

Editorial

Unite for struggle against the BSNL Management's indifferent & vindictive attitude

The Trade Union action call given by United Forum of BSNL Executives Associations comprising AIBSNLEA, SNEA(I) and AIGETOA to protest against the arbitrary notification of Special Recruitment Rules of Sr. DGM, non-finalization of E2-E3 standard IDA pay scales & CPSUs Cadre hierarchy in BSNL in the month of Feb'2012 was deferred on the written assurance of BSNL Management that a Committee will examine the demands and will submit its report within a period of six months. Accordingly a Committee headed by PGM(SR) was constituted along with the representatives of executives' Associations. The said Committee had three meetings to discuss the above demands i.e. withdrawal of Special Recruitment Rules of Sr. DGM, non-finalization of E2-E3 standard IDA pay scales & CPSUs Cadre hierarchy in BSNL and as suggested by the official side officers to the representatives of executives Associations, they submitted a draft proposal on CPSU Cadre Hierarchy for consideration. But the officers side members instead of considering the proposal started continuing to mention that CPSU Cadre hierarchy in BSNL is not possible due to Govt. legacy and dispute continues. Executives Associations categorically told that at the time of formation of BSNL the executives were assured "non-post based time bound promotions upto SG JAG level grade and post based promotions after SAG and above levels only". But BSNL Management has implemented EPP for time bound and post based promotions basis. The assured policy never said that there would be financial upgradation at all levels, recruitment of DGMs and Management Trainees were also never the part of the promotion policy that was offered. The settled promotion policy offered to the Group-'B' level executives in BSNL at the time of their absorption in BSNL has been twisted and diluted – it is gross injustice & betrayal. The change of designation on each financial upgradation is not given to the executives whereas the deputationist ITS officers are being given higher designations viz Sr. GM even without getting the Sr. GM scale in BSNL.

As on today, JTOs promoted as SDE in 1994 are waiting for their second promotion as DE/AGM even after 18 years. The number of SDEs completed the minimum qualifying service of 7 years and waiting for DE/AGM promotion are more than 10,000. The situation is worse in the case of DGM cadre due to various reasons. The impact of further squeezing the already limited promotional avenues can have serious repercussions on the growth of company since such a step will fully demoralize already highly demoralized executives.

Instead of doing proper work study and creating post based on workload, the present move of the BSNL Management to reduce the posts by 30% just because CGM/GM level posts are reducing is not at all justifiable. Already field units are suffering due to shortage of Executives at key positions especially in landline sector, the level of supervision and quality of service is deteriorating further day by day. Further, this is the minimum promotional avenues and motivation available to the Executives. But the ITS dominated BSNL Management in BSNL is not able to appreciate the genuine concern of the absorbed executives and prefer to continue put hurdles in their career prospects by way of not filling up vacant Group-'B', STS & JAG level posts and by lateral induction at the level of JAG and STS level. In this manner the Management has prefer to force its executives to once again choose the path of confrontation and non-cooperation. The Management, which is controlled by deputationist, has been completely exposed through its actions.

United Forum of BSNL Executives Associations has already expressed its serious resentment against the indifferent and vindictive attitude of the BSNL Management, we shall now wait for the outcome of the immediate initiative of the Management to implement the CPSU Cadre hierarchy in terms of non-post based time bound promotions upto the JAG Selection grade, stopping of lateral induction at STS and JAG level and implementation of E-2, E-3 standard IDA pay scales. In case the Management fails or continues to play with us, we shall get ready to give them a befitting reply. Let us, unite for decisive struggle against the BSNL Management indifferent & vindictive attitude.

AIBSNLEA WRITES

1. Out station transfers and postings of DEs/AGMs on their regularisation from DE(Adhoc) in AP Telecom Circle – reg.

We would like to bring to your kind notice that CGMT AP Circle has issued some DEs/AGMs transfer orders to out stations from their present place of work on DE regularisation against the convention and the provisions of executives transfer policy. Our Circle Association representatives have requested to CGMT AP Telecom Circle not to issue untimely and unjust transfer orders of DEs/AGMs on regularisation from DE Adhoc but the CGMT AP Circle is not considering the request for cancellation of transfer orders. It has caused serious frustration and resentment among the executives in AP Telecom Circle.

As you know that due to various court cases pending on SDE seniority lists and as per the Provisions of BSNL MSRRs the promotion from SDE to DE are being issued on adhoc basis instead of regular basis by BSNL C.O. and on arising vacancies in DE/AGM (seniority cum fitness quota) these adhoc DEs/AGMs are being regularized wherein these executives are not getting any monetary benefit.

Also on their promotion to DE/AGM on adhoc basis, first BSNL C.O. is giving them outstation postings on inter-circle transfer basis and thereafter circles are issuing posting orders to outstations as per their requirements. Hence, further on regularisation as DE from

DE adhoc is not at all justified since there is no monetary benefit as well as no higher responsibility is given.

To meet out the shortage/deficiencies of DEs in some SSAs of AP Telecom Circle, Our Association has suggested that by giving local officiating promotions, the shortage can be fulfilled.

It is also bring to your kind notice that some of the executives are left with reasonably less service and some were recently returned from Hard Tenure Circles/SSAs. Hence, these transfer orders are not as per the norms.

We would, therefore, request you to kindly intervene in the matter, so that untimely and unjust transfer orders of DEs/AGMs on their regularisation are immediately cancelled. It will save BSNL's money on transfer grant and hardship of the executives.

Copy endorsed to Shri A K Jain, Sr. GM (Pers.) BSNL C.O. New Delhi.

No.AIBSNLEA/CHQ/Dir(EB/HR)/2013
Dtd:29.1.13

(Addressed to Shri A.N. Rai, Director(EB/HR),BSNL, New Delhi-110001.)

2. Two weeks of training to executives whose pay is upgraded on every promotion under EPP-request for review.

Ref.: 1. This Office letter even no. dated 20.06.2012

2. No. AIBSNLEA/CHQ/CMD/2012-13 dated 21.12.2012.

In the above cited reference and subject matter, we would like to further bring to your kind notice that as per Executive Promotion Policy (EPP) every executive whose pay is upgraded to next higher IDA pay scale, the concerned executives shall have to compulsorily undergo Two Weeks of Training (One Week in Administrative/ Management/Customer Care and One Week in latest development in One in Core Competence Area) for being eligible for drawal of Second increment in the upgraded IDA scale. The training is to be completed within a period of two years from the date of the upgradation to the higher scale. The Executive who fails to successfully undergo the prescribed Two Weeks training will not be eligible for consideration of next IDA Scale upgradation even if he/she is due for upgradation otherwise. As per the provisions of EPP, the two Weeks training was being conducted in all the RTTCs in Class Rooms. But later on it was changed to e-mode and online examination w.e.f. 01.04.2011 in view of saving expenditure of TA/DA and training Centers establishment cost etc considering the state of BSNL Finance. Even though saving is achieved in not conducting the classes, but the executives were asked to go to

RTTCs to write the exams by incurring expenditure on TA/DA, which again a huge expenditure on BSNL.

The fact remains that executives do not find sufficient time to concentrate in appearing the on-line examinations. Also they don't find proper material and guidance to qualify the online examination. At least, in classroom mode they had an opportunity to concentrate training courses properly and were getting help in learning the subject properly. Group-'B' level executives on their each time bound upgradation are compulsorily should undergo the mandatory online training examination even in the age of 55 to 60 years. Some executives, who are not computer friendly are not getting passed online training examination whereas, they have completed 30 to 35 years of service successfully. It is causing lot of humiliation, harassment and social demoralization to these senior executives. In view of the above, it is therefore requested you to kindly intervene in the matter so that the executives who have completed mandatory training once & having 55 years should be exempted from further mandatory training examinations. Also those who are not computer friendly and could not qualify online training in one attempt may be sent to in-house training course to BSNL's training centers.

Copy endorsed to Shri A.K. Jain, Sr. GM(Pers.), BSNL CO, New Delhi-110001 and Shri Neeraj Verma, GM(Trg.), BSNL CO, New Delhi-110001. No.AIBSNLEA/CHQ/Dir(EB/HR)12-13 Dtd:24.1.13
(Addressed to Shri A.N. Rai, Director (HR/EB), BSNL Board, New Delhi-110001.)

3. Restriction on the usage of service/residential telephone connection to reduce interconnect usage charges- our protest against.

Ref:- DGM(WI & S), BSNL Corporate Office letter no. 7-1/2012-PHA Dated 04.01.2013(enclosed).

We would to draw your kind attention on the above referred letter/subject, wherein the approval of competent authority has been conveyed regarding to restrict service connections in offices and

residence of officers, staff to minimum and also to permit calls on service connections only within LSA, barring STD calls outside the circle on selected office and residential telephone numbers. In this regard, it is submitted that this decision of the Management is going to disturb the day to day functioning of the officers and staff which is neither in the interest of Service nor in the interest of employees. Such decision of the BSNL Management will adversely affect the efficiencies as well as demoralize the officers/employees working in the BSNL.

It is therefore requested to kindly re-consider on this proposal which is neither in the interest of Service nor in the interest of employees and issue instructions for keeping abeyance of the said order immediately.

Copy endorsed to Shri A.N. Rai, Director(HR), BSNL Board, New Delhi-110001.
No . A I B S N L E A / C H Q / C M D / 2 0 1 2 - 1 3
Dated:18.012013
(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi-110001.)

4. Implementation of standard IDA pay scales E-2 and E-3 to JTO and SDE equivalent executives in BSNL- reg.

Ref.:- DPE O.M. No. 2(12)/2009-DPE (WC) Dated: 24th December 2012 (Annexure-'A').

We would like to draw your kind attention in the above cited reference and subject matter wherein DPE has clarified that "*The undersigned is directed to refer to Annex-I of DPE O.M. dated 26.11.2008(Annexure-'B')*", which inter provided different grades and corresponding pay scales in 2007 pay revision. It has come to the notice of this Department that in violation of DPE O.Ms. dated 26.11.2008 and 02.04.2009(Annexure-'C') some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision, for their executives at below Board level.

2. It is clarified that below board level executives of CPSEs have necessarily to be in the Specified grades of E0 to E9 in a CPSE depending upon the schedule of their CPSE. CPSEs are free to recruit executives for each grade as per their functional requirement and as per the rules framed

therefor. However, each CPSE can only adopt and recruit executives to the 10 grades (E0 to E9) provided in the DPE guidelines. For example, in case if it is 'E0 Grade', the corresponding pay Scale must be Rs. 12,600 -32,500/- and in case it is 'E6 Grade', it has to be Rs. 36,600-62,000/-. The grade and corresponding scale of pay cannot be altered by the CPSEs. Appropriate nomenclature for these Grades as per the standard practice of the CPSEs may be followed.

3. Further, no intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with it corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade".

Ignoring the DPE O.Ms. on implementation of 2nd PRC recommendation for standard pay scales E-2 & E-3 for JTO/SDE equivalent executives, BSNL Management is continuing efforts to implement E1A & E2A intermediate IDA pay scales in BSNL for JTO/SDE equivalent executives, which is not at all justified.

In view of the above, it is therefore requested to kindly intervene in the matter so that standard IDA pay scales E-2 & E-3 as recommended by 2nd PRC are immediately implemented in BSNL for JTO and SDE equivalent executives to provide justice.

Copy endorsed to Sh. R. Chandrashekar, Secy(T), DoT Govt. of India, New Delhi-110001, Sh. O.P. Rawat, Secretary, DPE, 305, Block 14, CGO Complex, Lodhi Road, New Delhi, Smt. Rita Teatota, Addl. Secy(T), DoT Govt. of India, New Delhi-110001, Sh. A.N. Rai, Director(HR), BSNL Board, New Delhi-110001, Sh. A.K. Jain, Sr. GM(Pers.), BSNL Corporate Office, New Delhi-110001, Sh. R.K. Goyal, GM(Estt.), BSNL Corporate Office, New Delhi-110001 and Sh. Neeraj Verma, GM(SR), BSNL Corporate Office, New Delhi-110001.

No. AIBSNLEA/CHQ/CMD/2013-14 Dated :17.01.2013.

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

KIND ATTENTION

- All the Circle / Branch Secretaries are requested to remit CHQ Quota upto date before 28.02.2013.
- Status of SDE to DE promotion on 07.02.2013: ACR for 2011-12 not received from the following Circles.
AP, AS, ALTTC, BR, CHG, CHTD, HR, Inspection Circle, JKD, MH, MP, RAJ (Partially received), STR, UP (West), TN,.
All the concerned Circle Secretaries are requested to ensure for the dispatch of the same from their Circle at the earliest so that the said DPC will start and completed in time.

BSNL /DOT ORDERS

1. Revision of Ceiling Rates and guidelines for various coronary/Vascular Stents for under CGHS. Please find enclosed a copy of Memorandum No. F. No. Misc. 1002/2006/CGHS/ (R&H)/CGHS(P) dated 31st October 2011 on the subject mentioned above for reference and guidance for settling the medical claims under BSNLMRS.

Copy to

1.All CGMs, BSNL and AGM (L&A) BSNL Corporate.
No. BSNL/Admn.I/15-5/ Dated: January 18, 2013

2. Revision of Ceiling Rates and guidelines for various coronary/Vascular Stents for CGHS/CS (MA) beneficiaries.

In supersession of the Office Memorandum of even No. dated 12.09.2007 of the Ministry of Health & Family Welfare for the revised rates and guidelines for Coronary/Vascular Stents for reimbursement of CGHS/CS (MA) beneficiaries, **all DCGI approved Coronary / Vascular Stents** are approved for reimbursement to CGHS/CS (MA) beneficiaries as per the ceiling rates mentioned below:

1.DRUG ELUTING CORONARY STENTS

- i. All DCGI and FDA approved Drug Eluting Stents Rs. 65,000/-
- ii. All DCGI and CE approved Drug Eluting Stents Rs. 50,000/-
- iii. All DCGI approved Drug Eluting Stents Rs. 40,000/-

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2. BARE METAL CORONARY STENTS

- i. STAINLESS STEEL STENTS Rs. 12,000/-
- ii. COBALT STENTS
 - a. All DCGI and FDA approved Rs. 20,000/-
 - b. All DCGI and CE approved Rs. 18,000/-
 - c. All DCGI approved Rs. 15,000/-
- iii. COATED/OTHER STENTS Rs. 25,000/-

3. BARE METAL VASCULAR (NON CORONARY) STENTS

- i. STAINLESS STEEL STENTSRs. 20,000/-
- ii. COBALT STENTS Rs. 22,000/-
- iii. NITINOL / OTHER STENTS Rs. 25,000/-

1.Reimbursement to beneficiaries / empanelled hospitals shall be limited to ceiling rates or as per actual, whichever is lower.

2. Coronary Stents shall be permitted on the advice of Govt. Specialist, of which not more than two shall be of Drug Eluting Stents. Permission shall be granted as per the laid down procedure.

If more than two drug eluting stents are implanted in an empanelled hospital and no written informed

consent was obtained from the beneficiary that he/she would bear the difference in cost between the DES and Bare Metal Stent, and the hospital has charged this amount from the beneficiary, the additional amount shall be deducted from the pending bills of hospitals and shall be paid to the beneficiary.

3. It is essential for the empanelled hospitals to quote the Batch number when a coronary/vascular stent of any type is implanted in the case of a CGHS/CS (MA) beneficiary and also enclose a copy of the relevant invoices pertaining to the procurement of the stents by the hospitals. In addition to this, the outer pouch of the Stent packet along with the sticker on it on which details of the stent are printed shall also be enclosed with the medical bill for claiming reimbursement from the Govt. In case of treatment from a private non-empanelled hospital, where the treatment was taken in an emergency, it is the responsibility of the beneficiary to obtain the batch number, invoice and outer pouches of the stent(s) before the submission of the medical claim to CGHS/concerned department, as the case may be.

4. The empanelled hospital shall submit a self certified undertaking that the hospital has not charged the CGHS/CS (MA) beneficiary more than the rate at which the stent has been procured by the hospital and in case of any detection and establishment that the hospital has overcharged the hospital shall be removed from the list of hospitals empanelled under CGHS without any further notice.

5. UTI-TSL, while processing the hospital bills of coronary / vascular stents shall ensure that the hospitals have enclosed copies of the relevant invoices pertaining to the procurement of the stents by the hospitals and the outer pouch of the Stent packet along with the sticker on it on which details of the stent are printed and that the prescribed rates and the guidelines have been followed, before making provisional payments to the hospitals.

6. The revised rates and guidelines shall come into force from the date of issue and shall be in force for a period of one year or till they are revised, whichever may be earlier.

7. This issues with the concurrence of Finance Division vide Dy No. 2979 dated 20.10.2011 of the office of AS&FA, Min. of H&FW.

Copy to endorsed All Ministries/ Departments, Government of India, Director, CGHS, Nirman

Bhawan, New Delhi, Adl. DDG (HQ)/All Additional Directors/Joint Directors of CGHS cities outside Delhi, All Pay & Accounts Officers Under CGHS, Additional director (Hqrs)/ Additional Director (SZ)/(CZ)/(EZ)/(NZ), CGHS, New Delhi, JD (Gr.)/JD (R&H), CGHS Delhi, CGHS Desk-I/Desk-II/CGHS-I/CGHS-II, Dte. GHS, Nirman Bhawan, New Delhi, Estt.I/Estt. II/ Estt. III/ Estt/ IV Sections, Ministry of Health & Family Welfare, Admn. I/Admn.II Sections of Dte. GHS, Rajya Sabha / Lok Sabha Secretariat, Registrar, Supreme Court of India / Punjab & Haryana High court, Chandigarh , U.P.S.C., Finance Division, Deputy Secretary (Civil Service News), Department of Personnel & Training. 5th Floor, Sardar Patel Bhawan, New Delhi, PPS to Secretary (H&FW)/ Secretary (AYUSH)/ Secretary (HR)/ Secretary (AIDS Control), Ministry of Health & Family Welfare, PPS to DGHS/SS&MD, NRHM/AS (H) /AS & DG (CGHS), Swamy Publishers (P) Ltd., P.B. No. 2468, R.A. Puram, Chennai 600028., Shri Umraomal Purohit, Secretary, Staff side, 13-C, Ferozshah Road, New Delhi, All Staff Side Members of National Council (JCM) (as per list attached), Office of the comptroller & Auditor General of India, 10 Bahadur Shah Zafar Marg, New Delhi., All Offices/ Sections/ Desks in the Ministry, UTI-ITSC, 153/21, First floor, Old Madras Road, Ulsoor, Bengaluru-560008., Sr. Technical Director, NIC, MOHFW, Nirman Bhawan, New Delhi with the request to upload on the website of the CGHS., Office Order folder.

Dated 31st october 2012

3. DOT has addressed to CMD, BSNL to further clarify regarding Revision of scales of pay and allowances w.e.f. 01.01.2007 as per DPE O.M. dated 02.04.2009 as under:-

(i) During the 106th Meeting of the Board of Reconstruction of Public Sector Enterprises (BRPSE) held on 29.11.2012, the Board discussed the present status of operation/services, performance, financial position, revival status of BSNL and its future outlook. After deliberations, the BRPSE observed that "BSNL has become an incipient sick CPSE".

(ii) DPE's O.M. dated 26.11.2008 as well as 02.04.2009 on revision of pay for Board level and below board' level executives/non-executives stipulates that lower limits against the maximum prescribed limit can be provided in the Presidential Directives depending upon affordability, capacity to pay and sustainability of the concerned CPSE.

(iii) Proposed IDA fixation from @ 68.8% to 782% in respect of pensioners will have huge financial implication of government exchequer besides creating financial liability on BSNL's account on account of accumulated arrear of pay & allowances up to the date of retirement.

2. Further, DPE guidelines dated 09.11.2006 stipulates certain restrictions with regard to wage negotiation for unionised workers in CPSEs. Para 2 (V), (VI) & (VII) of aforesaid guidelines is reproduced as under:

(a) Para 2 (v): As regards sick CPSEs registered with BIFR, until BIFR approves the revival plan for such enterprise in which provision has been made for additional expenditure on account of wage revision, no revision of wage would be allowed to the employees of such CPSEs.

(b) Para 2 (vi): In case of sick/incipient sick CPSEs referred to BRPSE, the wage revision should be considered on the basis of final decision on the recommendations of BRPSE.

(c) Para 2 (vii): CPSEs which incurred net loss during any of three financial years preceding the proposed wage negotiation, but not referred to BIFR/BRPSE may also be allowed to enter into wage negotiation, provided they give an estimate to their administrative Ministry/Department as to how resources would be generated by them to meet the extra expenditure arising out of implementation of wage revision.

3. In view of specific observations of BRPSE, provisions in DPE guidelines and the facts that implementation of aforesaid proposal will have huge financial repercussions on Government as well as BSNL, the proposal may be re-examined and considered view of BSNL with methodology to be adopted, may be apprised to this office. BSNL may also clearly indicate as to how this additional expenditure would be met with.

4. Executive Promotion Policy – requirement of mandatory training for related benefits in cases of voluntary retirement – clarification thereof .

The Executive Promotion Policy vide para 1.0[i][f] prescribes "TWO weeks of training on each upgradation for being eligible for drawl of SECOND increment in the upgraded IDA scale i.e. the training is to be completed within a period of two years from the date of upgradation to the higher scale". The

executive who fails to successfully undergo the prescribed TWO weeks training will not be eligible for consideration of next IDA scale upgradation even if it becomes due.

Further, vide letter no. 400-29/2007-Pers.I dated 30.05.2007, it has been established that the “two year period for mandatory training shall commence with respect to date of issuance of the time bound promotion order and executives retired or retiring within the period of two years from the date of order shall be exempted from such training”.

Requests for extending the exemption in cases of voluntary retirement have been examined. It has been deduced that the criteria for relaxation in mandatory training under EPP with reference to executives retiring on superannuation cannot be directly applied to employees opting for ‘voluntary retirement’ as ‘superannuation’ is a pre-defined point of time in the career of an employee whereas the timing of ‘voluntary retirement’ depends upon the choice of the employee who knows the pros and cons of his option before exercising it. Accordingly, the exemption from mandatory training under EPP shall not be applicable to cases of ‘voluntary retirement’. This has the approval of competent authority.

(R.K. Verma)

Asst. General Manager [Pers. I]

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

No. 400-175/2007-Pers.I (Pt.I) Dtd: January 23, 2013

(Addressed to All Heads of Telecom Circles/ Metro Districts/ Maintenance Regions/ Project/Stores/ BRBRAITT/ALTTC. All other Administrative Units, Bharat Sanchar Nigam Limited (Keshav Kumar) Deputy Manager (Pers. I).

5.Executive Promotion Policy (EPP) implementation regarding.

This office has received a reference from Sh. Kripasindhu Mondal, DGM, with following details of his career progression, for extending the second time bound promotion as per EPP [E-5 to E-6].

i. Entry in the Department as DR JE/JTO 31.08.1982
ii. Promoted as SDE [E-2 scale] through exam 01.12.1989

iii. Promoted as Sr. SIDE in E-3 scale thru ACP December 2001

iv. Promoted as DE (Adhoc) in E-4 scale 25.01.2002

v. Got 1st TBP [E-4 to E-5 scale] 25.01.2006

vi. Regular STS promotion in E-4 scale August 2010

vii. 2nd TBP due from E-5 to E-6 25.01.2011

viii. Got DGM [Adhoc] in E-5 scale February 2012

The guideline of granting Time bound promotions as well as post based promotions have already been issued vide BSNL CO letter No. 400-61/2004-Pers.I dated 18.01.2007 and subsequent clarifications vide BSNL CO letter no. 400-175/2007- Pers. I (Pt.) dated 19.02.2010 and 400-11/2011-Pers.I (Pt.) dated 23.04.2012, relevant in this case. In case like this, the construction of career progression under the EPP is to be done on the following lines:

i. The promotion as Sr. SDE in E-3 scale thru ACP (at iii above) will be treated as his 1st time bound IDA pay scale upgradation [Refer para [1][I][d][7]] of EPP and subsequent clarification issued vide letter dated 19.02.2010/23.04.2012]. This becomes the milestone for counting of five years for a subsequent time bound promotion after 5 years.

ii. The post based promotion to DE grade in E-4 scale w.e.f. 25.01.2002 (at iv above) has intervened before the completion of 5 years and so this will become the new mile store for counting of 5 years for any subsequent time bound promotion .

iii. Thereafter, the next time bound promotion to E-5 scale will become due on 25.01.2007 and E-6 scale will become due 5 years thence i.e. on 25.01.2012. The concerned circle may correct the position as noted above. All other circles may also correct any anomalous situation as per the case detailed above.

Copy endorsed to All heads of circles for necessary action in similar cases.

No. 400-61/2004-Pers.I (Rep.) Dtd: 18 January 2013
(Addressed to The Chief General Manager, Bharat Sanchar Nigam Limited, ITPC, Kolkata.)

6. LICE/Separate LICE for promotion to the grade of Personal Assistant in the field Units of BSNL.

1. It has been decided by the competent authority to hold LICE/separate LICE for promotion to the grade of Personal Assistant in the field Units of BSNL as per letter No. 25-01/2011-Pers.II dated 01-11-2012 and in accordance with Recruitment Rules and

Scheme & Syllabus issued by Pers.-II Section, BSNL CO. All the circle, where LICE/Separate LICE for promotion to the grade of Personal Assistant in the field Units of BSNL can be conducted in accordance with the letter referred to above are requested to initiate necessary action to conduct the examination preferably in June/July, 2013 and all the recruiting Circles were requested to furnish category wise vacancy position of Personal Assistants for LICE/ Separate LICE as on 31-03-2012 to DE Section BSNL Co.

2. All arrangements for conducting the examination from issue of Notification to declaration of result will be made by the Circles strictly in accordance with the rules laid down in Appendix No. 37 of P & T Manual Vol. – IV (5th Edition) and instructions issued in this regard from time to time.

3. The examination should be OMR based as far as possible. The procedure as detailed in letter No. 2-3/2011-Rectt.-I dated 15-2-2011 (Copy enclosed) may be followed to conduct OMR based examination.

Copy endorsed to PS to Director (HR), BSNL Board, New Delhi, GM (Estt.)/Sr. GM (Pers), BSNL C.O., AGM (Pers-II), BSNL C.O. w.r.t. letter No. 25-01/2011-Pers.II dated: 01-11-2012, CLO (SCT), BSNL C.O., New Delhi., AD (OL), BSNL C.O., for providing Hindi version and Notice Board

No. 72-1/2012-DE Dated: 14th Jan. 2013.
(Addressed to All Heads of Telecom Circles, BSNL, Heads of Telephones Distt. BSNL, Chennai/Kolkata, Chief General Manager, Maintenance, NTR, BSNL, New Delhi.)

7. Procedure to be followed in case of OMR based Department Examinations conducted by BSNL in future.

I am direct to convey the approval of competent authority to the procedure, as under, to be followed in BSNL for various OMR based department examinations in future:

i. After the examination is successfully conducted, the Provisional Answer Key will be uploaded on respective circle's website or BSNL's Internet website etc. for information of candidates.

ii. All the recruiting circles have already been requested to create an e-mail address vide this office letter No. 1-5/2010-R-II dated 4.8.2010. In case of departmental examination, candidates will be permitted, preferably through their Unions/ Association, to send representations/feedback in the provisional Answer Key within 10 days on the respective email address as notified at the time of uploading provisional answer key on the website. In

TELEWAVE

case the number of candidates appearing in the examination is more than 1000, the representations through Union/Associations only shall be entertained in order to reduce delay in settlement of representations and to ensure that repetitive cases are not received.

iii. A Committee consisting of two three officer of appropriate level may be appointed by the competent authority to examine the provisional answer key, the feedback received from the candidates/Unions/ Association setc. and give necessary recommendations.

iv. The Answer key shall be finalized by BSNL Corporate Office/concerned Circle, as the case may be, based on the recommendations of the committee and the comments of the Paper Setter. The answer key thus finalized should be used for evaluation of OMR answer sheets. The final answer key may be uploaded on the website after declaration of result.

v. In case OMR answer sheets are evaluated with the help of scanners and machine, upto 10% of the OMR Answer Sheet (minimum of 10 and maximum of 50 Answer Sheets), especially the boundary line cases where the marks secured are around the minimum qualifying marks, will be checked manually by a Committee of two to three officers of appropriate level set up by the competent authority. In case of any error in evaluation the committee may check up even 100% of the result manually.

vi. In case manual evaluation of OMR Answer sheets is adopted, the circles are at liberty to utilize services of JAG level officers of their own circle or adjoining circles. It may please be ensured that no officer from HR/Rectt/Admn/Estt. Wing of won circle is nominated for evaluation purpose. In such cases, the evaluation of OMR answer sheets and its cross checking should be done at the premises of the circle office itself. Every possible care should be taken to maintain secrecy during evaluation work.

vii. In case any error is reported/detected/noticed within 15 days of declaration of result, the same shall be corrected immediately by the department. No error in result after 15 days of declaration of result shall be entertained by the department under any circumstances.

2. the above procedure shall be implemented with immediate effect.

No. 2-3/2011-Rectt.-I Dated: 15th February, 2011
(Addressed to All Heads of Telecom Circles, BSNL, Heads of Telephones Distt. BSNL, Chennai/Kolkata, Chief General Manager, Maintenance, NTR, BSNL, New Delhi.)

8. Scale of pay and Grades of executives at below Board level in CPSEs.

1. The undersigned is directed to refer to Annex-I of DPE O.M. dated 26.11.2008 which, inter-alia, provided different grades and corresponding pay scales in 2007 pay revision. It has come to the notice of this Department that in violation of DPE O.Ms. dated 26.11.2008 and 02.04.2009 some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision, for their executives at below Board level.

2. It is clarified that below board level executives of CPSEs have necessarily to be in the specified grades of EO to E9 in a CPSE depending upon the schedule of their CPSE. CPSEs are free to recruit executives for each grade as per their functional requirement and as per the rules framed therefore. However, each CPSE can only adopt and recruit executives to the 10 grades (E0 to E9) provided in the DPE guidelines. For example, in case if it is 'E0 Grade', the corresponding pay scale must be Rs. 12,600-32,500 and in case it is 'E6 Grade', it has to be Rs. 36,600-62,000/-. The grade and corresponding scale of pay cannot be altered by the CPSEs. Appropriate nomenclature for these Grades as per the standard practice of the CPSEs may be followed.

3. Further, no intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with its corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade.

4. Administrative Ministries/Departments may suitably issue instructions to the CPSEs under their administrative control for their information and necessary action.

Dated: 24th December, 2012

8. Recruitment of DGMs (Telecom Operation and Telecom Finance) in BSNL – Postponement of examination – reg.

In connection with the above mentioned subject, the Corporate IT Cell is requested to upload the following flash message on www.bsnl.co.in and home page of bsnltranet:

"The examination for recruitment of DGMs in BSNL Telecom Operation and DGMs in BSNL Telecom Finance scheduled to be held on 20.1.2013 stands

postponed till further notice. Revised date shall be announced in due course. Candidates are requested to visit BSNL website regularly.

2. I.T. Cell is requested to upload the message on BSNL Website on immediately for information of the candidates. **GM(IT), BSNL Corporate Office, Bharat Sanchar Bhavan, New Delhi** I.D. No. 29-1/2012-Rectt. dated: 10th January, 2013.

9. Entry Level Training in JTO (C) grade – relaxation for delay regarding.

I am directed to say that under the existing instructions contained in this office letter No. 10-22/79-CSE dated 22-02-1980, "satisfactory completion of training is one of the pre-requisite for satisfactory completion of probation".

References have been received from various Circles/Civil Zones and individual JTO(C)s recruited prior to 04-11-1992 who had not undergone training within two years of their joining as JTO(C)s due to administrative reasons affecting seniority position in AIEL-05 Part II circulated vide BSNL order No. 5-1/2005/AD (BW-II) dated 09-01-2006.

The matter has been examined in BSNL and approval of Competent Authority is hereby conveyed for: "grant of one time relaxation for delay in completing entry level training to executives from seniority No. 329 to 593 of Part-II of AIEL-2005"

This inter alia means that all the above referred officers will have to successfully complete entry level training before being considered for promotion.

All the PCE(C)s/CE(C)s, BSNL will ensure that the left out JTO (C)s should be sent for prescribed entry level training at the earliest.

**(Vinay Kumar)
AGM (BW-I)**

Copy endorsed to All PCE(C)/CE(C), BSNL Civil Zones for necessary action please, CGMT ALTTC Ghaziabad for information please and GM(BS-C) ALTTC Ghaziabad for organizing training of the executives.

*No. 5-1/2005/AD(BW-II) Pt Dated: 08.01.2013
(Addressed to All CGMTs, BSNL.)*

United/Joint Forum/CLC Meetings

United Forum of BSNL Executives' Association Meeting on 01.02.2013: The Central office bearers of AIBSNLEA, SNEA(I) and AIGETOA met on 1st Feb., 13 and held marathon and extensive discussions on how to defeat sinister, calculated and vindictive game plan of BSNL management to block legitimate and just career growth prospects of executives.

Central Office bearers of all the three Executive Associations strongly resented and took very serious exception to deliberate and calculated actions of the Management to inflict irreparable and irreversible damage on career growth of executives.

The meeting unanimously urged upon BSNL management to give up its indifferent & vindictive attitude towards executives and resolve the legitimate issues of just career growth of executives immediately failing which the management will force executives Associations to start harder Organisational Action Programmes. The meeting also made an earnest appeal to BSNL Management not to unduly test the patience of the executives and undermine the strength of their unity, and urged upon it to give up its confrontationist and vindictive stand by taking adequate and just actions to immediately resolve the issues.

All the CHQ Office bearers, Circle / Branch Secretaries are requested to immediately coordinate and hold the Circle/Branch level United Forum Meeting to discuss the ongoing situations and to Unite for a successful struggle.

Meeting of Forum of BSNL Unions/Associations held on 24.01.2013: GS, AGS(F) attended the meeting of Forum of BSNL Unions/Associations today and discussed the issues related to Viability of BSNL i.e. Repatriation of non-optee ITS Officers, Procurement of Stores/material in Field Units viz Telephone instruments, B/B Modems, Dropwire, Cables, MLLN Modems, GSM Equipment etc. Also resented against non-implementation of agreement signed between BSNL Management and BSNL Unions/Associations on 12th Jun'2012 even after a laps of six months period mainly 78.2 % IDA pay fixation, Child Care leave, Supernumerary benefits

to BSNL recruited employees etc. Forum finally decided that they will immediately serve a notice of agitation programmes demanding immediate implementation of 78.2% IDA Pay fixation as per the agreement signed between BSNL Management & BSNL Unions/Associations as under:-

1. Savingram Campaign on 28th, 29th and 30th Jan-2013 to Secy(T) with copy to Hon'ble MOC&IT & CMD, BSNL.
2. MASSIVE DEMONSTRATION during lunch hour on 11.02.2013 at BSNL Corporate office, Circle/SSA HQs level.
3. One Day DHARNA on 15.02.2013 at BSNL Corporate Office, Circle/SSA levels.

Further course of action in terms of harder Trade Union Action programmes will be decided in the next Forum Meeting scheduled to be held on 22.02.2013.

All the CHQ Office Bearers, Circle/Branch Secretaries are requested to ensure successful implementation of the agitation Call.

GS along with other representatives of Joint Forum of BSNL & MTNL Unions/Associations met Sh. Bhanwar Jitendra Singh, Hon'ble MOS for Youth Affairs and Sports, Govt. of India, New Delhi on 22.01.2013 and submitted memorandum regarding Immediately end illegitimate deputation of non-optee ITS in BSNL/MTNL to protect the viability of Government's prestigious and strategic telecom companies, BSNL & MTNL, which are fast sinking. Take immediate steps to end decade old exploitation and discrimination of absorbed / recruited employees of BSNL & MTNL either by taking them back to DOT or immediately repatriating unabsorbed ITS to DOT - End existing dangerous duality. Shri Jitendra Singh assured to discuss the matter at the appropriate level shortly.

GS spoke to concern officers of DOT on 16.01.2013 to pursue regarding implementation of 78.2% IDA Pay fixation. It is understood that yesterday DoT has further sent a letter to CMD, BSNL to reply some more queries. It seems that DOT administration is dragging the issue on one pretext or the other.

Hence, Forum of BSNL Unions and Associations need to take immediate steps in terms of harder

Trade Union actions to get the justice for BSNL Employees. BSNL Management who signed agreement with Forum of BSNL Unions/Associations on this issue has never pursued the matter in DOT for its implementation.

Joint Forum of BSNL & MTNL Unions/Associations representatives met with Addl. Secy(T), DOT on 08.01.2013. Com. GS and FS were also present to discuss the following:-

(a) Delay in implementation of DPE OM dated 2nd April, 2009 on 78.2% IDA pay fixation case: We expressed our serious concern against delay in issuance of Presidential Directives from DOT on 78.2% IDA pay fixation for BSNL employees as recommended by BSNL Board. AST mentioned that matter is in progress and assured an early decision.

(b) Refund of BWA Spectrum charges to BSNL/MTNL: AST informed that matter is in active consideration of Govt. However, Rs. 1500 Crores payment in lieu of Rural Service being provided by BSNL has been ordered.

(c) 4.4% Additional 2G Spectrum charges from BSNL/MTNL: We requested that 4.4% additional charges of 2G Spectrum from BSNL/MTNL should be exempted as incumbent service providers and their present poor financial condition. AST mentioned that Ministry is preparing a Cabinet Note on this issue to provide relief to BSNL/MTNL shortly.

(d) Payment of Pension to MTNL employees from Govt. fund as the case of BSNL: We requested that MTNL employees should also be paid pension under Rule-37A from Govt. fund as being paid to BSNL employees. AST mentioned that Govt. has taken a decision to form a Pension Trust in MTNL shortly. Jt. Forum opposed against formation of Trust as such it will not be viable. AST noted the feelings of MTNL employees.

(e) Non-filling up of the vacant DGMs/DEs/SDEs posts in BSNL: We expressed our serious concern against non-filling up of vacant 600 DGM posts, 3000 DEs posts and about 3000 SDEs posts in BSNL on the pretext of Court cases, whereas there is no stay order pending against holding of CPCs. AST mentioned that DOT has already asked BSNL Management to put up the matter in the next BSNL Board Meeting.

(f) Posting of absorbed Grp-'A' executives in BSNL's / MTNL's HR functions: We requested for posting of absorbed Group -'A' level executives in

BSNL's/MTNL's HR functional posts to safeguard the interest of their employees etc.

Minutes of Conciliation proceedings held before Shri S.K. Chand, Dy. CLC(C)/HQ on 28.01.2013 [File No. 3(1)/2013-IR dated 28.01.2013]

Parties attended as per attendance sheet. The Management representatives stated that after detailed discussions with the representatives of Unions/Associations (United Forum of MTNL Unions/Associations), the Management has sent a letter to the DOT for a decision in the matter of payment of pension to the MTNL Employees. The decision of the DOT is still awaited. The representatives of MTNL sought three weeks time to collect the latest status. He further stated that on the next date of C.P. the DOT may be advised to participate in the conciliation proceedings.

The representatives of the joint forum submitted additional information in support of their demand. (a copy of the same was also handed over the Management Representative). The representatives of joint forum expressed their anguish that the DOT and MTNL are going to finalize the formation of 'Pension Trust' for disbursement of pension to the MTNL employees ignoring the strong opposition of employees against such formation of 'Pension Trust'. They also demanded that true to the spirit of conciliation proceedings, DOT and MTNL should stop taking any precipitatory action towards formation of trust during the pendency of conciliation proceedings and DOT/MTNL should consider the demand of pension to be paid directly by DOT as in the case of BSNL. Management of MTNL & DOT may take necessary action to convene the pending meeting of Committee of Secretaries which was formed at the instance of the highest level of the government to short out the issue of MTNL pension.

Considering the gravity of the matter management is advised to arrange a bilateral meeting with the Unions/Associations within two weeks and the meeting should be held in the presence of the CMD, MTNL to resolve the matter amicably. Next date of C.P. is fixed on 28.02.2013 Parties may note and attend.

(S.K. Chand)
Dy. CLC (C)/

HQ

3.Minutes of Conciliation Proceedings held on 09.01.2013 before Shri S.K. Chand, Dy. CLC (C) Hq., New Delhi [File No. 21(110)/2012-IR Dated 09.01.2013]

Parties attended as per attendance sheet. Non attended on behalf of the Management of MTNL. Prolonged discussions were held with the parties. The representatives of the BSNL management started that as per advice of the Dy. CLC (C) HQ bi-lateral discussions with the Joint forum of BSNL Unions/Associations took place on 18.12.2012. In spite of the request of the Dy. CLC (C) HQ the forum resorted to Dharna on 17th & 18th December, 2012 as per their programme. During discussion with the forum, Managements explained their views vividly to the representatives. The management representatives stated that as desired by the Forum, management can arrange another meeting shortly to resolve the demands of the unions/ associations.

Shri D.C. Madan, Dy. Secretary, DOT stated that regarding repatriation of ITS Officers Hon'ble High Court of Delhi has fixed hearing on 01.02.2013. Accordingly, the unions/ associations should wait till the final verdict of Hon'ble High Court in the matter. It is further stated that today he is not prepared to comment anything regarding demands no. 2, 3 & 4 contained in the notice of the Forum dated 07.12.2012.

The representatives of the Joint Forum stated that repatriation process should be completed without further delay. They also stated that on the issue of financial viability of the BSNL/MTNL, the DOT should take immediate action on the issues raised by the Joint forum and the pension for MTNL employees should be paid by the Government as is being done in the case of BSNL Employees. There has been undue delay in the approval of 78.2% IDA pay fixation, which has been approved by the BSNL Board months earlier and the cases pending with DOT. The Joint Forum representatives demanded the issues to be settled at the earlier so that there can be peace and industrial harmony. Both is BSNL and MTNL.

Further, the representative of the Joint Forum stated that they are alarmed and got the information that DOT and MTNL are going to finalize the formation of the Pension Trust for disbursement of pension to the MTNL employees ignoring the strong opposition of employees of the MTNL against such Pension Trust. They also

demanded that true to the spirit of the conciliation, DOT and MTNL should not take any precipitatory action towards formation of Trust which is against the assurances earlier made to the employees. Instead of this, DOT/MTNL should consider the demand of pension to be paid by DOT as in the case of BSNL. If DOT/MTNL try to force Pension Trust, the employees will be compelled to resort to the agitation which was stopped at the intervention of the Regional Labour Commissioner (C), New Delhi on 23.07.2012.

As desired, a copy of the notice dated 07.12.2012 of Joint Forum of BSNL and MTNL Unions/ Associations was given to the representatives of the DOT. The DOT is requested to examine the demands as the issues are mostly related to policy decision of the Government.

The MTNL management representatives did not attend the meeting despite notice. MTNL Management is requested to be present in next meeting

The management of BSNL is also requested to resolve the demands of the Joint forum during bi-lateral discussions. The Joint Forum is requested to maintain industrial peace.

Next date of C.P. is fixed on 14.02.2013 at 11.00 AM.

Parties may note and attend.

(S.K. Chand)

Dy. CLC (C)/HQ

4. Notice for Trade Union Action Programmes to protest against undue delay in the implementation of 12th June, 2012 strike agreement on 78.2% IDA fixation-reg..

We are constraint to bring to your kind notice that in the meeting of Forum of BSNL Unions/ Associations held on 24th January, 2013 at New Delhi after detail discussions, forum strongly condemned the undue delay in the implementation of the 12th June, 2012 strike agreement on 78.2% IDA pay fixation for BSNL employees. The delaying the diversionary tactics cannot be tolerated. To protest against the BSNL Management and DOT Administration delaying tactics and for early issue of the Presidential Directives on 78.2% IDA pay fixation for BSNL employees, the following agitational programmes are decided:.

(a) Savingram Campaign from 28th to 30th Jan., 2013 to Secy(T), DOT with copy to Hon'ble MOC&IT & CMD, BSNL.

(b) Lunch Hour Demonstration on 11th February, 2013 at BSNL CO, Circle/SSA level.

(c) Massive Dharna at BSNL CO, Circle/SSA level on 15th February, 2013.

We would, therefore, request you to kindly intervene in the matter urgently to get implemented the 12th June, 2012 strike agreement on 78.2% IDA merger so that Trade Union Action Programmes are avoided to maintain industrial peace and trust.

Copy endorsed to Shri Kapil Sibal, Hon'ble MOC&IT, Govt. of India, New Delh-110001 and Shri R. Chandrashekhar, Chairman TC & Secy (T), DoT, Govt. of India, New Delhi – 110001.

No. UF/BSNL/CMD, BSNL/2013 Dated: 25th Jan., 2013

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

5. Request to abandon the proposed move to reduce the DE/AGM and DGM posts by 30% — the minimum promotional avenues available for 35,000 Executives-reg.

As per BSNL MS RR, 1398 DGM posts and 5461 DE/AGM posts are sanctioned in BSNL. Subsequently BSNL sanctioned another 150 DGM posts for direct recruitment. Among the 1398 DGM posts, only 50% posts (699) are available for the Executives for promotion under promotion quota and remaining 50% posts are reserved for MT stream. In the DE/AGM posts, MT recruitment will take place each year as per the requirement of the Management and the remaining posts are to be filled through promotion among Executives. As on today JTOs promoted as SDE in 1994 are waiting for their second promotion as DE/AGM even after 18 years. The number of SDEs completed the minimum qualifying service of 7 years and waiting for DE/AGM promotion are more than 10,000. The situation is worse in the case of DGM cadre due to various reasons. The impact of further squeezing the already limited promotional avenues can have serious repercussions on the growth of company since such a step will fully demoralize already highly demoralized executives.

With this acute stagnation in the SDE and DE cadres, the rationale behind the Management move to reduce the DGM and DE/AGM posts are not at all justified. This will further dampen the minimum promotional avenues available to thousands of Executives. If it is due to the reason that CGM/GM level posts are getting reduced due to surrender of landline and downsizing of SSAs, it is not at all applicable for DE/AGM and DGM posts as major portion of DE/AGM posts are sanctioned based on workload norms and remaining are on positional basis. If it is linked with CGM/GM level post reduction due to surrender of landline and downsizing of SSAs, this can be treated as a vindictive action only.

In BSNL, posts in all cadres are created lastly in the year 2006 and subsequently no post creation was done. Of course large scale surrender of landline connections occurred after 2006 but the mobile network, Enterprise business segment, transmission network, marketing wing etc. expanded in manifolds during this period. The Executives posted in landline sector are effectively redeployed by the Circles into mobile, enterprises business, marketing, transmission maintenance activities. Circles are maintaining of cable network and transmission systems more than the maintenance regions like NTR, STR, WTR and ETR but not a single post is sanctioned for transmission maintenance (OF cable and transmission systems) for the Circles like regions. The sanctioned posts in landline sector is diverted and utilized for transmission maintenance also in all the cadres. Similarly sanctioned posts in land line sector is diverted and utilized for mobile, enterprises business, marketing etc.

As of now BSNL is having 290 lakh landline connections, 900 lakh Mobile connections and other new services. If proper work study and review has been done with respect to DE/AGM posts and DGM posts based on workload and positional requirement, at least 10% increase would have happened in DE/AGM and DGM posts. In other words, the no of DE/AGM and DGM posts would have increased from 5461 to 6000 and 1398 to 1600 respectively.

Instead of doing proper work study and creating post based on workload, the present move of the BSNL Management to reduce the posts by 30% just because CGM/GM level posts are reducing

is not at all justifiable. Already field units are suffering due to shortage of Executives at key positions especially in landline sector, the level of supervision and quality of service is deteriorating further day by day. Further, this is the minimum promotional avenues and motivation available to the Executives.

Even after 12 years of formation of BSNL, the Executives absorbed/recruited in BSNL so far not got their eligible promotion even once. In that situation any move by the Management to reduce the posts and take away the minimum promotional avenues will be opposed by the Executives by all the means.

Hence, we once again request you to kindly desist from the move to reduce the DE/AGM and DGM posts and take necessary action to fill up all the posts on war footing basis so that the eligible Executives are getting their due promotion, 1st in BSNL and may be second in their entire service,

which will motivate the executives and improve the services in BSNL.

With kind regards,

(K. Sebastin)	(Prahlad Rai)	(R.P. Shahu)
GS/SNEA (India	GS/AIBSNLEA	GS/AIGETOA
9868266200	986827222	9424051555

Copy endorsed to Shri R. Chandrasekhar, Secretary, DOT for kind intervention please, Ms. Rita Teatota, Addl Secretary, DOT for kind intervention please, Shri A.N. Rai DIR (EB & HR), BSNL for information and necessary action please, Shri K.C.G.K. Pillai, DIR (Fin), BSNL for information and necessary action please, Shri R.K. Agarwal, DIR(CM), BSNL for information and necessary action please, Shri N.K. Gupta, DIR(CFA), BSNL for information and necessary action please.

*UF/BSNL/CMD, BSNL/2013-14 Dtd: 01.02.2013
(Addressed to Shri R.K. Upadhyay, CMD, BSNL, New Delhi - 110001.)*

Status of Court Cases

- **ITS repatriation court case:** The ITS repatriation case came for hearing in the Hon'ble High Court, Delhi on 08.02.2013 and posted for hearing on 15th Feb.'2013. Chief Justice of Hon'ble High Court Delhi will decide in which court the case will be heard.
- **Status of Court case in Hon'ble CAT Madras, where stay was granted against promotions from SDE to DE-OA no. 1216/2010 Thirunavukkarasu & Others Vs. UOI related to 1966 SDEs Seniority case.** : The said case came for hearing on 07.02.2103 and without vacating stay the same was posted for hearing on 18th Feb'2013.
- **Status of Court Case in 147 SDEs LDCE Quota Seniority case:** Arguments completed on 04.02.2013 in Hon'ble High Court Kerala at Ernakulam and judgment reserved.
- **Status of contempt case in the Hon'ble High Court Chandigarh in JTOs(Offg.) case:** The contempt case in JTO(Offg.) came for hearing in Hon'ble High Court Chandigarh on 23.01.2013. ASG Mr. Hooda pleaded that as per the directions given by Hon'ble Court, BSNL has already notified JTO LICE to be held in June'2013, hence Hon'ble Court should consider for dismissal of the contempt notice. But Hon'ble Court did not consider the prayer and further posted case for hearing on 2nd May'2013. It is felt that affected JTOs should immediately implede in the case to explain their position.
- **Hon'ble PCAT New Delhi delivered an important judgement in Management Trainee RR:** AIBSNLEA initially filed case in Hon'ble CAT Ernakulam [PT No. 338/2009 OA No. 690/Ernakulam/2009 Dy. no. 10442 dated 26.11.2009 between BSNL V/s AIBSNLEA] praying to quash the RRs and Hon'ble CAT Ernakulam quashed the MTRRs wherein age and qualification has debarred most of the DOT recruited executives and absorbed in BSNL. Hon'ble High Court Kerala dismissed BSNL's appeal in this case and thereafter BSNL Corporate Office got transferred all the cases in Hon'ble PB CAT New Delhi [OA no. 777/2010 between BSNL V/s AIBSNLEA] . AIBSNLEA continues to pursue in the Hon'ble PB CAT and now Hon'ble PBCAT New Delhi declared that the restriction on age and qualification for internal candidates in the MT RR is arbitrary and discriminatory and directed the BSNL Management to revise the MTRR accordingly. Hon'ble PB CAT also directed that the ongoing MT recruitment process should be completed as per the interim direction given by the Hon'ble CAT Ernakulam (i.e.) without age and qualification restriction as per the prayer filed by AIBSNLEA. This is a great victory for the stand taken by this Association, that the restriction of age and qualification in MT RR is discriminatory and the same is now vindicated by this judgement. This Association is fighting this case along with SNEA(I) in Hon'ble PB CAT, New Delhi.
- **Status of Hon'ble Chandigarh CAT case on DPC from JAO to AO:** The case came for hearing on 07.01.2013. Now the case is postponed to 05.03.2013 as applicant submitted rejoinder to review previous DPC.

MEETINGS WITH DOT/BSNL OFFICERS

GS, FS met CMD, BSNL on 12.02.2013 and discussed

(a) Implementation of 78.2% IDA pay fixation: We requested CMD for kind intervention to the approval of DOT on 78.2% IDA pay fixation case as approved by BSNL Board. CMD appreciated our concern and mentioned that he has already discussed the matter with Secy(T) in the presence of Addl. Secy(T) and Jt. Secy(T) and Secy(T) also feels that its a sensitive issue. However, he assured that shortly the reply will be sent to DoT, as on the day of issuance of DPE order on 2nd April'2009, BSNL profit was more than Rs. 574 crores.

(b) Regularization of Officiating JTOs: We requested for regularization of Offg. JTOs as a one time measure. After some discussions, CMD advised to discuss the matter in details further.

GS, FS, AGS(HQ) met Sr. GM(Pers.) on 12.02.2013 and discussed:-

(i) CPC from SDE(T) to DE: We requested for sincere efforts to get the stay order vacated in Hon'ble CAT Chennai from DE promotion. Sr. GM(Pers.) mentioned that efforts are being made to expedite CPC to fill up 760 DEs posts but due to court stay order the CPC process is stalled. However, he immediately called the concern AGM(Legal) to know the present status and spoke to CGMs Chennai & TN Circles for making efforts before Hon'ble CAT Chennai to get the stay order vacated since the applicants are not even into zone of consideration of the CPC.

(b) CPC from DE to DGM: Sr. GM(Pers.) mentioned that Hon'ble High Court Kerala at Ernakulam has reserved the judgement after arguments on 147 SDEs LDCE quota seniority case. As soon as the judgment is delivered the promotion order will be issued.

(c) CPC from JTO(T) to SDE(T): We requested to fill up vacant SDEs(T) posts at the earliest. Sr. GM(Pers.) mentioned that the clarification asked from DOP&T through DOT is still awaited. However, he advised DGM(Pers.) to personally look into the matter for an early reply from DOP&T.

(d) CPC from SDE(TF) to AGM(TF): Sr. GM(Pers.) mentioned that the clarification on SC/ST roster implementation from DoT is not clear that on which year judgment of Hon'ble APEX Court the CPC is to be conducted. Hence, further clarification has been asked from DoT.

(e) Creation of PPS Posts in field units: We requested to create PPS posts in field units with CGMs posts like BSNL Corporate Office and as per Sh. H.K. Gupta, DDG(DoT) Committee recommendations. Sr. GM(Pers.) assured to look into the matter.

(f) Restructuring of AD(O/L) Cadre: We expressed our serious concern against delay in submitting the Committee report headed by Addl. GM(Estt.) for the last one year. Sr. GM(Pers.) mentioned that the Committee report is being prepared & shortly it will be finalized.

GS, FS met Director (Finance) on 12.02.2013 and discussed:

(a) Implementation of 78.2% IDA pay fixation case: We requested for early submission of reply to DoT on 78.2% IDA pay fixation case. Director(Fin.) in the presence of GM(CA) mentioned that the reply to DOT is being prepared shortly but the matter needs to be persuaded in DoT for approval.

(b) CPCs to fill up DGM(Fin) posts & CAO on regular basis: We requested for early issuance of DGM(Fin.) and CAO regular promotion orders. Director(Fin.) mentioned that the CPCs are in progress but VCRs for DGM(Fin.) promotion are awaited and for CAO regular promotion some ACRs are still awaited. However, he assured for an early action in this matter.

GS alongwith GS, President SNEA(I) met Addl. Secy. (Telecom.) DOT ON 29.01.2013 and discussed about ITS absorption issue. Addl. Secy. (Telecom.) informed that the cabinet note on this issue has been sent to Cabinet Secretary for consideration but the comments from Ministry of Finance, Ministry of Law and Ministry of DoP&T are still awaited. Cabinet Secretariat has accepted the Cabinet Note sent on 23/1/2013 and has asked

to immediately sent the supplementary Cabinet note on receipt of the comments of above mentioned nodal Ministries. However, It is expected that it will come in Cabinet agenda for discussion and approval in the next month only.

GS, OS (North) met GM (Estt) on 22.01.2013 and discussed

(a) Regularization of offg. JTOs: We further requested for regularization of offg. JTOs as one time measure. GM (Estt) mentioned that the contempt case hearing is coming tomorrow in the Hon'ble High Court, Chandigarh and as per the court decision only further action will be taken. He also informed that Addl. GM(Estt.) has already gone to Chandigarh to discuss the matter with ASG and BSNL Advocate along with GM(Admn.) Haryana Telecom Circle on this issue. It is understand that in case , the hearing is further delayed than affected JTOs should immediately implead in the case to explain their position.

(b) Reply to DOT on 78.2% IDA fixation case: We requested to sent early reply to DOT on 78.2% IDA fixation case. GM(Estt.) mentioned that till date he has not received the DOT letter. However, the queries made by DOT seems to be related to finance wing and CP&M Wing, who are dealing with BRPSE etc. He assured that Estt. Section will take immediate action in this regard.

GS & President, SNEA (I) met GM (SR/Trg.) on 21.01.2013 and discussed:

(a) Filling up of vacant DEs posts: We requested for filling up of vacant DEs posts as per the provisions of BSNL MSRRs. GM (SR/Trg.) assured to discuss the matter with Competent Authority.

(b) Review of Online Mandatory Training under EPP: We requested to review Online Mandatory Training under EPP wherein the executives having more than 55 years age are to be exempted from this training and the executives who are not computer friendly may be sent to RTTCs for 2 weeks mandatory training. GM (SR/Trg.) assured to look into the matter.

(c) Holding of CPSUs Cadre Hierarchy Committee Meeting: We expected our serious concern against non-holding of CPSUs Cadre Hierarchy

Committee Meetings. GM (SR/Trg.) mentioned that committee is seized with the issue but finding difficulty in accepting the proposal gives by Executive Associations.

(d) Membership verification of Executive Associations: GM (SR/Trg.) asked the associations view on membership verification of Executive Associations, mentioning that Management is seriously thinking in this regard. We assured that shortly we will give our views/ opinion on this issue.

GS, AGS (HQ) met Sr. GM (Pers) on 20.01.2013 and discussed:-

(a) CPC from DE to DGM: We requested to expedite CPC from DE to DGM. Sr. GM (Pers.) mentioned that CPC from DE to DGM is in progress and posting on promotion order will be issued shortly. It is understood that about 200 DGM posts may be filled-up with the eligible DEs.

(b) CPC from SDE(T) to DE: We requested to fill-up vacant DEs posts. Sr. GM (Pers.) mentioned that CPC from SDE(T) to DE (Adhoc) has been initiated to fill-up about 760 DEs posts. Efforts are being made to collect last year (One Year) ACRs and VCRs of the eligible SDEs. He assured that as soon as the ACRs/VCRs are received, CPC will be completed. It is understood that in case, ACRs/VCRs are received immediately the promotion order may be released in the month of Feb-2013 itself.

(c) CPC from JTO to SDE (T): We requested to expedite CPC from JTO to SDE (T). Sr. GM (Pers.) mentioned that the clarification from DoT regarding diverting of seniority-cum-fitness quota SDEs posts to LICE quota & vice-versa has not been received. However, the efforts are being made to collect the ACRs of the eligible JTOs for SDE promotion.

(d) CPC from SDE(TF) to AGM (TF): We requested to issue promotion order from SDE (TF) to AGM (TF) since the CPC has been completed 10 months before for the want of clarification from DoT on SC/ST candidates reservation on their own merit issue. Since, the clarification from DoT has been received on 18/1/2013 on this issue, based

on that promotion order may be released. Sr. GM (Pers.) assured to look into the matter.

GS, AGS(HQ) met GM(FP) on 18.01.2013 and discussed

(a) CPC from CAO (Adhoc) to CAO (Regular): We requested to expedite CPC from CAO(Adhoc) to CAO(Regular). GM(FP) mentioned that CPC is in progress but it is being delayed due to missing ACRs and the detail of missing ACRs is given. He advised to help in arranging ACRs at the earliest. We assured him an early action.

(b) CPC from JAO to AO : GM(FP) informed that the reply in Hon'ble CAT Chandigarh has already been filed in case is posted for hearing in Feb'2013. He expected in the next hearing date stay order on CPC will be vacated.

(c) CPC from CAO to DGM(F) : We requested for early filling up of vacant DGM(F) posts. GM(FP) mentioned that CPC is already in progress but getting delayed due to missing ACRs of 16 CAOs. However, he assured an early action in this regard.

(d) Consideration of request / tenure transfer cases of AOs/CAOs: We requested for consideration of request/tenure transfer cases of AOs / CAOs. GM(FP) assured to consider all the cases in the month of Feb'2013.

GS, FS met Director(EB/HR) on 17.01.2013 and discussed:-

(a) Filling up of vacant DEs Posts: We requested to fill up all vacant DEs posts as per the provisions of BSNL MSRRs. Also thanked to allow CPC to fill up 760 DEs posts of seniority-cum-fitness quota and further requested that as per BSNL MSRRs the proposal to fill up 1100 MT quota should also be allowed so that in a single CPC the 1860 DEs can be promoted which will remove the stagnation in the SDEs(T) carrier since a SDE(T) promoted in 1994 DPC year is waiting for his 2nd promotion after 19 years of services as DEs. These SDEs could get only one regular promotion from JTO(T) to SDE(T) during their 30 years of service. Moreover, most of them are drawing DE Scale. Director(EB/HR) assured to further discuss the matter with the competent authority.

(b) Promotion from DE to DGM: We requested to fill up vacant DGMs posts from eligible DEs. Director(EB/HR) assured an early action in this regard.

(c) Modification in BSNL MSRRs of JTO(C/E/ Arch) & SDE(C/E/Arch): We requested to provide parity to JTO/SDE(C/E/Arch) with JTO/SDE(T). Director(EB/HR) assured to look into the matter.

(d) Stepping up of pay wherein seniors are drawing less pay than their junior on implementation of EPP: We expressed our serious concern against non-settlement of genuine issue to remove pay anomaly of senior executives who are drawing less pay than their junior executives on implementation of EPP despite of the judgement of Hon'ble Kerala High Court and filing SLP in the Hon'ble Supreme Court against this by BSNL whereas stepping up of pay has been allowed in non-executive cadres. Director(EB/HR) assured to look into the matter.

(e) Regularization of offg. JTOs: We further requested to regularize offg. JTOs as one time measure as per the BSNL Board's decision to promote qualified TTAs on adhoc basis as JTOs but BSNL continued to issue only local officiating orders. Director(EB/HR) on the basis of our letter dated 02.01.2013 assured to re-examine the case at the earliest.

(f) Holding of CPSU Cadre hierarchy committee meeting: We expressed our concern against non-holding of CPSU cadre hierarchy Committee meeting. Director(EB/HR) agreed that for a long time Committee meeting is not held. However, he assured for early holding of the Committee meeting.

(g) Implementation of E2 & E3 standard IDA pay scales for JTO/SDE equivalent executives: As per DPE OM dated 24.12.2012, we requested to implement standard E2 & E3 IDA pay scales for JTO/SDE equivalent executives. DPE has clarified that no intermediate IDA pay scales will be allowed to CPSUs to implement. Director(EB/HR) assured to examine our letter in the light of DPE order and its financial implications.

GS, AGS(HQ) met PGM(EW) on 17.01.2013 and discussed:-

(a) CPC from SDE(E) to EE(E): We requested to fill up about 40 EEs(E) vacant posts from SDEs(E). PGM(EW) mentioned that efforts are being made to initiate CPC from SDE(E) to EE(E) and shortly the ACRs/VCRs will be collected from field units.

(b) Modifications in BSNL MSRRs: We requested to propose for modifications in BSNL MSRRs to provide parity with JTO(T)/SDE(T) to JTO(C/E)/SDE(C/E). PGM(EW) assured an early action in this regard.

(c) Consideration of request transfer cases of SDEs/EEs: PGM(EW) assured to look into the matter.

GS, AGS(HQ) met PGM(Arch) on 17.01.2013 and discussed:-

(a) CPCs to fill up vacant AEs(Arch) and SDEs(Arch) Posts: We requested for filling up of 16 vacant EEs(Arch) posts. 12 EEs(Arch) are working. To fill up vacant 16 EEs(Arch) posts, eligible SDEs(Arch) are not available, hence a proposal for local officiating promotion under FR-35 is being processed to the Competent Authority for consideration.

(b) Consideration of request transfer cases of SDEs(Arch): We requested to consider some long pending request/tenure transfer cases of SDEs(Arch). PGM(Arch) assured to look into the matter.

GS, AGS(HQ) met Sr. GM(Pers.) on 08.01.2013 and discussed:

(a) CPC from SDEs(T) to DE: We requested to fill up vacant DEs posts. Sr. GM(Pers) mentioned that Competent Authority has give clearance to fill up about 700 DEs vacant posts of seniority-cum-fitness quota. He advised to support in collecting ACRs/VCRs of eligible SDEs(T) at the earliest so that CPC can be completed in Feb'2013. We also requested to get the approval of filling up of vacant MT quota posts on adhoc basis from eligible SDEs(T).He further advice to discuss the matter with the Competent Authority.

(b) Filling up of DGM vacant posts: Sr. GM(Pers.) mentioned that shortly action is being taken to fill up the vacant posts from eligible DEs.

GS, FS met PGM(BW) on 08.01.2013 and discussed

(a) CPC from JTO(C) to SDE(C): We requested for early holding of CPC to fill up vacant SDEs(C) posts. PGM(BW) mentioned that after the approval of the Competent Authority, the provisional seniority list of JTOs(C) has been prepared and being circulated for comments, if any, shortly. He also mentioned that seniority list has been prepared from the date of joining, which is treated date of confirmation. However, a long pending issue of seniority is being resolved. He assured that after receiving the comments and on finalization of final seniority list the CPC will be initiated to fill up vacant SDEs(C) posts.

(b) Modifications in BSNL MSRRs: PGM(BW) assured to reexamine the BSNL MSRRs to provide parity to JTO/SDE(C) with JTO/SDE(T).

CHQ Office Bearers Visits

1. 2nd Circle Executive Committee of AIBSNLEA Maharashtra Circle on 10.02.2013:

2nd Circle Executive Committee of AIBSNLEA Maharashtra Circle after its 3rd Circle Conference at Sangli was held on 10.04.2013 at Taj Patil Plaza Hotel, Nanded. The Conference was attended and addressed by Com. Prahlad Rai, General Secretary AIBSNLEA CHQ, Com. B.S.Reddy Org. Secretary (South), AIBSNLEA CHQ, Com. K.P. Nair, AGS (GD), CHQ, Com. C.M. Saste, O.S (W) CHQ, Com. A.G. Joshi, Adviser-IV CHQ, Com. V.P. Kulkarni, Circle Secretary and Com. K A Mohire, Circle President. After the welcome of dignitaries, all the District Secretaries have presented their reports, wherein they described the achievements of the Branches and the grievances of their members. Circle Secretary Presented his report and Treasure submitted the receipts and payment accounts which was unanimously approved.

An open session was held which was presided by Com. K.A.Mohire, Circle President. Shri G. Jayaraman, GM (HR & Admn.), Maharashtra Circle was the Chief Guest and Shri R.B.Madale TDM Nanded was guest of Honour.

Com. Sanjeev Khandare, Branch Secretary of AIBSNLEA welcomed all the dignitaries on the Dias and felicitated them.

Com. V.P. Kulkarni, Circle Secretary, Maharashtra in his speech thanked GM (HR & Admn) for his full support in settling the issues related to the Executive and also to the District Secretaries and Circle Executive Committee for their support.

GS AIBSNLEA, Shri Prahlad Rai, congratulated the comrades of Maharashtra Circle for the successful CEC and thanked the comrades for inviting him and giving an opportunity to address the gathering.

In his detailed address Com GS explained the actions taken by the AIBSNLEA in the financial viability of BSNL. He mentioned the efforts AIBSNLEA in issuing order regarding EPP, Grant of Perks, Transparent Transfer Policy, 2nd PRC Implementation, Finalization of BSNL MSRRs etc. He mentioned that BSNL with its existing employees have earned profit in past and due to the non-co-operative and step motherly attitude of Govt. towards the BSNL in comparison with the other service providers by way of charging

unjustified payment of spectrum charges (3G & BWA) of Rs. 18,500 and allotting inferior quality spectrum which cannot cater the requirement of 4G at a higher rate without allowing BSNL to participate in the bidding, non-reimbursement of licenses fee, USO Charges, Payment of OPEX Charges, withdrawal of ADC, Interest on payment of notional loan Rs. 7500 Crores the viability of BSNL is adversely affected. He informed that BSNL is incurring more than 9000 Crores in Rural areas services but No ADC charges is being given by the Govt. He stated that, non-procurement of GSM equipment, cables, telephone instruments, MLLN Modem, Broadband Modem, Drop wires etc have affected the quality & growth of services. He also stated about the customer delite on which JAC observed 'Customer Delight Month' and 'Customer Delight Year' for better quality to telecom services to its valued customers.

He also spoke about the non refund of spectrum charges by DoT, MOU between DoT and BSNL, willingness of DoT to allot 15000 crores soft loan to BSNL, repeated cancellation of tenders. He explained that how the AIBSNLEA is continuously pursuing these viability related issues with the BSNL Management and DoT. Com GS. Further explained the burning issues of the Headquarters level like ITS Repatriation process and its status after issue of the clarification by the Deptt. of Pension and Pensioners Welfare , negative actions and inactions of DoT and the stand of AIBSNLEA and JAC on this issue. He explained the stand of AIBSNLEA and JAC on the issues like VRS, 30% disinvestment and unbundling of last mile copper. He apprised the status of HR issues related to mainly DPCs of various disciplines viz. JTO to SDE, SDE to DE(Adhoc/Regular), DE to DGM, DGM to GM, JAO to AO, AO to CAO & CAO to DGM(F) and DGM(F) to GM(F) etc., Pay anomaly- Sr. are drawing less salary than their juniors, Pay revision of AD (OL), Creation of PPS for the Personal Secretaries in the field units, post based promotions to PSs in the field units, etc.

He also stated that AIBSNLEA has settled many burning issues like restoration of ACP to Civil / Electrical, restoration of residency benefits to PA/ PS in the field units, issue of adhoc promotion orders of D.Es/CAOs.

GS has special interaction with the departmental JAOs of different Districts of Maharashtra on the issue of the pay fixation. He has also replied to all the queries raised by the audience during the question answer session.

GS finally informed that AIBSNLEA is taking care of all the executives irrespective of their cadres / disciplines and size. He also assured that CHQ of AIBSNLEA will take care of all the HR issues, but the executives in the field should raise to the occasion and make the BSNL to grow further to make its original position in the market.

Shri R.B.Madle, TDM Nanded in his speech emphasized that this is the right time in BSNL to do the dedicated work keeping aside of all the cadre issues. He also expressed his happiness that the AIBSNLEA is representing all the cadres / disciplines. He also stated that the CHQ of AIBSNLEA is fighting against the wrong policies of the Govt. and it is the duty of the executives to work hard to retain the faith of the customers on the BSNL. He also stated that Nanded is number one in introducing many services in Nanded viz. FTTH, etc.

Shri G. Jayaraman, GM (HR & Admn.) in his speech stated that as the representative of Administration it is his duty to attend such meetings. He mentioned that the transfer and posting orders are issued by the Circle administrative with full transparency and requested the executives to help the administration in implementing the orders by joining at the posted station, where your own colleagues are waiting for their relieving. He also mentioned that any genuine cases can be considered by the administration. He stated that

the case of considering Chandrapur as tenure station and payment of naxal allowances in Gadchiroli and Chandrapur was already taken up with the Corporate Office which has not been considered. However, he has assured to take up the matter once again. He stated that the shortage of equipment is mainly due to the lack of proper non-reconciliation of the equipments allotted.

Com C.M. Saste, OS (W) Com. B.S. Reddy Org. Secretary (S) Com. K.P. Nair AGS (GD), and Com. A.G. Joshi, Adviser IV also spoke on the occasion. Com. K.A. Mohire, Circle President expressed vote of thanks.

2. General Body Meeting at ALTTC Ghaziabad on 10.01.2013:

A General Body Meeting was held in ALTTC Ghaziabad on 10.01.2013 at 15:00 Hrs, in the presence of Sh. Devesh Sharma, OS(North), AIBSNLEA CHQ. In the meeting the decision was taken to form the new Adhoc body in the ALTTC GZB. The following Adhoc body was nominated for the 3 months or upto the next regular elections, whichever is earlier.

1. Circle President- Shri B.B.Raina, CAO ALTTC
2. Circle Secretary- Shri Satyendra Kumar, DE (NGN) , ALTTC
3. Finance Secretary- Shri Shiv Shankar, DE(TM), ALTTC
4. Organising Secretary- Shri Anil Kumar, DE (NP) ALTTC

As per the constitution of AIBSNLEA, the Adhoc body will hold the regular elections within 3 months.

WEEDING BELLS

- Shri Krishan Prakesh, SDE, NTR, New Delhi celebrated marriage of his daughter Ms. Swapnil with Sh. Manish on dated 05th Feb', 2013.
- Shri S. Jasvinder Singh father of Sh. Bhajan Preet Singh, JTO(NTR), New Delhi, BSNL celebrated marriage of his son Sh. Bhajan Preet Singh, JTO, BSNL with Ms. Sanmeet Kaur on dated 02nd Feb., 2013.
- Sh. G.P. Goyal, AGM, ALTTC Ghaziabad, BSNL celebrated marriage of his son Sh. Ankit with Ms. Anchhal on dated 02nd Feb., 2013.
- Sh. S.N. Gupta, AGM, BSNL CO celebrated marriage of his son Sh. Jitendra with Ms. Vineeta on dated 04th Feb., 2013.