle IFA, NTR and The Chief General Manager/ Circle IFA, T&D JBP/TS Kolkatta/NCES Delhi/ TF Jabalpur/ITI Bangalore/IT Project Pune.)

**OFFICE MEMORANDUM**

**22. Convening of CPC for Executives (BSNL Management Services) in respect of various stream - Telecom. Operation, Telecom Finance, Telecom Factory, Civil, Electrical, Architecture and Other Streams of BSNLMS.**

Reference: This office OM No. 451-8/2009-Pers (DPC) dated 06-07-2012 and 12-12-2012

Consequent upon the change of post, retirement in the earlier letter issued vide No. 451-8/2009-Pers(DPC) dated 06th July 2012 and 12-12-2012 the following changes are made in the chairman/member of the various DPCs as per the letter issued vide No. 451-8/2009Pers.(DPC) dated 06-07-2012 & 12-12-2012.

Further to have representation in CPC for the post of AGM(TF) from telecom factory, the chairman of the CPC for the promotion to the grade of AGM(TF) has been changed as per the details below.

S1. No.	Name & Designation. Mentioned in the letter dtd. 06-07-2012 and 12-12-2012	Revised name and Designation.
1.	Shri. R.K. Upadhyay, CMD, BSNL, CO earlier looking after the charge of Director (HR)	Shri. A.N. Raj, Director(Ent.) currently looking after the post of Dir(HR)
2.	Shri. R.K. Agarwal, Director (CM) (Retd.,)	Shri. Anupam Srivastava. Director(CM)
3.	Shri. K. R. Tiwari, GM(TP & F)	Shri. Rajesh Kumar, GM(TF)

Note: The change of chairman as per the Sl. No.3 above is applicable only for the CPC for the promotion to the grade of AGM(TF) only and the rest remain same.

The above changes are effected in the appropriate places in the original letter dated 06th July, 2012 and 12-12-2012 issued by this section

This is issued with the approval of competent authority.

Copy endorsed to PS to CMD, BSNL CO, New Delhi, PSs to Dir (HR)/Dir(Fin)/Dir(CM)/Dir(CFA), BSNL Co, New Delhi, PGM(EB)/PGM(IA)/PGM(VAS)/PGM(Arch)/PGM(BW)/PGM(EW)/PGM(SR)/, BSNL CO, N.Delhi, Sr.GM(pers)/Sr. GM(RECTT.)/GM(TF)/GM(TP&F)/GM(Trg. & SR), BSNL CO, New Delhi, CLO(SCT), BSNL CO, New Delhi, DGM(pers)/DGM(EF)/DGM(BW)/DGM(E)/DGM(Admn.II), BSNL CO, New Delhi and AGM(pers.I)/AGM(pers.II)/AGM(CSS)/ BSNL CO, New Delhi.

No. 451 -8/2009-Pers(DPC) Dated 10<sup>th</sup> May,2013

**23. Inputs for defending the case filed by officiating JTO's for their regularisation-reg .**

It has come to the notice of this office that the TTA's who are officiating as JTO's have filed cases in different courts in different circles for their regularization and stay on holding of Limited Departmental Competitive Examination for the post of JTO(T) scheduled for 02.06.2013.

All such cases may be defended expeditiously as per the brief enclosed herewith and it may be ensured that Limited Departmental Competitive Examination for JTO scheduled for 02.06.2013 is not stayed.

No. 3-33/2013/Pers-IV Dated: May 09<sup>th</sup> ,2013  
(Addressed to All Heads of Telecom Circles, Bharat Sanchar Nigam Limited.)

Encl: Annexure-I alongwith copy of CAT Ernakulam Order dated 13.12.2012 and Punjab and Haryana High Court order 19.11.2008

Annexure - I

The brief history of the case leading to promotion of Screening Test Qualified TTA's as Officiating JTO's:-

(a)The JTO Recruitment Rules 1996 provided that eligible TTA's will have to qualify a screening test and will have to undergo phase-1 and field training before being promoted as regular JTO followed by phase-II training.

(b)The JTO Recruitment Rules 1999 provide that eligible TTA's will have to appear in the Limited Departmental Competitive Examination and will have to undergo phase-1 and field training for being promoted to the post of JTO(T) followed by Phase-II training.

(c)Since no screening test was conducted from 1996 till 1998. The screening test was conducted on29-1-1999 & 30-4-2000 as per RR 1996 on the persistent demand of the association even when RR's of 1999 had come into being in which there was a provision of Limited Departmental Competitive Examination.

(d) Over and above the vacancies available under 35% quota, 6000 more officials qualified from all over India in the screening test held in the years 1999 and 2000. There were no vacancies to adjust the over and above screening test qualified officials. Thus, as a welfare measure, BSNL Board took a decision on 30.03.2001 to divert 500 vacancies from the Direct Recruitment quota to 35% quota on the year to year basis in order to adjust the screening test qualified officials. The diversion continued from 2001 to 2007 i.e. 3500 vacancies were diverted from the Direct Recruitment quota to Departmental quota.

(e) It may also be pointed out that since there was no vacancy to adjust these 6000 excess screening test qualified officials and thus while issuing the orders for sending these officials for JTO phase-I training, it was clearly stated that the officials so promoted on officiating basis will give an undertaking that they will have no claim for regular promotion. It was also mentioned therein that the regular promotion will continue to be governed by standing provisions.

(f) The diversion of vacancies was challenged before the Punjab & Haryana High Court by way of a CWP No.5608/2007, which ordered on 30.05.2008 for re-diversion of the posts to the DR quota and this decision of the High Court was upheld by the Hon'ble Apex Court in (SLP) Nos.13220-1322112009 filed by BSNL officers Association and others.

(g) Due to the above development, the BSNL management in its 104<sup>th</sup> meeting on 4.11.2008 decided to re-divert the 3500 posts to the DR quota with immediate effect. Thus the waiting list of 35% departmental quota was declared as cancelled. Since 3500 officials had been working as JTOs against the diverted vacancies from 2001 to 2008, it was decided by the BSNL management to create 3500 supernumerary posts to adjust them. By creation of supernumerary posts 3500 JTOs, who were working on officiating, continued to work as JTOs. However, this creation of supernumerary posts was treated as illegal by the Punjab & Haryana High Court and during hearing in the contempt petition on 19.11.2008, the Punjab & Haryana High Court observed that "by creating supernumerary posts, the respondents have already created manpower & deliberately committed the contempt of this court". (Copy enclosed)

(h) The case is still being heard in the High Court of Punjab and Haryana (CWP No.5608/2007) and the next date of hearing is 16.07.2013.

(i) Earlier also notification for conducting LDCE for promotion to the post of JTO was issued in the year 2009 but due to the amendment in the RRs for reducing the length of service from 10 years to 7 years, it was challenged before the High Court of Ernakulam and a stay was granted on conduct of the examination. However, by proper handling of the case by BSNL, the court has allowed the modification of reduction of service from 10 years to 7 years with retrospective date (OP(CAT) No.371412011(Z) and process has been started to conduct the examination.

Since Contempt Petition is pending in Hon'ble High Court of Punjab and Haryana, it is not possible to regularize officiating JTO's till final outcome of the Contempt Petition. Further it is mentioned that a case was filed in CAT Ernakulam by officiating JTO's and Hon'ble CAT has made the following remarks in the concluding part of the judgement that "Getting qualified for promotion does not confer any indefeasible right to promotion. The applicants who qualified could not be promoted to the post of JTO for want of vacancies. Matter of Recruitment Rules and departmental examinations are absolutely within the domain of executive. Such matters have to serve the needs of the organization. The promotion to the post of JTO is now regulated by RR's of 2001. The applicants have to satisfy the conditions as per RR 2001 and will have to appear for the JTO exam. The applicants can not be regularized as per existing RRs." (Copy enclosed)

No. 1-11(ERP)/2013/Pers-II Dated: May 9<sup>th</sup>, 2013.

#### OFFICE ORDER

#### 24. Posting of SDEs (Telecom) in ERP - Regarding.

This office order no. 1-11(ERP)/2012/Pers-II dated 10.10.2012 is partially modified to state that the transfer of SDE volunteers from different circles to ERP, GZB will be at 'Company cost' and not at 'officers' cost'. It is also clarified that the said transfer orders will be considered for cancellation in case the transferred officers do not join their assignments within 15 days of issue of this letter.

Copy endorsed to CGM UPW/MP/PB/NTR/GJ/ GM CIT, GM LC BSNL CO, Sr.GM (Pers.)/DGM (Pers.)/AGM (DPC), Officers concerned (through CGMs/ GM LC BSNLCO), Chief Accounts Officers concerned, Smt. Shashi Sharma /Shri P.K.Jaiswal /Shri Jitender Kumar, DM (Pers.II), BSNL CO., Rajbhasa Adhikari for Hindi version and Guard File/Order Bundle.

No. 3-33/2013/Pers-IV Dated: May 09<sup>th</sup>, 2013  
(Addressed to All Heads of Telecom Circles, Bharat Sanchar Nigam Limited.)

#### 25. Direct Recruitment in the cadre of TTA in BSNL Recruitment Year - 2012- Exam date postponed to 14.7.2013.

In continuation of this office letter of even number dated 4.4.2013, I am directed to intimate that the schedule date of above exam is postponed to 14.7.2013. Other terms and conditions of the letter dated 4.4.2013 shall remain unchanged.

2. The above contents may be brought to the notice of all the concerned.

Copy endorsed to The General Manager (Estt.), BSNL CO, New Delhi.

No.10-1/2012-Rectt. Date 8<sup>th</sup> May, 2013  
(Addressed to All Chief General Managers, Telecom Circles/All Chief General Managers, Telephones - Kolkata/Chennai, and The Chief General Manager, Mtc, N.T.R. New Delhi.)



## MEETINGS WITH DOT/BSNL OFFICERS

### **GS, AGS(HQ) met Director (HR) BSNL Board on 07.06.2013 and discussed:-**

(a) CPC from DE to DGM : We requested Director (HR) for his intervention to file petition in the Hon'ble High Court , Kerala for early pronouncement of the Judgment in 147-SDEs (LDCE quota) seniority case since the judgement in reserve for the last four months and every month our executives are retiring without getting their due promotion. Director (HR) assured to look into the matter.

(b) CPC from SDE to DE(adhoc): We requested to expedite CPC from SDE to DE(Adhoc) since the court case in Hon'ble CAT Chennai is disposed off. Director(HR) assured for an early action in this regard.

(c) CPC from JTO(C) to SDE(C) : We requested for early issuance of promotion order from JTO(C) to SDE(C). Director(HR) mentioned that CPC is over and promotion order will be issued shortly. It is understood that 67 SDEs(C) promotion order will be issued shortly.

(d) Consideration of request transfer cases of executives transferred on ODI list basis and not completed two years: Director(HR) mentioned that some genuine & pressing issues may be considered but other cases will be considered after two years only.

(e) Legal opinion on regularization of offg. JTOs: Director(HR) mentioned that on the basis of our letter and legal opinion, he has advised GM(Estt.) for immediate legal opinion on this issue.

**GS discussed with PGM(BW) on 07.06.2013** regarding filling up of vacant SDEs(C) posts. PGM(BW) confirmed that CPC from JTO(C) to SDE(C) has been completed and the proposal for posting on promotion has been sent to the competent authority for approval. It is understood that 67 SDEs(C) posts will be filled up immediately and for remaining vacant SDEs(C) posts, the further CPC will be initiated.

(2) CPC from SDE(C) and EE(C): PGM(BW) mentioned that the modifications in BSNL MSRRs is into consideration of MC of BSNL Board and after modifications in RRs CPC will be expedited. Though the VCRs have already been called for.

### **GS discussed with Sr. GM(Pers.) on 05.06.2013 regarding :**

(a) Holding of CPC from SDE to DE promotion to fill up 1860 DEs posts since the court case in Hon'ble CAT Chennai is disposed off. Sr. GM(Pers.) mentioned that CPC process has been initiated to DE Promotion but the approval of the Competent Authority is to be taken to operate SDEs seniority list no. 6 & 7. We pleaded that seniority list no. 6 has already operated in the year 2010, while promoting 2700 DEs. However, he assured an early action in this regard.

(b) CPC to fill up DGM vacant posts: We requested to file petition in Hon'ble High Court Kerala in 147 SDEs (LDCE quota) seniority case for early pronouncement of the

judgment since it is reserved for more than four months period. Sr. GM(Pers.) mentioned that BSNL's advocate in Kerala has been requested to file petition in this matter.

### **GS, AGS(HQ) met GM(SR), BSNL CO on 04.06.2013 and discussed**

(a) Withdrawal of Look after arrangements: We requested for withdrawal of look after arrangements which don't provide any benefit to the executives as well as BSNL. We impressed upon to fill up all the vacant Group-'A' and 'B' level posts on regular basis. But due to Court cases regular promotions are delayed, hence a mechanism in DoT was introduced to fill up vacant Group-'A' and 'B' level posts on local officiating promotions in Circles on the All India seniority list, which was providing designation, powers & pay fixation benefit to the executives as well as smooth function in field units but introduction of look after arrangements at Circle level is not acceptable. GM(SR) mentioned that he has already received the feedback from Pers. Cell & Associations and now will discuss the matter with the Competent Authority shortly to resolve the issue.

(b) Mandatory training course in Training Centers: We requested to hold examination in training centers on conventional method instead of Online examination for mandatory training course to those executives who are more than 55 years age and are not computer friendly. GM(SR) assured to look into the matter. We further pleaded to withdrawal of Mandatory Training for Group-'B' level executives from EPP.

(c) Majority Executives Association verification: GM(SR) mentioned that they are in process to finalize the mechanism for majority executives Association verification.

### **GS, AGS(HQ) met GM(FP) on 04.06.2013 and discussed**

(a) CPC from JAO to AO: GM(FP) informed that the legal opinion on the Court Cases pending in the Hon'ble CAT Chandigarh has been received from BSNL's advocate Haryana Circle and he has opined not to hold the CPC till the time Court Case is finalized. However, he mentioned that now BSNL will take legal opinion from Sr. Advocate of BSNL's Corporate Office shortly.

(b) CPC from CAO to DGM(F): GM(FP) mentioned that most of the VCRs have been received in CVO Office and are being complied to provide the same to SEA Cell for CPC shortly. He is continuously pursuing in CVO office in this regard.

(c) Withdrawal of Local officiating promotion in JAO Cadre: GM(FP) mentioned that withdrawal of local offg. Order was issued as per the advice of BSNL's Pers. Cell advice only but on the basis of our feedback the case is being reprocessed to Pers. Cell for further comments as the local offg. In JTO cadre is continuing from TTAs.

### **GS, AGS(Fin.), AGS(HQ) met Chairman TC & Secy(T), DoT on 04.06.2013 and discussed :**

(a) Implementation of DPE OM dated 2nd April-2009 on 78.2% IDA Pay fixation: We expressed our serious concern

against non-implementation of DPE OM dated 2nd April 2009, which has been recommended by BSNL Board after the agreement signed between BSNL Unions/Associations and BSNL Management on 12th June 2012 in response to the indefinite strike call given by Forum of BSNL Unions/ Association. We apprised him that the case is pending in DoT for the last 10 months and the queries made by DoT have been replied by BSNL twice. Whereas, the deputationist ITS Officers have been given all the allowances of 6th CPC. Secy(T) appreciated our concern and mentioned that strike call should have not been given since the GoM is working on revival of BSNL. We pleaded that Forum of BSNL Unions/Associations has already submitted memorandum to Sh. P. Chidambaram, Hon'ble Minister of Finance and Members of GoM for the revival of BSNL and in case the 78.2% Pay fixation Presidential Directive is issued by DoT, the Indefinite Strike Call will automatically be withdrawn. Secy(T) further mentioned that BRPSE comments are still awaited. We mentioned that BRPSE Officers are telling that BRPSE does not come into picture on the issue of pay fitment benefits, it is the concern PSU and administrative ministry to take the decision. Secy(T) mentioned that since the matter has been sent to BRPSE for comments, they have to reply the comments. However, he assured that he will try to settle the issue at the earliest.

(b) Illegal deployment of ITS Officers in BSNL/MTNL and their promotions against BSNL/MTNL posts: We expressed our serious resentment against illegal deployment of ITS Officers in BSNL in violation of Hon'ble High Court Delhi judgment and Govt. orders. Also they are being given regular promotions against BSNL's posts. Whereas, BSNL absorbed Group-'A' & 'B' level executives are not being promoted against SAG/JAG/SAG/HAG level posts ignoring Cabinet decision. Secy(T) assured to intervene in the matter and told that as per Cabinet decision, BSNL absorbed executives will also be given promotion shortly.

(c) Viability of BSNL: On this issue Secy(T) mentioned that all BSNL/MTNL employees including ITS should concentrate for the growth of BSNL/MTNL instead of fighting with each other. We apprised him due to non-availability of material i.e. CLIP Telephone instruments, Cables, MLLN Modems, Type-II Broadband Modems, GSM equipments etc has adversely affected the growth & Viability of BSNL. Also committed management is required to run the PSU. Thousands of Group-'A' level posts are lying vacant but no promotions are being made in BSNL which created frustration and de-motivation amongst the absorbed BSNL executives. Secy(T) assured to look into the matter.

**GS, AGS(HQ) met Sr. GM(Pers.) on 03.06.2013** and discussed:-

(a) CPCs from DE to DGM : We requested for filling up of the vacant DGMs posts on adhoc basis & DEs posts on regular basis which are lying vacant for the last three years, every month executives are retiring without getting their due promotion. We also mentioned that one petition

may be filed through BSNL Advocate in Hon'ble High Court Kerala for early pronouncement of the judgment. Sr. GM(Pers.) spoke to CGMT, Karala and discussed the matter and advised him to take the legal opinion to file petition through BSNL Advocate at Kerala for early pronouncement of the judgment. CGMT, Karala assured Sr. GM(Pers.) for an early action in this regard.

(b) Implementation of DoT Order No. 17-38/2009-VM.I dated 21.2.2013 for inter circle transfer of BSNL Executives based on ODI / Agreed Lists: We requested Sr. GM(Pers.) to implement DoT Order No. 17-38/2009-VM.1 dated 21.2.2013, which is also endorsed by Pers. Cell, BSNL, for inter circle transfer of BSNL Executives based on ODI/ Agreed Lists. Sr. GM(Pers.) assured that the OWN COST transfer cases can be considered if official has completed two years in a transferred station. However, we will further discuss with Director(HR), BSNL Board about the cases of the executives, who have not completed two years in the transferred Circle to transfer back to parent Circle.

(c) Withdrawal of looking after arrangements and restoring local officiating promotions: We expressed our concern that in Punjab and Rajasthan Telecom Circles, the Circles Offices have issued instructions that SSAs will issue the order of looking after arrangements to higher grade in addition to the substantive grade on the basis of SSA seniority list. Sr. GM(Pers.) assured to examine the order.

(d) 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 more than one year. Sr. GM(Pers.) immediately spoke to Addl. GM(Estt.) for early completion of the Committee report.

(e) Creation of PPS posts in field Units: We requested for creation of PPS posts along with HAG level posts as per the recommendations of Sh. H.K. Gupta, Ex- DDG(Estt.), DoT Committee. Sr. GM(Pers.) assured to re-examine the case.

**GS, CS UP(East) Circle met GM(FP) on 31.05.2013** and discussed:-

(a) Withdrawal of the system/practice of local officiating arrangement of local officiating promotion in BSNL : We strongly protested against BSNL CO SEA Cell letter no. 4-8/2013-SEA(Pt.) dated 27.05.2013 regarding Withdrawal of the system/practice of local officiating arrangement of local officiating promotion in BSNL i.e. no officiating promotion/local officiating arrangements to the grade of JAO may be given in view of Pers. Branch BSNL letter no. 412-13/2013-Pers.I(I) dated 22.03.2013. We clarified that Pers. Cell order is related to JTO to SDE, SDE to DE and DE to DGM Equivalent Cadres. It is not affecting the local officiating arrangements in JTO/ JAO Cadres from non executives, which has already been clarified by Pers. and Estt. Sections. GM(FP) assured to re-examine the matter immediately.

(b) CPCs from CAO to DGM(F) & CAO (regular): We requested to expedite CPCs to fill up DGM(F) vacant 25 posts on adhoc basis & 272 CAOs posts on regular basis.

GM(FP) mentioned that VCRs of eligible CAOs to DGM(F) promotion has been received in CVO office and one AO is deputed from SEA Cell to compile the VCRs. He assured for early CPC & promotion order.

(c) CPC from JAO to AO: GM(FP) mentioned that Haryana Circle has been requested to arrange legal opinion on the pending Court cases, thereafter only the CPC can be conducted.

(d) Consideration of request transfer cases of AOs/CAOs: We requested for consideration of AOs/CAOs transfer cases. GM(FP) assured to look into the matter.

**GS, AGS(HQ), OS(North), OS(West) met Sr. GM(Pers.) on 30.05.2013** and discussed:-

(a) CPCs from DE to DGM and DE(Regular): We expressed our serious concern against non-filling up of the vacant DEs and DGMs posts for the last three years, every month executives are retiring without getting their due promotion. Sr. GM(Pers.) mentioned that CPC from DE to DGM was completed long before but due to 147 SDEs (LDCE Quota) Court Case pending in Hon'ble High Court Kerala and now judgment is reserved for the last four months. However, he spoke to CGMT Kerala Circle to pursue in the Hon'ble High Court for early pronouncement of the judgment through BSNL's Advocate. CGMT Kerala assured him to discuss the matter with advocate immediately. Due to this Court Case both the CPCs i.e. DE to DGM and DE (Regular) are held up.

(b) CPC from SDE to DE(Adhoc): We requested to expedite CPC from SDE to DE Adhoc. Sr. GM(Pers.) mentioned that CPC process is held up due to the stay granted by Hon'ble CAT Chennai on 1966 SDEs reversion case. However, he mentioned that judgment in CAT Chennai is expected shortly. But some more cases have been filed in Hon'ble CAT Bangalore and Hon'ble High Court, Jabalpur on the same grounds but at present no stay has been given by other courts.

(c) CPC from JTO to SDE(T): We expressed our serious concern against delay in conducting CPC from JTO to SDE(T). Sr. GM(Pers.) mentioned that CPC work is in progress but clarification on seniority list prepared by Circles has been called from Circles through BSNL Estt. Section to ensure that the JTOs seniority list has been prepared on the basis of DoP&T OM dated 03.03.2008. Also, the clarification on diversion of LDCE quota SDEs posts to seniority-cum-fitness quota & vice-versa has been sought from DoP&T through DOT. It is understood that DoP&T has replied the query to DoT and clarification is awaited from DoT. However, these issues are not stopping the process of CPC and assured to expedite the CPC at the earliest.

(d) CPC from DE(TF) to DGM(TF), SDE(TF) to DE(TF) and JTO(TF) to SDE(TF): We extended thanks for issuing DGM(TF) promotion order and initiating the CPCs to fillup DE/AGM(TF) and SDE(TF) posts. Sr. GM(Pers.) mentioned that CPC to fill up 10 DE/AGM(TF) posts is in advance

stage and JTO(TF) to SDE(TF) CPC has been initiated, also LDCE from JTO(TF) to SDE(TF) of 33% quota is being shortly notified by BSNL recruitment cell.

(e) ACP/Lateral advancement benefit to JTO(TF): We provided the documents/feedback on ACP/lateral advancement benefit to JTOs(TF). Sr. GM(Pers.) assured to examine the case further.

(f) Consideration of request/tenure transfer cases of ERP Cell executives and other pending requests: We requested for consideration of ERP Cell executives transfer to their parent Circles since they have completed more than three years in ERP Cell. Also, consideration of pending request transfer cases of SDEs. Sr. GM(Pers.) mentioned that on joining of some SDEs in ERP Cell the transfer orders will be issued on seniority (date of joining in ERP Cell) basis shortly. Regarding other request transfer of SDEs(T), he mentioned that volunteers were called and about 30 SDEs(T) volunteered in BSNL CO and out of them about 20-21 SDEs have been ordered in BSNL CO from various Circles and remaining are going to be considered shortly thereafter only the new cases will be considered.

(g) Posting of executives in Trichy Data Nodal Center from TN Circle instead of other Telecom Circles: Sr. GM(Pers.) spoke to CGMT TN Circle on this issue and assured that now no executives will be posted to Trichy Data Center from other Circles.

**GS, OS(west) met Sr. GM(CIT) BSNL CO on 30.05.2013** and discussed

(a) Relieving of Executives from ERP Cell: We requested for relieving of executives from ERP Cell. Sr. GM(CIT) mentioned that as soon as the executives on substitutes are posted in ERP Cell, executives will be relieved.

He also mentioned that ERP Project is being implemented in all Circles and it is not possible without expert manpower. He explained that ERP has already implemented in KTK Circle, TTCs and now being implemented in MH Circle, BSNL CO and on this issue, Director(CFA), BSNL Board is holding meeting on 04.06.2013 to decide the targets on Zonal basis. Minimum four months are needed to implement the project in one Circle likewise in all 42 Circles, ERP has to be implemented within two years time and for this executives are required to implement. However, he assured to forward all the transfer applications to Sr. GM(Pers.) with substitutes.

**GS, OS (North) met GM (SR) on 28.05.2013** and discussed regarding early settlement of pressing HR issues already discussed in the former meetings on dated 29th & 30th April'2013:

(a) Withdrawal of looking after arrangements and restoring local officiating promotions: We pleaded that looking after arrangements do not provide benefit today Executives' as well as to BSNL as they have to discharge combined duty of their substantive grade in addition to higher grade. Also they can not exercise statutory powers. Similarly the Executives' on retirement will not enjoy the designation and benefit of higher post i.e. number of Telephone calls on

RSTC etc. GM (SR) after detailed discussions assured to discuss the matter with the competent authority at the earliest.

(b) Callous and intermediating attitude of CGMT MP Circle towards the representatives of Unions/Associations: We expressed our serious concern against the callous and intermediating attitude of CGMT MP Circle towards the representatives of Unions/Associations. CGMT MP Circle has made derogatory remarks against the Union/Association representatives publicly on the World Telecom Day function as well as he is continue to misbehave. It is adversely affecting the growth of MP Telecom Circle. We requested for immediate intervention. GM (SR) assured to look into the matter.

Undue harassment to our CHQ Vice President Com. Baby Rani by Kerala Circle Administration: We apprised him about undue harassment to our CHQ Vice President Com. Baby Rani by Kerala Circle Administration by transferring her to Trichur Telecom District from Ernakulam TD and further in remote area of Trichur District. We requested for kind intervention. GM (SR) advised to discuss the matter with CGMT Kerala Circle and assured that he will also speak to CGMT Kerala Circle on this issue.

On the other issues GM(SR) assured to discuss shortly.

**GS, OS (North) met GM (FP) on 28.05.2013** and discussed regarding

(a) CPC from CAO to DGM (F) and CAO (Regular): We requested to expedite CPCs to fill up about 25 DGM(F) posts on adhoc basis and 272 CAOs posts on regular basis. GM(FP) mentioned that CPCs are in progress but getting delayed due to non receipt of VCRs. He assured for early action in this regard.

(b) CPC from JAO to AO: We expressed our concern against delay in holding CPC to fill up about 1500 AOs vacant posts. GM(FP) mentioned that already legal opinion from BSNL advocate through Haryana Circle has been sought on the Court cases pending in the Hon'ble CAT Chandigarh.

(c) Confirmation of Postal JAOS: GM(FP) informed that he has already directed SEA section to process the case at the earliest.

**GS, AGS(HQ) met Director (HR), BSNL Board on 17.05.2013** and apprised him about the agitation in Bhopal as CGMT MP Circle has used derogatory remarks against the representatives of Unions/Associations in the World Telecom Day function and discussed:-

(a) Withdrawal of local offg. Arrangements and introduction of Look after arrangements: We expressed our concern against withdrawal of local officiating arrangement and introduction of looking after arrangement. Director(HR) informed that GM(SR) is examining the case and advice us to give the necessary feedback in this regard. Director(HR) assured early action in this regard.

(b) Modification in BSNL MSRRs allowing promotion to diploma holders SDEs to the post of EEs: Director(HR) mentioned that the proposal submitted to provide parity

with JTO(T)/SDE(T) to JTO(C/E)/SDE(C/E) to BSNL's Board of Management Committee was discussed yesterday but Management Committee considered parity with CPWD EE RRs. We pleaded that now parity with CPWD RRs has no relevance since these cadres have already been restructured in the year 2001-2002 by giving parity with JTO(T)/SDE(T). It is nothing but squire back to DoT situation wherein the BSNL's restructuring process will be defeated. Director (HR) appreciated our concern and assured to look into the matter.

(c) Creation of PPS Post: We requested for creation of PPS posts as per Sh. H.K. Gupta, DDG(Estt.) DoT Committee recommendations and Ex. Sr. DDG(Pers.), BSNL Corporate Office proposal. Director (HR) assured to look into the matter.

(d) Delay in salary payment of contract labor in KTD Circle: We explained that due delay payment of salary / wages to contractual labors are on agitation in KTD in every month, which is adversely affecting KTD growth & Mtce. Work. Executives are to face this problem in regular manner whereas, the top management of KTD is not trying to take the concrete solution of the problem but giving impracticable written assurances, which will further aggravate the situation. Director(HR) assured to look into the matter.

**GS, AGS(HQ) met CMD, BSNL on 16.05.2013** and discussed

(a) Withdrawal of local offg. Arrangements and introduction of Look after arrangements: We expressed our concern against withdrawal of local officiating arrangement and introduction of looking after arrangement. We pleaded that looking after arrangement do not provide statutory powers to exercise, executives holding the charge of their substantive cadre has to look after the charge of higher post on (stand alone or combined basis) does not allow to concentrate on work which affects the working of BSNL and individuals. Also executives don't get higher pay as well as do not carry designation on retirement etc. Hence, it is not beneficial to BSNL as well as the executives. CMD mentioned that the issue is being re-examined on the basis of the feed back given by Field Units and Association. Sr. GM(Pers.) was also present during discussion.

(b) Delay in salary payment of contract labor in KTD Circle: We explained that due delay payment of salary / wages to contractual labors are on agitation in KTD in every month, which is adversely affecting KTD growth & Mtce. Work. Executives are to face this problem in regular manner whereas, the top management of KTD is not trying to take the concrete solution of the problem but giving impracticable written assurances, which will further aggravate the situation. CMD assured to look into the matter.

**GS, AGS(HQ) met Sr. GM(Pers.) on 16.05.2013** and discussed

(a) Restructuring of AD(O/L) cadre: We requested for early restructuring of AD(O/L) cadre and revision of pay scale as per the recommendation of 6th CPC and Ministry

of Home Affairs letter dated 02.05.2013. Sr.GM(Pers.) assured an early decision on this issue on the receipt of Committee report.

(b) Creation of PPS Post: We requested for creation of PPS posts as per Sh. H.K. Gupta , DDG(Estt.) DoT Committee recommendations and Ex. Sr. DDG(Pers.), BSNL Corporate Office proposal. Sr. GM(Pers.) assured to reply the queries of BSNL C.O., Estt. Cell shortly on this issue.

(c) CPC from JTO(TF) to SDE(TF): We expressed our serious concern against not holding of CPC to fill up vacant SDE(TF) posts for the last many years. Sr. GM(Pers.) after discussion with AGM(Pers.) assured to initiate CPC from JTO(TF) to SDE(TF) shortly by uploading eligibility list of JTOs(TF) on BSNL Intranet within in two-three days.

(d) Pay re-fixation case of JTO(C/E) based on Sh. Pradeep Nagpal, Sr. GM, BSNL C.O. Committee recommendations : We requested for re-fixation of pay case of JTO(C/E) based on Sh. Pradeep Nagpal, Sr. GM, BSNL C.O. Sr. GM(Pers.) mentioned that only few Circles have sent the required information on this issue after Dir(HR) letter issued on 01.04.2013 However, he assured an early action in this regard.

(e) Modification in BSNL MSRRs allowing promotion to diploma holders SDEs to the post of EEs: Sr. GM(Pers.) mentioned that the proposal submitted to provide parity with JTO(T)/SDE(T) to JTO(C/E)/SDE(C/E) to BSNL's Board of Management Committee was discussed yesterday but Management Committee considered parity with CPWD EE RRs. We pleaded that now parity with CPWD RRs has no relevance since these cadres have already been restructured in the year 2001-2002 by giving parity with JTO(T)/SDE(T). It is nothing but squire back to DoT situation wherein the BSNL's restructuring process will be defeated.

**GS, AGS(HQ) met GM(FP) on 15.05.2013** and extended sincere thanks for issuing CAO to DGM(F) promotion orders and discussed

(a) Filling up of vacant HAG/SAG/JAG/STS level posts of finance wing: We requested to fill up vacant HAG/SAG/JAG/STS level posts of finance wing. GM(FP) mentioned that CMD BSNL has approved to fill up vacant HAG/SAG/JAG/STS level posts. CPCs are in progress; shortly promotion orders will be issued. To fill up 25 DGM(F) posts, VCRs have been called. To fill up 272 CAO on regular basis, CPC is in progress and VCRs have been called.

(b) Confirmation of Postal JAOs: GM(FP) mentioned that matter is under consideration and shortly will be sent to the Competent Authority for approval.

**GS, AGS(HQ) met GM(SR) on 15.05.2013** and requested for the early settlement of the issues discussed in the formal meeting held on 29th & 30th April'2013. GM(SR) informed that he is personally interacting with all the concern officers in BSNL Corporate Office for early solution of the issues. He mentioned that as assured all the issues are being discussed for early solution.

**GS, AGS(Fin.), AGS(HQ) met Director(Fin.), BSNL Board on 14.05.2013** and extended thanks for issuing promotion order of 71 CAOs to DGM(F) on adhoc basis and discussed

(a) Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.f. 1.1.2007 in BSNL: We requested Director(Fin.) to pursue in DoT to implement DPE order for payment of 78.2% IDA fitment benefit w.e.f. 1.1.2007 in BSNL as it is a part of the salary. Director(Fin.) mentioned that Unions/Associations should also pursue in DoT/BRPSE for early clearance and assured to use his office.

(b) Filling up of all vacant HAG/SAG/JAG/STS level posts: We requested for early filling up of all the vacant HAG/SAG/JAG/STS level posts. Director(Fin) assured to take immediate steps in this regard.

(c) Confirmation of Postal JAOs: We requested for early confirmation of postal JAOs, Director(Fin.) mentioned that matter is under consideration and will be sorted out shortly.

(d) Antedating of pay: We requested Director(Fin.) that antedating of pay cases may be resolved at the earliest. Director(Fin.) mentioned that the matter is pending with Director(HR) but assured to look into the matter.

(e) Implementation of DoT Order No. 17-38/2009-VM.I dated 21.2.2013 for inter circle transfer of BSNL Executives based on ODI / Agreed Lists: We requested Director(Fin) to implement DoT Order No. 17-38/2009-VM.1 dated 21.2.2013, which is also endorsed by Pers. Cell, BSNL, for inter circle transfer of BSNL Executives based on ODI/ Agreed Lists. Director(Fin) assured that the OWN COST transfer cases can be considered if official has completed two years in a transferred station. Director(Fin) assured to look into the matter.

(f) 3% fitment benefit on promotion first in substantive grade and thereafter on promotion grade: We requested Director(Fin) to intervene in the matter so that proper order is issued. Director(Fin) assured to look into the matter.

(g) Transfer of GMs/PGMs working since long on a sensitive posts: We requested Director(Fin.) to transfer those GMs/PGMs who are working on a station since more than 8-9 years on a sensitive posts especially in Circles. Director(Fin.) mentioned that as the financial condition of the BSNL is very poor, therefore rotational tenure transfer is not possible but he assured to look into the long standing cases.

(h) Delay in salary payment of contract labour in KTD and WB Circles: We pointed out that for the last one year contractual labour is protesting in Kolkata Telephone District for non-receipt of salary in time and they are regularly launching agitation in KTD. Director(Fin.) mentioned that he is well aware with the issue and assured to look into the matter.

**GS, AGS(HQ) met GM(Estt.), BSNL CO, New Delhi on 08.05.2013** and discussed:-

(a) Regularisation of officiating JTOs and Removal of FR-35 pay fixation: GM (Estt.) mentioned that BSNL is taking views of Sr. BSNL Counsel /Legal Cell to find if something

can be done regarding officiating JTOs just after conduction of LICE and assured that efforts will be done not to revert officiating JTOs in future.

(b) Implementation of E-2, E-3 standard IDA pay scales to JTO and SDE equivalent executives in BSNL: GM(Estt.) mentioned that implementation of E-2, E-3 standard IDA pay scales to JTO and SDE equivalent executives in BSNL has again been taken up with DOT for reconsideration vide CMD BSNL DO letter dated 9.11.2012 to Secretary (T) and a reminder is being sent shortly.

(c) Stream lining of EPF Statement of BSNL recruited employees: GM(Estt.) also mentioned that he alongwith GM(CA), BSNL C.O. yesterday met Addl. Commissioner, EPF Delhi and discussed the matter. Addl. Commissioner, EPF mentioned that already in their Regional PF offices the data base has been prepared for EPF contribution and based on that within 4-5 months the Central Database will be prepared on All India basis. He also mentioned that after doing the same, unique account number will be issued to each employee and the issue will be resolved within six months time.

(d) Allowing to exercise option to Deptt. JAOs on their promotion who got promoted on or after 7.5.2010: GM(Estt.) mentioned that there is no previous precedent in BSNL as well as in Govt. to exercise such option beyond the date of notification of pay revision order as it will render it open ended forever. Even though he assured to re-examine the same at the earliest based on our latest feedback given.

(e) Transfer & Posting of JTOs: We expressed our resentment against non issuance of deputation, Para-8 transfer & posting order of BSNL recruited JTOs. GM(Estt.) mentioned that BSNL Corporate Office has taken a decision not to issue the transfer orders of the JTOs who are working in Eastern Zone i.e. Kolkata, West Bengal, Assam, NE-I and NE-II Circles till the new JTOs are appointed either by LDCE/Direct recruitment or Deptt. Promotions. He also assured that as soon as JTOs will be available the request of deputation and Para-8 transfer & posting of BSNL recruited JTOs will be considered.

(g) Superannuation benefits to directly recruited employees as per DPE guidelines: GM(Estt.) informed the matter has been referred to a committee headed by GM(Legal) to examine the issue.

(h) Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.f. 1.1.2007 in BSNL: We enquired about status of the same. GM(Estt.) mentioned that the draft for reminder has been prepared and under approval of the Director (HR) as assured to our Association. After the approval of the same, reminder will be sent to DOT.

(i) Extension of LTC facility to retiring officer after August 2013: We thanked to GM(Estt.) for issuing order for LTC facility to retiring officer / employees who cross the age of 59 years shall be allowed to avail one All India LTC.

(j) Executives are being harassed and terrorized by contract labour in KTD and WB Circles : protest regarding: We again

pointed out that for the last one month contractual labour is protesting in Kolkata Telephone District for non-receipt of salary in time and they are also harassing and terrorizing the Executives posted in WB Circle, especially KTD. GM(Estt.) mentioned that he has enquired the case and problem created due to non-payment of salary in time. He also mentioned that he will apprise the facts to the competent authority for necessary action.

**GS, CS Delhi Circle met GM(FP) on 08.05.2013** and discussed

(a) CPC from CAO to DGM(F) : We extended our sincere thanks for issuance of 71- DGM (F) promotion orders and requested to issue left out 7-DGMs promotion order and to initiate CPC for 28 CAOs to DGM(F) . GM(FP) mentioned that VCRs of 7 CAOs expected to be received shortly and thereafter promotions order will be issued. Similarly, the VCRs of 28 CAOs to DGM(F) have also been called from Circles through CAO. He assured early action in this regard. (b) CPC of CAO Regular: We requested to initiate CPC of regular CAO. GM(FP) mentioned that shortly VCRs of all eligible AOs/CAOs (Adhoc) will be called for CAO regular CPC.

(c) CPC from JAO to AO: We pleaded that since there is no stay order is pending from any Court, the CPC to fill-up vacant AOs posts should be initiated. GM(FP) mentioned that legal opinion/comments on Hon'ble CAT Chandigarh is being taken shortly thereafter the CPC will be initiated.

(d) Confirmation of Postal JAOs: We requested for early confirmation of postal JAOs, GM(FP) mentioned that matter is under consideration and will be sorted out shortly.

**GS, CS Delhi Circle met Sr. GM(Pers) on 08.05.2013** and Discussed:-

(a) CPC from SDE(TF) to AGM(TF): We requested to fill up all vacant AGM(TF) Posts. Sr. GM(Pers.) mentioned that CPC has been initiated to fill up 10 vacant AGMs/DEs Posts. He assured early promotion orders.

(b) Creation of PPS Posts: We requested for creation of PPS post with all HAG level posts as per H.K. Gupta Committee recommendations. Sr. GM(Pers.) mentioned that the justification was processed to Estt. section but Estt. section has not given clearance . Hence, further case will be sent with more feedback.

(c) Restructuring of AD(O/L) Cadre: We requested expedite Committee report on this issue. Sr. GM(Pers.) mentioned that AGM(Pers)-II one member Committee has sent draft report to Addl. GM(Estt.) and now we may pursue with Addl. GM(Estt.) for early submission of the report to the competent authority for approval.

(D) Rotation Transfer in QA Circle: We requested that rotational transfer in QA circle should not be in bulk and on "picks choose" basis . Sr. GM(Pers.) assured to look into the matter.

## CHQ Office Bearers Visits

**Circle Executive Committee meeting of AIBSNLEA Punjab Circle on 29.05.2013 at Patiala:** The Circle Executive Committee meeting of AIBSNLEA Punjab Circle was organised on 30.05.2013 at the Conference hall of Hotel Lajeez, Patiala in a grand manner. The Conference was attended by Shri Prahlad Rai, General Secretary AIBSNLEA CHQ, and Sh. Devesh Sharma, Organizing Secretary (North) from AIBSNLEA CHQ side. Add. GM Patiala SSA Shri Rajesh Kumar Banasal and DGM (F) Patiala SSA Shri Gurcha attended the meeting as Special Guests. District Secretary AIBSNLEA Patiala Com. Harjot Singh welcomed all the dignitaries. All the dignitaries on the dias were warmly welcomed by presenting bouquets and shawls.

AIBSNLEA PB Circle President Com. Baldev Singh in his address appealed to all for make devotion for the organisation.

Circle Secretary AIBSNLEA Punjab Circle, Com. Balwant Rai in his address mentioned the issues of the Executives' of Punjab Circle. In his address and report he appraised the house about the Organisational activities in the Punjab Circle and the role of AIBSNLEA Circle body in resolving the issues of the Executives' of Punjab Circle. He thanked the CHQ for its tireless efforts for making declared the Ferozpur and Bhatinda SSA as soft tenure stations. He also appealed the CHQ to make the early solutions to other pending issues.

Special Guest of the meeting Shri. Rajesh Kumar Bansal, Addl. GM, Patiala SSA thanked all the delegates of AIBSNLEA PB Circle for inviting him in the meeting. He appreciated the effort of AIBSNLEA for its creative role for resolution of the grievances of the Executives' He also appreciated the role of Association for enhancing creative feeling in the Executives' of BSNL . At last he thanked to all for inviting him in the open session and congratulated for the grand success of the session.

Special Guest of the meeting Shri T.S. Garcha , DGM (F) , Patiala SSA in his address thanked to all for inviting him in the meeting. He appreciated the Role of AIBSNLEA in Punjab Circle.

Com. Devesh Sharma, Organizing Secretary (North) CHQ in his address congratulated all the members in Punjab Circle for providing such a huge response in Circle Executives Committee Meeting. He also congratulated all for the elaborate arrangement of CEC meeting. He explained the efforts of CHQ in continuously resolving the issues of BSNL Executives. He appealed all the Executives' to fully implement the call of CHQ given on time to time. He also appealed to all for making BSNL a Vibrant and Viable Organisation.

GS AIBSNLEA, Com. Prahlad Rai , congratulated the comrades of AIBSNLEA Punjab Circle for the successful holding of CEC meeting and thanked the comrades for their great affection . He informed that AIBSNLEA is playing a

leading role in the settlement of the issues of BSNL Executives'. Com. GS explained the role of AIBSNLEA in the view of viability of BSNL, which is the most important issue on this crucial juncture. Com. GS explained the discriminatory attitude of the Government towards BSNL in the terms of Rural Expenditure, ADC Charges, Heavy BWA Spectrum Fee and notional loan etc. He explained the stand of Trade Unions on the issue of VRS, by providing the example of MTNL. Com. GS explained the role of AIBSNLEA for making the secure pension status for BSNL pensioners. Com GS explained in detail the ITS absorption issue and the role of Trade Unions/Associations in this legal process. Com. GS appraised the house about the Sam .G. Pitroda Committee recommendations and the views of the Trade Unions/Associations in the same.

Com GS. further explained the status of HR issues related to mainly DPCs from DE to DGM, SDE to DE (Adhoc/Regular ), DGM recruitment JTO to SDE, JTO to SDE by LDCE, JAO to AO, AO to CAO & CAO to DGM(F), DPC in Civil/Electrical wing, Restructuring of AD(OL) case, DPCs of Telecom Factory and the issues of PA/PS, JTO (Officiating) regularisation, etc.

Com. GS also explained the strong concern of AIBSNLEA towards the problem of BSNL recruited JTOs/JAOs . He explained the issues of BSNL recruited JTO/JAO like EPF issues of Direct recruits and DR JTO 2005 batch pay anomaly resolution, EPF issue and the centralization of EPF accounts, 5 additional increments to JTO 2007 batch and regarding superannuation benefits to Direct Recruits etc

Com. GS further explained the issues related to the viability of BSNL. He explained that how the AIBSNLEA is continuously pursuing these viability related issue with the BSNL Management and DoT. He provided the example of delay in GSM equipment purchase tender, which creates the capacity crunch in BSNL. He mentioned the role of AIBSNLEA for the resolving the same. Com GS also explained the burning issues of the Headquarters level like 78.2 % IDA fitment benefit case and the forthcoming Organisational Action programmes on 5th and 12th June for the same. .He explained the situation on the issues like VRS, 30% disinvestment and unbundling of last mile copper. At last he thanked to all and appealed the Executives' for making every effort with a team spirit for making BSNL a vibrant organization.

At the last stage of meeting, an interactive session was organised in which Com. GS replied all the queries put up by the members.

CWC member of AIBSNLEA Punjab Circle Com. Satyanarain extended the vote of thanks. The entire Conference Hall was Jam Packed.

**Brief Report of special General Body Meeting held on 25-5-2013 at Bhopal , MP Circle:** A Historical special general body meeting was organized at hotel Shagun

Bhopal on 25-5-2013. It was the honor for the Comrades' of Bhopal to have their beloved GS with them. The comrades of Vidisha, Raisen, GMTD Bhopal, WTR Bhopal & Circle Office Bhopal participated in the Spl. GB. Representatives of sister Associations/Unions were also present. The Meeting hall was jammed. Organisers have tuff time as more than expected comrades had turn up inspite of holiday & summer vacations when most of are out of station.

All Representatives of sister Associations/Unions express their views on the Current issues. Everyone was eager to listen their leader that is Com. Prahlad Rai. In his speech Com. Prahlad Rai covered all the pending National issues & informs the latest position of DPC of all the cadets, court cases etc. GS won the heart of All present in the function by his fluent speech which covered all the points which were in the mind of members.

The Representatives of sister Associations/Unions were highly impressed by the speech of GS.

On the occasion 77 JTO's joined AIBSNLEA, GS welcome them & garland their representative who were present in the function. GS also honor Retired CEC member Com. T.N. Pandey & Com. S.P. Joshi. In the end Circle president Shri.H.M. Bajpai summarise the proceedings of the house & thank everybody who participated in the Spl. General Body Meeting. The function was conducted by Circle Secretary Com. Parwez Khan.

**MEETING MINUTES OF MH CIRCLE OFFICE, MUMBAI BRANCH HELD ON 24/5/2013:** The Special General body meeting of AIBSNLEA Mumbai Circle Office was held on 24/5/2013 in Conference Hall at 1330 in the presence of Com. Prahlad Rai, GS, Com. K A Mohire, Circle President, CWC member Com. Pawar, TF Mumbai. District President Com. Rajesh. Parulekar and all members of the Mumbai branch were present in the meeting including Dist. President & Dist Secretary TF Mumbai and the hall was jam packed. Com. T.S. Gajakosh. DS Mumbai welcomed all the members and chief guest and briefed all the activities of Mumbai branch and discussed the problems of Mumbai branch and developments of AIBSNLEA In Mumbai. He told that the members of the branch have actively participated in the Lunch Hour Demonstrations held on 22/5/2013 as per the call given by the joint forum of unions/Associations and mobilising the association activities for further programs of the forum which are going to be held on 5/6/2013 and 12/6/2013.

Grand felicitation was held to give warm farewell to the most dynamic and active member Com. V M Doddamani, General Manager(TR) o/o CGMT, MH Circle, who is active member of AIBSNLEA. He is going to be retired on 31/5/2013. Com. V M Doddamani joined the erstwhile P & T department as Postal inspector on 4/7/1972. He worked in various capacities in the P & T, DOT and now in BSNL. He has contributed lot in strengthening of AIBSNLEA Association and contributed to the progress of BSNL

Maharashtra circle. He was felicitated with Shawl, Shriphal by the GS Com. Prahlad Rai.

Similarly Com. AA Shaikh, JTO(Arch) o/o CGMT MH Circle Mumbai, was also felicitated [He is an active member of this association and contributed lot for the association] with Shawl and Shriphal in view of his retirement on 31/5/2013.

Com. K A Mohire, Circle president addressed and briefed the activities of AIBSNLEA MH Circle and emphasized the strengthening of the association and to increase of membership. He had briefed the details of all India conference of AIBSNLEA to be held in Nasik in the month of Nov 2013. He has appealed to all the members to join the hands and give their personal contribution and involvement in the activities to make the conference a grand success. In his speech he said that we have to improve the financial condition of the association.

GS Com. Prahlad Rai expressed whole hearted happiness about the way the Mumbai branch works. Com. Rai appreciated the activities of Mumbai branch and he told that the branch has played most vital roll in Maharashtra circle & working in good team spirit and participated in all trade union action call given by CHQ. He has appreciated the Circle Secretary Com. V.P. Kulkarni, Circle Secretary and Com. K A Mohire Circle president and CHQ Maharashtra team for their contributions in resolving member's problem and strengthening of membership in the circle. He has expressed the contribution made by Com. V M Doddamani, GM(TR), Mumbai and Com. AA Shaikh and he appreciated them for their contribution to the association & BSNL. He wished them happy and healthy retired life.

General Secretary, AIBSNLEA Com. Prahlad Rai, in his detailed address explained the actions taken by the AIBSNLEA in the financial viability of BSNL. He mentioned the efforts taken by AIBSNLEA in issuing orders regarding EPP, Grant of Perks, Transparent Transfer Policy, 2nd PRC Implementation, Finalization of BSNL MSRRs etc. He expressed the Association's concern against the withdrawal of local officiating arrangement and introduction of looking after arrangement. He told that looking after arrangement do not provide statutory powers to exercise, executives holding the charge of their substantive cadre has to look after the charge of higher post on stand alone or combined basis does not allow to concentrate on work which affects the working of BSNL and individuals. Also executives don't get higher pay as well as do not carry designation on retirement etc. Hence, it is not beneficial to BSNL as well as the individuals. He further told that Filling up of vacant posts of HAG/SAG/JAG/STS level of finance wing have been taken up with and shortly promotion orders will be issued. To fill up 25 DGM(F) posts, VCRs have been called. To fill up 272 CAO on regular basis, CPC executives. GS has mentioned regarding Modification in BSNL MSRRs allowing promotion to diploma holders SDEs to the post of EEs of civil and electrical wing and Creation of PPS Post



Com. Rai explained the necessity for collection of Legal fee to fight various court cases and also mentioned about the heavy fee to be paid to the lawyers on appearances in the courts. The status of various court cases hindering the promotional prospects of our Comrades were well explained by Com. GS and it was also mentioned how these cases are being fought from AIBSNLEA side to safeguard the interest of members. Com. Prahlad Rai also put forward before the house the issue of settlement of 78.2% DA merger and explained how DOT is trying to put it in the back burner. Com. GS also highlighted certain issues to be fought jointly with other Associations/Unions of BSNL. All India Conference of AIBSNLEA will be held at Nasik in Maharashtra circle and he appealed to the members of the association to help make the conference a grand success. About 1000 members will be attending the conference from all over the country. The venue for the same has already been fixed.

Com. V M Doddamani in his address expressed his thanks and gratitude to AIBSNLEA for timely issue of time bound promotion and DPCs. He expressed due to timely DPCs and prompt actions by the CHQ AIBSNLEA executives got the highest promotion of GMs. He expressed best wishes to all the members and all the success to BSNL and AIBSNLEA.

The meeting was concluded with the vote of thanks by the Dist. President of the branch Com. Rajesh Parulekar.

**REPORT OF CIRCLE CONFERENCE OF AIBSNLEA's NE-I CIRCLE, HELD ON 10.05.2013 at SHILLONG:** The Circle conference of AIBSNLEA NE-I CIRCLE Branch was held on 11.05.2013 at BSNL Community Hall Oakland Shillong. The conference was attended and addressed by Com. Prahlad Rai, General Secretary, Com. P Venugopal, CHQ President, Com. Amit Gupta, Organizing Secretary (East) from AIBSNLEA CHQ.

At 10.00 hrs on 11.05.2013, the conference started with flag hoisting by Com. N.Arjun, Circle President in presence members and delegates despite heavy rain. Then the delegates assembled at Community Hall.

Com. N.Arjun, Circle President welcome the members and delegates on the occasion. The Agenda was approved by the house. Com. S.Ghosh Circle Secretary submitted the report of Circle Secretary for the period from 10.05.2010 to 10.05.2013. He also elaborated the various issues dealt during the period. The details of revenue generation and data on development of NE-I Circle was clearly narrated in the report. Branch Secretaries of two Branches Meghalaya and Tripura submitted their reports highlighting issues at SSA and Circle levels. Mizoram Branch could not be represented due to unavoidable reason. The basic issue highlighted by branches were tenure transfer and release. The New Office bearers for the term 2013-15 was elected unanimously. The following are elected for the term 2013-15.

President : Com. N. Arjun , CAO - 9436334850  
Circle Secretary : Com. Santanu Ghosh, AGM - 9436730216  
Financial Secretary : Com. Dibyendu Paul, AGM -9436114288  
The CHQ office bearers Com. Prahlad Rai, General Secretary, Com. P Venugopal, CHQ President, Com. Amit Gupta, Organizing Secretary (East) arrived from Guwahati at 12:15 PM. They were given warm welcome at their arrival and brought to the venue.

A brief note on the burning issues were presented by Com. Amit Gupta in the delegate session. He appreciated the effort of our Circle to conduct the conference in a befitting manner. He also appreciated the beautiful decoration of Hall and venue.

Com. Prahlad Rai GS elaborated upon some issues like transfer of BSNL recruit JTOs to their parent state ,78.2% DA merger and explained how DOT is indirectly refusing the proposal. Com. GS also impressed upon the agitation call given by Forum of BSNL Union and Associations for 78.2% merger.

Com. P Venugopal, President AIBSNLEA CHQ deliberated before the delegated assembled on the occasion of Circle Conference. He presented latest scenario on various financial issues of BSNL. House thereafter was adjourned for lunch.

The Open session at 3 PM was inaugurated by CGMT NE-I Circle Shillong, Shri D.P.Singh by lighting of lamp. The key note address was presented by Circle secretary Com. S.Ghosh. The dignitaries and leaders from BSNLEU, SNEA(I), NFTE were also present in the gathering. The open session was addressed by President BSNLEU, Circle Secy. SNEA(I), President, Forum of BSNL Unions and Associations and Sr. GM HR NE-I Circle Shillong.

Com. Amit Gupta, Organising Secretary (East), AIBSNLEA CHQ highlighted on various issues of the Executives of BSNL and also elaborated how the various issues are being handled at CHQ level. He elaborated on the half attempted issues by corporate office incurred loss to BSNL. He also said that BCG had siphoned off 100 crore charge from BSNL without proper result.

Com. P Venugopal, President AIBSNLEA CHQ deliberated before the open session with detail data on loss incurred by BSNL since 2008-09. He placed before the open session , the fact and figures of profit and loss account in details. It was very much informative to the house.

Com. Prahlad Rai, General Secretary, AIBSNLEA CHQ delivered a well organised speech despite his sore throat and ill health. He covered the financial status of BSNL elaborating how DOT is trying to deny to pay back to BSNL the amount of Rs. 7000 Crores for BWA and reimbursement of Rs. 3000 Crores of licence fee of USO charges and Rs. 2750 Crores Rural subsidy to BSNL in lieu of withdrawal of ADC etc. The viability issues of BSNL was also projected by Com. GS and explained the status of various court cases hindering the promotional prospects of our Comrades He also put forward the issue of settlement of 78.2% DA merger and explained the details. GS also appreciated the effort of NE-I Circle in generation

of revenue and other positive aspects of development of NE-I Circle.

Shri D P Singh CGMT NE-I Circle addressed the house. He was appreciating the team effort resulted in revenue generation, reduction of expenditure and increase in money collection of NE-I Circle. He stressed upon to work hard despite all odds. The session ended with vote of thanks by Circle Secy. Com. S.Ghosh

**REPORT OF CIRCLE CONFERENCE OF AIBSNLEA'S ASSAM CIRCLE, WHICH WAS HELD ON 10.05.2013 AT GUWAHATI:**

The Circle conference of AIBSNLEA Assam Circle Branch was held on 10.05.2013 at Multipurpose Hall of BSNL IQ at Panbazar, Guwahati. The conference was attended and addressed by Com. P Venugopal, CHQ President, Com. Prahlad Rai, General Secretary, Com. Amit Gupta, Organizing Secretary (East) from AIBSNLEA CHQ Side.

At 10-00 hrs of 10.05.2013, flag hoisting was done by Com. P Venugopal, CHQ President in presence of a large gathering consisting of delegates and officer of various levels. Thereafter, the delegates assembled in the Multipurpose Hall, BSNL IQ at Panbazar, Guwahati. One minute silence was observed as mark of respect to the souls of the departed Comrades.

Com. Swapan Chakraborty, Circle President welcomed the august gathering assembled on the occasion of Circle Conference of AIBSNLEA Assam Circle Branch. He also welcomed the gathering and CHQ office bearers who came long way to attend the Conference at Guwahati.

Com. K K Das, Circle Secretary of Assam Circle Branch submitted the report of Circle Secretary for the period from 07.05.2010 to 09.05.2013 indicating the two numbers CECs held in between - one at Silchar and other at Guwahati. Com. Das elaborated the various issues handled by him during the period, he also highlighted his feelings while handling various issues. Com. Das presented a note of the pending issues like holding of DPCs for Executives' upgradation, looking after arrangements in the light of recent orders from BSNL CO, pay fixation and transfer issues. Com. K K Das appealed to all the Comrades of AIBSNLEA Assam Circle branch go ahead in a united manner to fight members' causes.

Next Branch Secretaries of seven Branches submitted their reports highlighting issues at Circle and CHQ levels. Serious concerns were expressed to the scenario of acute shortage of man powers resulting from retirement and pending court cases at various locations of the country. Com. Amit Gupta, Organising Secretary (East), AIBSNLEA CHQ highlighted on various issues of the Executives of BSNL and also elaborated how the various issues are being handled at CHQ level. He also insisted on the need for working in a united manner to resolve our various issues. Com. Gupta also insisted to implement in true spirits the directives given by CHQ various matters. Shri Gupta

thanked Assam Circle Comrades for extending co-operation to him for a long time in the interest of AIBSNLEA.

Com. P Venugopal, President AIBSNLEA CHQ deliberated before the delegated assembled on the occasion of Circle Conference. He presented latest scenario on various financial issues of BSNL with facts and figures. Com. President also outlined the difficulties being faced in the field units to provide new connection as well as in the matter of smooth maintenance. Com. Venugopal expressed happiness about the ways in which Circle Conference has been arranged.

Com. Prahlad Rai, General Secretary, AIBSNLEA CHQ delivered a well organised lecture covering all issues of our members. He expressed his feelings to Assam Circle since his first election as General Secretary of the Association. He started his speech with recently concluded CWC at Guwahati. Com. GS expressed whole hearted happiness about the way the CWC at Guwahati was organized. Com. Rai asked to give drive to increase membership strength by inducting successful JAOs who have cleared the JAO departmental examination.

Shri Rai explained in clear terms financial status of BSNL elaborating how DOT is trying to deny to pay back to BSNL the amount of Rs. 8,300 Crores for BWA and Rs. 10,000 Crores related to 3G Spectrum. The viability issues of BSNL was also projected by Com. GS.

Com. Rai explained the necessity for collection of Legal fee to fight various court cases and also mentioned about the heavy fee to be paid to the lawyers on appearances in the courts. The status of various court cases hindering the promotional prospects of our Comrades were well explained by Com. GS and it was also mentioned how these cases are being fought from AIBSNLEA side to safeguard the interest of members.

Com. Prahlad Rai also put forward before the house the issue of settlement of 78.2% DA merger and explained how DOT is trying to put it in the back burner. Com. GS also highlighted certain issues to be fought jointly with other Associations/Unions of BSNL.

An interactive session was organized where various queries of the members were answered from the CHQ side of AIBSNLEA.

At 17-00 hrs, old body was dissolved and new body of AIBSNLEA Assam Circle was formed. The following office bearers were unanimously elected :-

**President : Shri Nishakar Roy, CAO**  
**Circle Secretary : Shri Amitava Nath, DE**  
**Financial Secretary : Shri Alok Kar, AGM**

At 18-00 Hrs, Resolutions were adopted by new body and discussions made on old issues.

At 19-00 hrs, the Circle Conference of AIBSNLEA Assam Circle Branch was concluded with a vote of thanks given by Com. K C Medhi of Host Branch.

## Forum News

**Indefinite Strike Called off from 12th June'2013:** Forum of BSNL Unions/Associations leaders met today at 14.30 hrs. and decided to call off the Indefinite Strike to be organized from 12th June, 2013 in view of the orders issued by DoT & BSNL for implementation of DPE OM dated 2nd April, 2009 on implementation of 78.2% Pay fixation w.e.f. 10.06.2013.

Congratulated all the BSNL employees for their full support & involvement in making the struggle a great success. Also extended thanks to DoT/BSNL officers for the settlement of the long pending issue.

**Forum of BSNL Unions/Associations meeting with CMD, BSNL on 10.06.2013:** The representatives of BSNL Unions/Associations met CMD, BSNL and extended sincere thanks for his efforts in getting approved 78.2% IDA Pay fixation case from DoT. CMD, BSNL mentioned that on Friday itself he along with Chairman TC, Addl. Secy(T) & Member(Fin) met Hon'ble MOC&IT and discussed the issue. Hon'ble MOC&IT agreed with our pleading for implementation of 78.2% IDA pay fixation. Even after that some resistance was there in DoT Administration but Secy(T) overruled and directed to process the case for approval to issue Presidential Directive. However, he mentioned that BSNL employees are 'my strength'. He also appealed for the growth of BSNL & its revenue.

**GS, AGS(Fin) , Convener Forum Com. V.A.N. Namboodiri, GS, President SNEA(I) met DDG(TPF) Shri Shahbaz Ali on 10.06.2013** for early clearance of the DFA for 78.2% IDA pay fixation order and also requested for issuance revised pension order for BSNL pensioners. DDG(TPF) assured that Presidential Directives on 78.2% IDA Pay fixation case will be issued shortly to ensure that indefinite Strike in BSNL don't take place. Also, mentioned that revised pension order for BSNL Pensioners on the basis of 78.2% IDA pay fixation will be also be issued by DoT shortly wherein pensioners are to get their arrears.

It is understood that 78.2% IDA pay fixation order from DoT & BSNL will be issued today or tomorrow positively.

**GS, AGS(Fin.) met Sh. Sanjeev Gupta, Director(PSU), DoT on 10.06.2013** and discussed regarding implementation of 78.2% IDA Pay fixation order. Director(PSU) mentioned that, it is understood that Hon'ble MOSC&IT has approved the proposal and on receiving the approval through Secy(T)/AST/JST, he will sent the DFA to DDG(TPF) for clearance. Hence, we may expect Presidential directives order today or tomorrow, if everything goes smoothly. He also appraised that Group of Ministers (GoM) Meeting is now fixed up on 12.06.2013 at 15.30 Hrs instead of 11.06.2013.

**Implementation of 78.2% IDA Pay Fixation Case :** GS contacted concern officers in DoT on 10.06.2013 for implementation of 78.2% IDA pay fixation of DPE OM dated 2nd April,2009 as approved by BSNL Board. It is understood that Hon'ble MOC&IT has approved the proposal for implementation today morning and sincere efforts are being made in DoT for issuance of Presidential Directives immediately. The orders are expected today itself from DoT & BSNL. Further developments in this regard will be intimated soon.

**Dear Comrades, At 18-45 hrs. on 07.06.2013,** it was informed by the CMD,BSNL that the DoT has taken decision to approve 78.2% IDA merger and that the order will be issued today or on Monday, by the DoT. As far as Forum CHQ is concerned, nothing is confirmed, unless order is issued by the DoT. Hence, let us wait for the order to be issued and till then there should not be any let up in the preparations for the strike.

**A meeting of the Forum took place on 06-06-2013.** Com. Islam Ahmed presided over it. A thorough discussion took place, in which all the developments, including the discussion with the Secy(T), DoT and the 5th June Dharna, were reviewed. GS and AGS(Fin.) attended the meeting. Finally, the meeting unanimously decided to intensify the preparations for the indefinite strike. The following decisions were taken in this regard.

- 1) Press meets are to be conducted at circle and district levels on 10.06.2013.
- 2) With a view to mobilise the employees, massive Lunch Hour Demonstrations are to be conducted on 11.06.2013.
- 3) To meet the Secretary, BRPSE tomorrow the 07.06.2013 and to discuss the issue.

In view of the above developments and decisions, CHQ calls upon all the Circle, District and Branch Unions to fully gear up the mobilisation for the strike and to make it a resounding success.

**Meeting with Director(BRPSE): GS, GSs BSNLEU and SNEA(I) met Director, BRPSE, CGO Complex, New Delhi on 07.06.2013** and requested to reply the queries of DoT on 78.2% IDA pay fixation case of BSNL employees. Director(BRPSE) mentioned that BRPSE is not concern with the pay fixation or allowances of BSNL employees, it is only concern, when the revival proposal is sent to BRPSE. Moreover, BSNL is not a sick industry. However, he told that Secretary, BRPSE is on foreign tour and will return on 17th June 2013 thereafter only the comment to DoT may be sent after her approval. It has already been informed to Director(PSU), DoT.

**Forum of BSNL Unions & Associations meeting with Chairman TC & Secy(T) on 06.06.2013:** The

representatives of Forum of BSNL Unions/Associations met Chairman TC & Secy(T), DoT and submitted memorandum copy regarding measures to be taken for revival and revitalization of BSNL and MTNL, the strategic Telecom PSUs, to protect the interest of the Telecom Industry as well as that of the public .

Secy(T) appreciated our concern and referring to our discussions held on 04.06.2013, he further told that since GoM are meeting on 11.6.2013 to discuss this issue, the strike call given is not proper. We mentioned that 78.2% IDA pay fixation case recommend by BSNL Board on the basis of an agreement signed on 12.06.2012 between Forum of BSNL Unions/Associations with BSNL Management is pending in DoT for the last 10 months and now referred to BRPSE for comments whereas, the BRPSE Officers has clarified that since BSNL is not a sick PSU, BRPSE need not to give any comment & it is the concern PSU and administrative Ministry to decide such pay/allowance related issues. We also requested even if the comments are necessarily required he may use his good office to get the early comments from BRPSE for early settlement of the issue to avoid unrest in BSNL. Chairman TC & Secy(T) further mentioned that he don't want to go for further discussions on this issue since the BSNL Management has signed the agreement and he assured that he will try to resolve the issue at the earliest and advised us to speak him tomorrow evening on this issue. However, we have to continue to prepare for successful implementation of the indefinite strike call w.e.f. 12th June' 2013 till the time issue is resolved favorably. GS, AGS(Fin) attended the meeting.

#### **Memorandum**

**Measures to be taken for revival and revitalisation off BSNL and MTNL,, the strategic Telecom PSUs, to protect the interest of the Telecom Industry as well as that of the public.**

#### **Introduction:**

The Forum of BSNL Unions / Associations, the Co-ordination Committee of the Unions / Associations of two lakh and fifty thousand Executives and Non-Executives Working in BSNL submits the following memorandum to the Group of Ministers constituted and entrusted with the task of taking crucial decisions for the revival of the Public Sector telecom companies, BSNL and MTNL, for favourable consideration and prompt decisions.

The Forum is happy that the Government has appointed the GoM for the revival of BSNL and MTNL. The BSNL employees appreciate the necessity of the revival of BSNL which is required for a better service to the nation and the public.

BSNL and MTNL are the two strategic PSUs in the telecom sector with huge social obligations as government companies. BSNL has invested thousands of crores of rupees in the Rural and remotest part of the country to

develop optical fibre network and land lines, whereas private operators invested nothing in these areas. Private operators invested only in lucrative mobile sector, where operational cost is very less. The entire burden of the social obligations of the Govt. to provide telecom services to the Rural and remotest part of the country falls on the shoulders of BSNL.

It is a fact that till the entry of MTNL in Mobile sector in 2000, private operators were charging @ Rs. 18/- per outgoing call and @ Rs. 8/- for incoming calls. The call rates were slashed to Rs. 2.40 for outgoing call and "zero" for incoming call after the entry of BSNL. It is a matter of fact that by the entry of BSNL and MTNL, tough competition started in Mobile sector and today the tariff is one among the cheapest in the world.

The private operators, sensing the danger of continuation of strong PSUs, BSNL and MTNL, started targeting and weakening them in the name of level playing field. Govt. also acted arbitrarily by not protecting the interests of the PSUs and not recognising the services done by the them in keeping the tariff and cartelization of private operators under check.

Govt violated the policy commitments of NTP 1999, thereby weakening the PSUs and giving undue advantages to the private operators. The violation of the policy commitments and arbitrary changes in the policies midway such as Stopping of Access Deficit Charges(ADC), change in IUC regime, allowing private operators for roaming in CDMA which is against the licensing conditions, changeover from fixed licence to revenue sharing, stoppage of refund of spectrum charges and license fees, procurement issues faced by BSNL in a fierce competitive environment as a Govt PSU (in the name of L1 tender, CVC, CAG, national security etc) and forcibly taking away Rs 18500 Crores from BSNL in the name of 3G and BWA spectrum charges are the major components which caused threat to BSNL and weakened it. It is a fact that BSNL was never in operational profit since its formation, leaving the subsidies and concessions available to it based on the above policy commitments of the Govt. In addition, the continuation of top Management of BSNL/MTNL on deputation for the last 12 years caused irreparable damage to the growth of PSUs. The recommendations of Sam Pitroda Committee constituted by Hon'ble Prime Minister for the revival of BSNL and MTNL was also neglected by the Govt.

The issues to be addressed by the Govt. to make these PSUs viable:

**Top Management of BSNL should belong to the company, not on deputation.**

For the last twelve years, both these strategic PSUs are headed by officers on deputation from DoT. They refused to join the PSUs even after four chances whereas all other employees and officers to the tune of 4 lakhs have taken

absorption in BSNL/MTNL. This had made mockery of the absorption process. Being Govt. servants, the top Management is not ready to take bold policy decisions which are required in a competitive environment, keeping the interest of the company and not able to introduce any reforms for the revival of the company as professionals. All the top positions of the BSNL Management like heads of Circle/State, SSA/District etc. are filled with officers on deputation from DoT on temporary basis except the members of BSNL Board. As recommended by Sam Pitroda Committee, the deputation should end and top Management positions should be occupied by professionals who are integral part of the company. For this purpose the absorbed officers have to be promoted and posted at key and strategic positions and for the remaining posts as also Management has to go in for recruitment. This is the first step Govt. has to do for the revival of the company. Any other initiative for the revival will not yield the desired results as the present Management which are filled with the deputationists will not be able to implement the same. Top BSNL Management has played havoc with huge reserves of Rs 40,000 crores that Company had a few years before without taking any action to bolster growth of the Company.

#### **No disinvestment in BSNL.**

It is the policy of the governments at the centre to make disinvestments in the Central PSUs. We are against any such disinvestment in BSNL. BSNL being the PSU in the strategic Telecommunications sector, has to remain as a fully owned government company. It is an undeniable truth that the government can only rely upon its own company for communications, in times of internal and external emergencies. Private companies like Airtel, Reliance etc., or MNCs, like Vodafone, Docomo etc., cannot serve this purpose. There is genuine apprehension in the minds of the employees that disinvestment, if started in BSNL, will ultimately result in its privatisation. The experiences of VSNL and MTNL are there for every one to see. Initially, 30% strategic sale of its shares took place in VSNL. But now it has been privatized. In the case of MTNL, 47% shares are disinvested today and it will become a private company if four more per cent of shares are sold. Hence, we request that govt. should not start disinvestment in BSNL.

#### **No VRS in BSNL.**

It is nothing but a myth that BSNL is overstaffed. The staff strength in BSNL and other private telecom companies are incomparable. Unlike the other private companies, BSNL is having a huge number of land line connections. Further, BSNL is also providing land line service in rural, hilly and far flung areas, which require a large number of employees to maintain the system. Private operators do not have such burdens and hence the size of their staff is comparatively small. The committee headed by Shri Sam Pitroda

recommended in 2010 to retrench 1,00,000 employees in BSNL. Based on this, BSNL Management worked out a scheme and has sent it for govt.'s approval. The employees of BSNL firmly oppose any proposal for VRS. In an organization wherein more than 17,000 employees are retiring every year, out of the total strength of 2,50,000, there is absolutely no need for introducing any VRS scheme, spending thousands of crores of rupees. Incurring a huge expenditure for implementing VRS, will become a very big burden for the Company and will further weaken its financial position. Implementation of VRS will not in any way help BSNL to improve its viability. The experience of MTNL is there for every one to see. VRS has been implemented four times in MTNL. However, it has not helped the Company to improve its position in any way. Similarly, once the PSU banks implemented VRS in a big way. But the same banks are making large scale fresh recruitments now to make good their shortage of staff. It is being projected that 50% of BSNL's revenue is being spent for payment of salaries. This percentage is high, mainly because BSNL's revenue has drastically dwindled in the recent years. Hence, urgent steps are needed to be taken to augment the revenues of the Company and retrenchment of the employees through VRS is not the Solution.

#### **Compensation for Rural Services.**

In order to meet its social obligations, as decided in the telecom policies of the Govt. from time to time, BSNL has been providing landline services in the Rural India as well as in highly inaccessible areas of the Country like North East, Jammu & Kashmir, Ladakh, Assam, Andaman & Nicobar Islands, Himachal Pradesh, Uttarakhand etc. BSNL has also invested thousands of crores in these rural areas during the last one decade to build countrywide basic telecom infrastructure. Significantly, unprecedented telecom revolution witnessed in the mobile segment in the recent past would have never taken place had this basic infrastructure not been put in place by BSNL. This basic infrastructure was fully exploited by private operators to provide wireless services, and they have absolutely no contribution in building this infrastructure. The private operators had also no contribution to meet the critical component of social obligations of telecom policy of Govt. in the terribly loss making rural India. This responsibility is unfailingly and admirably met by BSNL alone. Today, BSNL, continuing to meet the social obligations of telecom policy, is incurring a recurring loss of Rs. 10,000 crores per annum. BSNL is bleeding not only because of huge capital investment it made in building basic infrastructure, but also because of its continuing singular contribution in maintaining rural landline services. Further, in order to maintain the land line services, BSNL requires huge manpower, which the private operators don't require. In addition to its 2.5 lakh regular employees, BSNL is forced to employ another 50,000 contract workers to maintain the landline services.

Leaving aside the land line segment, the employees deployed in the mobile segment of BSNL is comparable with any private operator and industry standard. This has to be acknowledged by the Govt.

In recognition of all these, conscious policy provisions were appropriately incorporated in telecom policy of 1999 to subsidize BSNL to keep it in race in the stiff telecom competitive market. These policy provisions which have been grossly overlooked over a period of time, were essentially meant to enable BSNL to compete in a truly level playing environment. Despite unilateral and arbitrary withdrawal of one policy concession after another that was assured to BSNL at the time of Corporatization, BSNL has never for the last one decade till date, looked back to meet huge economically unviable social commitments of the government, to develop this basic telecom infrastructure in the remotest parts of the country at unbelievably huge costs.

In order to meet the social obligations of the government, BSNL is providing land line services at concessional tariffs. The rural landline tariff is still regulated by Govt. and BSNL is not having a free hand to charge the minimum to meet the operational costs. Sole reason for BSNL's loss is its huge expenditure for the operations and maintenance of rural lines. If this gap of more than Rs.10,000 crs is compensated by the Govt., then BSNL would have recorded profits last year also. Out of BSNL's total 29,000 telephone exchanges, 28,000 are in rural areas. There are thousands of rural exchanges where the revenue is not even sufficient to meet the electricity and labour charges. BSNL is forced to deploy huge manpower in the rural and remote areas to maintain the land line connections. If the Govt. is not supporting BSNL for providing services in the rural areas, then BSNL will be forced to close down the land line services in order to come out of the present financial crisis. Thus, the huge burden on BSNL because of its continued sole participation to provide land line services in highly loss making rural and remote areas and also undertaking other activities towards fulfillment of the social obligations of the Govt. in a broader and holistic perspective, keeping in view the policy commitments of NTP 1999 and other commitments of the government. Government shall not summarily brush aside this fundamental and unique role of BSNL in the name of ensuring level playing field when it comes to compensating BSNL and have to take hard cognizance of the fact that if BSNL has to compete in a fierce competitive market, or, it has to be completely freed from the shackles of meeting the social commitments of the government to sustain highly loss making telecom operations in the remotest parts of country.

**Procurement mechanism for equipments for expansion work – CVC / CAG / Independent external monitors etc. may be involved prior to the finalization of tender.**

It may be noted that BSNL was permitted to start mobile services only in 2002, whereas, the private operators were permitted to start mobile services in 1995 itself. This gave the head start to the private operators. However, inspite of this benefit given to the private operators by the gov., BSNL made rapid strides in the mobile segment also. From 2004 to 2007, BSNL competed neck and neck with Airtel and remained as the second biggest mobile operator. But thereafter road blocks were created by the government in BSNL's mobile equipment procurement. In 2007, BSNL's tender to procure 45 million line mobile equipments was cancelled. Due to the struggle conducted by the employees, BSNL was permitted to procure 23 million line equipments through that tender. Subsequently, the tender floated to procure 93 million line equipments and also two tenders floated to procure 5.5 million line equipments each, were cancelled. This created severe capacity crunch to BSNL and it was handicapped from competing with other private operators. During the last six years, i.e., after 2007, the country has witnessed exponential growth of mobile lines. However, BSNL was disabled from taking advantage of this growth. Had the artificial capacity crunch, created by way of cancellation of BSNL's tenders not been there, the country would have witnessed BSNL's success story in the mobile segment.

It may not be incorrect to say that BSNL is the victim of the legacy of the gov. set up. BSNL has to follow the tendering process for the procurement of it's equipments, which consumes a long time. However, the private operators do not have this compulsion. They take expeditious decisions across the table, in respect of their procurement of equipments, expansion, etc. This gives them an advantage over BSNL. Thus, a suitable procurement mechanism has to be put in place, which will ensure expeditious procurement of equipments to BSNL.

#### **Refund of BWA spectrum charges.**

DoT allotted non standardized BWA spectrum to BSNL for TDD-BWA operation in 2.6 GHz (2635 - 2655 MHz) in early 2008 for Rural WiMax project of DoIT. BSNL/MTNL was not allowed to participate in the BWA tender process also. After auctions, TDD frequencies allocated to other private operators are in the 2.3 GHz band (2302.5-2322.5/ 2305-2325/ 2320-2340/ 2327.5-2347.5 MHz, & 2357.5-2377.5 MHz). Both Wimax and Long Term Evolution (LTE) can be deployed in these BWA bands. BSNL paid Rs.8,313 crores as BWA spectrum charges like other service providers. For both spectrums of 2.3 GHz and 2.6 GHz band, DOT charged the same rate. The greatest handicap of this band for BSNL is that it is standardized for FDD applications and BSNL will not be able to use this spectrum for future TDD-LTE services. Private service providers have got standardized spectrum for same cost for TDD applications having complete flexibility to offer either Wimax or LTE services. LTE is a natural successor to 2G and 3G

technologies already implemented by BSNL. Investment on procurement of equipment in these bands is highly competitive. Telecom gear makers manufacture TDD compatible equipment. Private operators thus hugely save on equipment costs whereas BSNL loses heavily.

BSNL is having 3G and BWA spectrums. After having detailed study, BSNL decided to surrender the redundant BWA band in all the Circles except four. Delay on part of the Government to refund the staggering amount of about Rs.7000 crores to BSNL on flimsy grounds yet again demonstrates apathy of the Government and how much serious it is in reviving its own company of huge strategic importance in telecom sector, having met the component of social obligations of telecom policy of the government in an exemplary and outstanding manner. The decision of the Government that BSNL will have to wait refund till this redundant band is auctioned is untenable and completely devoid of any merit whatsoever. BSNL is desperately in need of capital to bolster its growth and make capital investments in critical and strategic business areas of growth.

**Pension contribution should be on actual basic pay, and not on the maximum of the pay scale.**

Government stands committed to pay pension to BSNL absorbed employees from erstwhile DOT under the provisions stipulated in Rule-37 A. In fact, this special dispensation of pension under 37 A vis-à-vis provisions contained in 1972 CCS Pension Rules constituted the cornerstone of the process that facilitated expeditious and smooth absorption. As per the DOP&T OM dated 15th May, 2000, based on the decision of the government on the recommendations of the 5th CPC, pension contribution payable w.e.f 01.01.1996 in respect of employees on foreign service/deputation was based on the maximum of the pay scale. Accordingly, based on this order, BSNL has been paying pension contribution to DOT for the BSNL absorbees on the maximum of the pay scale w.e.f. 01.10.2000.

However, based on the recommendations of 6th CPC on pay revision of the Central Govt. employees w.e.f 01.01.2006, the government, vide DOP&T OM dated 19.11.2009, and in supersession of its earlier order dated 15th May, 2000, modified its earlier order relating to pension contribution payable w.e.f 01.01.2006 in respect of employees on foreign service/ deputation, linking it to actual basic pay, and not on the maximum of the pay scale. The premise of Rule 37A is that its provisions will have complete parity with the provisions of CCS Pension Rules 1972 in all respects. Any distortion of Rule 37A vis-à-vis CCS Pension Rules 1972 is a clear breach of trust and understanding on which Rule 37A is carved out and on the basis of which about 3.5 lakh employees got absorbed in BSNL from DOT. Payment of Pension contribution by Government

departments in terms of order of DOP&T is a corollary to CCS Pension Rules 1972 and payment of pension contribution by BSNL has also be just in accordance to the said order. Forcing BSNL to pay pension contribution at maximum of pay scale is indirect contravention of Rule 37 A seen and interpreted in the context of CCS Pension Rules 1972. BSNL has already paid about Rs 1,800 crores since 2007 (300 crores per year) in excess of what it is to legitimately pay as pension contribution in terms of order of DOP&T derived from CCS Pension Rules 1972. The existing DOP&T OM dated 19.11.2009 in letter and spirit to be implemented so that BSNL also pays pension contribution on actual basic and an ailing strategic telecom company of the Govt. is not subjected to discrimination and unnecessarily overtaxed to jeopardize its growth.

**Reimbursement of License fee.**

National Telecom Policy (NTP)'99 did 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 provider 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. Moreover, the Telecom Commission in one of its meeting took decision to reimburse the license fee to BSNL on its rural lines. But later the Department of Expenditure did not agree to this decision and even today the license fee is continuously being charged from BSNL on the Wired Line network in Urban and Rural areas of the country which was created by DOT and was transferred to BSNL along with its liability. Hence, the charging of license fee on DoT network is contrary to NTP'99. The license fee paid by BSNL should be reimbursed.

**Exemption from payment to USO Fund contribution.**

Universal Service Obligation Fund (USO Fund) has been constituted for expansion and development of the Telecom services and infrastructure in the rural areas alone. BSNL is the only operator which has invested thousands of crores in the Rural and remotest parts of the country and maintaining the network with huge operational losses. Almost 100% of land line connections in rural and remote areas are provided by BSNL with huge capital investments and recurring losses. Even after this, BSNL is forced to contribute towards USO Fund to the tune of thousands of crores per year.

Considering the fact that BSNL alone is meeting the social obligations of the Govt. and providing 100% landline

connections in the rural areas, BSNL should be exempted from paying contributions towards USO Fund, as it is constituted exclusively for expansion and development of the rural areas.

**Exemption for BSNL from payment towards additional spectrum.**

The proposal to charge BSNL for the additional spectrum it has been allotted, should be dropped as BSNL is not in a position to pay the same.

**Providing services to Central / State Govts, CPSUs, banks etc:**

Considering the huge losses incurred by BSNL in meeting the social obligations of the Govt., as in the case of Air India, Govt should direct all Central and State Govt departments, PSUs and public sector Banks to take all telecom services from BSNL. BSNL is the only operator having all Telecom services like landline with broadband, 2G services, 3G services (both data and voice), wireless broadband, data services, leased line circuits, MPLS VPN services, CDMA services etc etc. BSNL is having huge optical fibre network, abundant bandwidth to meet all requirements. This will definitely meet the Govt. requirement on security aspects.

**Refund the Interest on notional loan of Rs. 7500 crores:**

At the time of Corporatization, a notional loan of Rs 7500/- crores was shown against BSNL on paper. BSNL is forced to pay interest @ 14.5% per annum on this notional loan and so far BSNL paid more than 12,000 Crores as interest alone. BSNL was ready to repay the entire amount when it was having cash reserve but that was not permitted by the Govt. This notional loan should be written off and whatever interest BSNL paid along with the Notional Loan returned may be refunded to BSNL.

**Transfer of assets and making land bank for commercial utilization as recommended by Sam Pitroda Committee.** The assets transferred to BSNL on 01.10.2000 by Govt is not yet transferred in the name of BSNL. BSNL is maintaining the assets for the last 12 years and even paying taxes for the same. Sam Pitroda Committee recommended to complete the transfer of the land and other assets in the name of BSNL and create a land bank for its commercial utilization which make a business case for BSNL for its revival. This process has to be completed in a time bound manner.

**Revival of Telecom Factories.**

BSNL is having seven telecom factories in Kolkata, Mumbai, Jabalpur and Bhilai, which are the Company's in house manufacturing units. They have the infrastructure and manpower necessary to manufacture many important items

required by BSNL. These factories are totally neglected and BSNL Management is showing interest to purchase all the items from open market. At present BSNL is purchasing large quantities of telephone instruments, modems, batteries, cables, Optic Fibre Cables etc. from the open market, spending huge amount of money. A sizeable amount of this money can be saved, if these items are manufactured in BSNL's factories. For this a nominal investment of capital and recruitment of a small number of engineers are required. If this is done, the telecom factories will become a source of income for BSNL.

**Compensation for Cable damage for the work executed by Govt. agencies:**

Large scale road widening and expansion works are going on throughout the country by different agencies like NHAI, Metro etc. During the expansion work, huge quantity of local and optical fibre cables are damaged but proper compensation is not given to BSNL for the restoration and repairing of the damaged cables. Further, the local authorities and different agencies are not permitting BSNL to lay the cable to the newly developing areas. Proper policy commitment should be made to compensate BSNL for the damages caused by different Govt. agencies and free Right of Way (ROW) may be ensured for BSNL.

**Compensation for Telegraph services.**

BSNL is maintaining the Telegraph services just to meet the social obligations of the Govt., especially the armed forces resulting in huge losses to the tune of Rs.500/- crores per year. This is not properly assessed and reimbursed to BSNL. The expenditure incurred by BSNL during the past years is to be assessed and accumulated losses should be reimbursed to BSNL.

**Abolition of Telephone Advisory Committees (TAC).**

Telephone Advisory Committees (TAC) are functioning for BSNL in all SSAs / Circles. A lot of expenditure is spent for this. The TAC were constituted when the telephone service was the govt. monopoly. Now that there are many private telecom operators where there is no TAC. The system should be abolished since there is no further use. These are some of the suggestions that the Forum of BSNL Unions & Associations would like to place before the Group of Ministers with regard to the revival and strengthening of BSNL. We hope that the GoM will favourably consider them and take appropriate decisions.

Copy endorsed to Respected Sri. Manmohan Singh Ji,, Hon'ble PM, for kind information please, Shri Kapil Sibal, Hon MOC&IT, Govt of India for information and n/a please, 3. Sri Anand Sharma, Commerce and Industry Minister, Shri Manish Tiwari, Information and Broadcasting Minister. Shri Montek Singh Aluwalia, Planning Commission Deputy Chairman, Shri V Narayana Swamy, MOS, Minister of State



for Personnel, Public Grievance and Pensions, Shri. M. F. Farouqi, Secretary/DOT for information and necessary action please, Ms Rita Teatota,, Addl Secretary/DOT for information and necessary action please and Shri R. K. Upadhyay, CMD, BSNL for information and necessary action please.

Forum/GL Dated: 9th May, 2013  
(Addressed to Shri P. Chidambaram, Hon'ble Finance Minister, Govt. of India & Chairman, Group of Ministers on Revival of BSNL & MTNL, New Delhi – 110001.)

**Notice for indefinite strike from 12th June, 2013 - reg.**  
In accordance with the provisions section 22 (l) of Industrial Disputes Act, 1947, it is hereby notified that the BSNL employees will go on indefinite strike w.e.f. 12th June, 2013, demanding implementation of the strike agreement signed on 12th June, 2012 between the BSNL Management and Forum of BSNL Unions/Association on 78..2% IIDA

fixation for the BSNL employees, which agreement is not honoured and implemented even after a period of about one year and much persuasion.

The BSNL employees will organize the following agitation programmes.

**22.05.2013 - Demonstration at C.O./Circle/SSA**

**05.06.2013 - Dharna at C.O./Circle/SSA**

**12.06.2013 -INDEFINITE STRIKE**

Copy endorsed to The Chief Labour Commissioner, Government of India, Shram Shakti Bhavan, Rafi Margh, New Delhi, The Secretary, DOT, Sanchar Bhavan, 20, Ashoka Road, New Delhi, The Director (HR), BSNL, Bharat Sanchar Bhavan, New Delhi and The General Manager (SR), BSNL, Bharat Sanchar Bhavan, New Delhi.

Forum/Strike 17th May, 2013  
(Addressed to The Chairman & Managing Director, Bharat Sanchar Nigam Limited, Bharat Sanchar Bhawan, New Delhi – 110 001.)

### Status of Court Cases

➤ **SDE to DE promotion Seniority case:** Hon'ble CAT, Chennai disposed off the OA 1171/2012, MA 176/2013 and Contempt petition on 05.06.2013. As the said case is disposed off, therefore, it is expected that CPC from SDE to DE(Adhoc) will be expedited.

➤ **Hon'ble Principal Bench CAT, New Delhi judgment dated 21.05.2013 in the LDCE case for promotion from JTO(T) to SDE(T):**  
**: OPERATIVE PORTION:**

..... 19. In our considered view, still there are discrepancies and, therefore, still there is scope for improvement. According to the Expert Committee, for some questions, 2 options can be taken as correct, for some other questions all options are wrong and for few other questions, one option is alone correct. But according to paper setters for some questions (3) three options are correct and for some other questions (2) two options are correct. In such circumstance, we shall look forward to the principles laid down by Apex Court which say that merit shall not be allowed to be the casualty of wrong answer key and the correct answers shall not be sacrificed. Further, in such circumstances, as far as possible, the final authority to decide whether an answer is correct or wrong shall be left to the Expert(s). For some questions, however, if the decision of the Expert(s) does not solve all the problem, we are bound to take appropriate decisions. Therefore, there is nothing wrong in accepting the recommendation of the Expert Committee to award one full mark to all the answers where all options are wrong. Again, for a set of questions when the Expert Committee says option D is the only correct answer and for another set of questions when it says, option A alone is the correct answer, the Respondent-BSNL shall go with the said recommendations and not to substitute them with its own compromise formula of awarding full one mark to all who have opted for A, B and D or A and D respectively. Conversely, the recommendation of the Expert Committee that two options for another set of questions also cannot be accepted as it would create further confusion, particularly when there is negative marking. Therefore, all such questions shall be totally ignored.

20. We, therefore, dispose of all these OAs with the direction to the Respondent-BSNL to re-evaluate all the answer sheets of all the candidates based on the aforesaid principles and parameters and prepare a fresh list of qualified candidates. Since the examination was held on 04.03.2012 and candidates are awaiting for their promotion for over an year, **the Respondent-BSNL shall ensure that the fresh list of qualified candidates is published as early as possible, preferably within 2 months from the date of receipt of a copy of this order.**

➤ **In an Interim Order of Hon'ble CAT Ernakulam dated 23.05.2013 in OAs 278, 378 and 411 of 2013 filed by Officiating JTOs in Kerala exempting all officiating JTOs in Kerala ( applicants and similarly situated others ) from appearing in the proposed JTO LICE. The interim order is in agreement with the simple demands placed by AIBSNLEA with the BSNL recently**

➤ AIBSNLEA filed application for impleadment as party respondent in Hon'ble Supreme Court of India on 17.05.2013 regarding anomaly of Seniors drawing less pay than their juniors case.

**Contd from page no. 2**

revised LDCE results as per Hon'ble PB CAT direction and it is expected that result will be declared before 30th June, 2013 and as soon as the result is declared & the VCRs are received from Circles, posting on Promotion will be issued immediately.

We requested to expedite CPC from JTO to SDE(T) of seniority cum fitness quota since the clarifications from DOP&T & DoT has been received on seniority issue. It is informed that CPC work is in progress but the VCRs from circles are yet to be received.

We requested for early holding of CPCs to filling vacant DEs posts on adhoc and regular basis. It is informed that to operate seniority lists no. (6) and (7) the proposal has been sent to the competent authority and after the clearance, the CPCs will be expedited.

We expressed our serious concern against non-filling up of the vacant DGM posts by holding CPC. CGMT Kerala Telecom Circle is making efforts through BSNL's advocate for early pronouncement of the Judgment on 147-SDEs of LDCE quota seniority case. Also concerned officers in Pers. Cell are directed to coordinate with their counterparts of Kerala Telecom Circle for early judgment.

Regarding modifications in BSNL MSRRs for JTO/SDE(C/E) wings, it is informed that as per the decision in BSNL Management Committee (MC) for amendment in BSNL MSRRs to allow 33% diploma holders JTOs/SDEs(C/E) wings promotion to EE Posts has been sent to BSNL Board for approval in its meeting scheduled to be held on 14.6.2013. We further pleaded to give parity to JTOs/SDEs(C/E) with JTO(T)/SDE(T) instead of CPWD JE/ AEs.

Our consistent efforts yielded result in getting released the Promotion order of 61 JTOs(C) to SDE(C).

We requested for consideration of request transfer cases of executives transferred on ODI list basis and not completed two years. It is informed that some genuine & pressing issues may be considered but other cases will be considered after two years only.

We requested that on the basis of our letter and Legal opinion, the issue of regularization of offg. JTOs may be settled immediately. It is informed from the BSNL Management that GM(Estt.) is taking legal opinion on this issue.

Regarding CPC from JAO to AO, it is informed that the legal opinion on the Court Cases pending in the Hon'ble CAT Chandigarh has been received from BSNL's advocate Haryana Circle and he has opined not to hold the CPC till the time Court Case is finalized. However, BSNL will take legal opinion from Sr. Advocate of BSNL's Corporate Office shortly.

Regarding CPC from CAO to DGM(F), it is mentioned that most of the VCRs have been received in CVO Office and are being complied to provide the same to SEA Cell for CPC shortly. FP Cell of BSNL CO, New Delhi is continuously pursuing in CVO office in this regard.

Regarding withdrawal of Local officiating promotion in JAO Cadre, it is mentioned that withdrawal of local offg. Order was issued as per the advice of BSNL's Pers. Cell advice only but on the basis of FP Cell, BSNL CO's feedback the case is being reprocessed to Pers. Cell for further comments as the local offg. In JTO cadre is continuing from TTAs.

**Kind Attention to All Circle Secretaries**

- BSNL Corporate Office issued letter on 05.06.2013 regarding preparation of assessment sheet and schedule for furnishing ACRs w.r.t. preparatory exercise for All India Eligibility List of JTOs (T). The information in this regard have been received from BBNW, CHTD, GUJ, HP, HR, J&K, KRL, MP, NE-II, OR, PB & UP (E) Telecom Circles only and the ACRs, the Screening Committee report along with a certificate of finalization of JTOs gradation list before 3.3.2008 as demanded by Pers. Cell should reach Pers. Cell, BSNL CO, New Delhi immediately.

**Kind Attention**

- Com. B. Ravindranath, FS, CHQ has joined Hubli, Karnataka Circle on his transfer and his new Mobile and residence nos. are 094-83533303 and 0836-2376400 respectively.
- Com. P.C. Joshi, AFS is looking after the works of FS at CHQ and his mobile no. is 098-68101066.

**Photos-2: GLIMPSES OF CIRCLE CONFERENCE OF AIBSNLEA's  
NE-I CIRCLE, HELD ON 10.05.2013 at SHILLONG**



**Lighting of lamp by CGMT, NE-I  
and CHQ Office bearers**



**CGMT Shri D.P. Singh addressing  
the audience in OPEN SESSION**



**Com. Prahlad Rai, GS addressing  
the OPEN SESSION**



**Audience View**

**Glimpses of Special General Body Meeting held on 25-5-2013 at Bhopal , MP Circle**



**Dias view**



**Audience View**

## Glimpses of CIRCLE CONFERENCE OF AIBSNLEA's ASSAM CIRCLE HELD ON 10.05.2013 at GUWAHATI



Flag Hoisting by Com. P. Venugopal, CHQ President



Com. P. Venugopal, CHQ President  
addressing in the OPEN SESSION



Com. Prahlad Rai, GS, AIBSNLEA  
addressing the audience in OPEN SESSION



Audience View

## Glimpses of Circle Executive Committee meeting of AIBSNLEA Punjab Circle on 29.05.2013 at Patiala



Com. GS Sh. Prahlad Rai is  
addressing the meeting



Dias view